



**DCX SYSTEMS LIMITED**  
**CIN: L31908KA2011PLC061686**

**An AS 9100D Certified**

**Regd. Off. Add.:** Aerospace SEZ Sector, Plot Nos. 29,30 and 107, Hitech Defence and Aerospace Park, Kavadasanahalli, Bengaluru Rural – 562110, Karnataka, India.

**Email:** [cs@dcxindia.com](mailto:cs@dcxindia.com)

**Tel:** 080-67119555

**Web:** [www.dcxindia.com](http://www.dcxindia.com)

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**September 04, 2026**

**BSE Limited**

P J Towers  
Dalal Street, Fort  
Mumbai – 400001

**National Stock Exchange of India Ltd**

Exchange Plaza, C-1, Block G  
Bandra Kurla Complex, Bandra (E)  
Mumbai – 400051

**Scrip Code – 543650**

**Symbol – DCXINDIA**

Dear Sir/Madam,

**Subject:** **Submission of Business Responsibility and Sustainability Report**

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we submit herewith the Business Responsibility and Sustainability Report of the Company for the Financial Year 2025-26.

The above information will also be available on the website of the Company at [www.dcxindia.com](http://www.dcxindia.com).

This is for your information and records.

Thanking you,

Yours Sincerely,  
For **DCX Systems Limited**

**Gurumurthy Hegde**  
**Company Secretary, Legal & Compliance Officer**



# **BUSINESS RESPONSIBILITY AND FY 2025-26**

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# BUSINESS RESPONSIBILITY & SUSTAINABILITY

## REPORT FY 2025-26

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

1. **Corporate Identity Number (CIN) of the Listed Entity**<sup>1</sup> – L31908KA2011PLC061686
2. **Name of the Listed Entity** – DCX Systems Limited
3. **Year of incorporation** – 2011
4. **Registered office address** – Aerospace SEZ Sector, Plot Nos. 29, 30 and 107, Hitech Defence and Aerospace Park, Kavadasanahalli, Bengaluru Rural, Karnataka, India, 562110
5. **Corporate address** – Aerospace SEZ Sector, Plot Nos. 29, 30 and 107, Hitech Defence and Aerospace Park, Kavadasanahalli, Bengaluru Rural, Karnataka, India, 562110
6. **E-mail** – [cs@dcxindia.com](mailto:cs@dcxindia.com)
7. **Telephone** – +91-80-6711 9555
8. **Website** – [www.dcxindia.com](http://www.dcxindia.com)
9. **Financial year for which reporting is being done** – 2025-26
10. **Name of the Stock Exchange(s) where shares are listed:**

| Name of the Exchange                  | Stock Code |
|---------------------------------------|------------|
| BSE Ltd.                              | 543650     |
| National Stock Exchange of India Ltd. | DCXINDIA   |

11. **Paid-up Capital** – ₹ 22,27,72,854/-
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report** –  
 Name: Mr. Gurumurthy Hegde,  
 Company Secretary, Legal and Compliance Officer  
 Ph.: +91-80-6711 9555  
 Email Id.: [cs@dcxindia.com](mailto:cs@dcxindia.com)
13. **Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).** –  
 All the disclosures in this report pertain to DCX systems Limited and have been made on a standalone basis.
14. **Name of assessment or assurance provider**<sup>2</sup> –  
 Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.
15. **Type of assessment or assurance obtained**<sup>3</sup> –  
 Not Applicable for the reporting period as per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

<sup>1</sup> Numbers have been rationalised in this year's BRSR, wherever required.

<sup>2</sup> The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025

<sup>3</sup> The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

## II. Products/services

### 16. Details of business activities (accounting for 90% of the turnover):

| S. No. | Description of Main Activity | Description of Business Activity                      | % of Turnover of the entity |
|--------|------------------------------|-------------------------------------------------------|-----------------------------|
| 1.     | Manufacturing                | Manufacture of Defence and aerospace related products | 100.00                      |

### 17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

| S. No. | Product/ Service              | NIC Code | % of Turnover contributed    |
|--------|-------------------------------|----------|------------------------------|
| 1.     | System Integration Assemblies | 27320    | *Kindly refer the note below |
| 2.     | Cable and Wire Harness        | 27900    |                              |
| 3.     | Kitting                       | 27320    |                              |

\* We operate as a single business segment, all products and services referenced above to that segment. (For internal data purposes, we have only classified them into three product/service categories.)

## III. Operations

### 18. Number of locations where plants and/or operations/offices of the entity are situated:

| Location      | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National      | 02               | 02                | 04    |
| International | 00               | 00                | 00    |

\* The Company's Corporate Office is located within its Bengaluru SEZ unit, and it operates an additional plant/office in the Domestic Tariff Area (DTA) located in Defence and Aerospace Park, Bengaluru.

### 19. Markets served by the entity:

#### a. Number of locations

| Locations                        | Number |
|----------------------------------|--------|
| National (No. of States)         | 03     |
| International (No. of countries) | 06     |

\* International Markets Served- Israel, Canada, Netherlands, USA, UAE, and UK.

#### b. What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of exports to the Company's total turnover is 58.04% (including deemed exports). As the Company operates from a Special Economic Zone (SEZ), supplies made to another SEZ or to an Export Oriented Unit (EOU) within India are treated as deemed exports.

#### c. A brief on types of customers:

The Company serves Original Equipment Manufacturers (OEMs) across and around domestic and international markets, with a focus on the Defence and Aerospace sectors. Its customer base spans geographies including Israel, and the United States. The Company caters to specific customer requirements through value-added services such as system integration, build to print solutions, and cable and wire harness capabilities. Through its continued engagement with both global and domestic customers, the company has built a reputation as a dependable partner in the Defence and Aerospace industry, supported by its technical expertise, skilled workforce, quality standards, and commitment to timely delivery.

**IV. Employees****20. Details as at the end of Financial Year: -****a. Employees and workers (including differently abled):**

| S. No.    | Particulars                    | Total (A)  | Male       |              | Female    |             |
|-----------|--------------------------------|------------|------------|--------------|-----------|-------------|
|           |                                |            | No. (B)    | % (B / A)    | No. (C)   | % (C / A)   |
| EMPLOYEES |                                |            |            |              |           |             |
| 1.        | Permanent (D)                  | 90         | 82         | 91.11        | 08        | 8.89        |
| 2.        | Other than Permanent (E)       | 00         | 00         | 0.00         | 00        | 0.00        |
| 3.        | <b>Total employees (D + E)</b> | <b>90</b>  | <b>82</b>  | <b>91.11</b> | <b>08</b> | <b>8.89</b> |
| WORKERS   |                                |            |            |              |           |             |
| 4.        | Permanent (F)                  | 55         | 50         | 90.91        | 05        | 9.09        |
| 5.        | Other than Permanent (G)       | 87         | 83         | 95.40        | 04        | 4.60        |
| 6.        | <b>Total workers (F + G)</b>   | <b>142</b> | <b>133</b> | <b>93.66</b> | <b>09</b> | <b>6.34</b> |

**b. Differently abled Employees and workers:**

| S. No.                      | Particulars                                      | Total (A) | Male      |             | Female    |             |
|-----------------------------|--------------------------------------------------|-----------|-----------|-------------|-----------|-------------|
|                             |                                                  |           | No. (B)   | % (B / A)   | No. (C)   | % (C / A)   |
| DIFFERENTLY ABLED EMPLOYEES |                                                  |           |           |             |           |             |
| 1.                          | Permanent (D)                                    | 00        | 00        | 0.00        | 00        | 0.00        |
| 2.                          | Other than Permanent (E)                         | 00        | 00        | 0.00        | 00        | 0.00        |
| 3.                          | <b>Total differently abled employees (D + E)</b> | <b>00</b> | <b>00</b> | <b>0.00</b> | <b>00</b> | <b>0.00</b> |
| DIFFERENTLY ABLED WORKERS   |                                                  |           |           |             |           |             |
| 4.                          | Permanent (F)                                    | 00        | 00        | 0.00        | 00        | 0.00        |
| 5.                          | Other than permanent (G)                         | 00        | 00        | 0.00        | 00        | 0.00        |
| 6.                          | <b>Total differently abled workers (F + G)</b>   | <b>00</b> | <b>00</b> | <b>0.00</b> | <b>00</b> | <b>0.00</b> |

**21. Participation/Inclusion/Representation of women**

|                          | Total   | No. and percentage of Females |           |
|--------------------------|---------|-------------------------------|-----------|
|                          | No. (A) | No. (B)                       | % (B / A) |
| Board of Directors       | 06      | 01                            | 16.67     |
| Key Management Personnel | 09      | 00                            | 0.00      |

**22. Turnover rate for permanent employees and workers (in percent)**

|                     | FY 2025-26 |        |       | FY 2024-25 |        |       | FY 2023-24 |        |       |
|---------------------|------------|--------|-------|------------|--------|-------|------------|--------|-------|
|                     | Male       | Female | Total | Male       | Female | Total | Male       | Female | Total |
| Permanent Employees | 11.29      | 30.77  | 13.14 | 11.68      | 40.00  | 26.89 | 08.93      | 0.00   | 08.93 |
| Permanent Workers   | 57.83      | 0.00   | 55.17 | 08.51      | 0.00   | 04.26 | 09.30      | 0.00   | 09.30 |

**V. Holding, Subsidiary and Associate Companies (including joint ventures)****23. (a) Names of holding / subsidiary / associate companies / joint ventures**

| S. No. | Name of the holding/ subsidiary/ associate companies/ joint ventures (A) | Indicate whether holding/ Subsidiary/ Associate/ Joint Venture | % of shares held by listed entity | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No) |
|--------|--------------------------------------------------------------------------|----------------------------------------------------------------|-----------------------------------|------------------------------------------------------------------------------------------------------------------------------|
| 1.     | Raneal Advanced Systems Private Limited                                  | Subsidiary                                                     | 100                               | No                                                                                                                           |
| 2.     | NIART Systems Limited (Israel)                                           | Subsidiary                                                     | 100                               | No                                                                                                                           |
| 3.     | ELTX Systems Private Limited                                             | Associate & Joint Venture                                      | 37                                | No                                                                                                                           |

**VI. CSR Details****24. (i) Whether CSR is applicable as per section 135 of the Companies Act, 2013: Yes****(ii) Turnover (in ₹):** 7,398.72 Million**(iii) Net worth (in ₹):** 11,870.05 Million

**VII. Transparency and Disclosures Compliances****25. Complaints/Grievance on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:**

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/ No)<br><br>(If Yes, then provide web-link for grievance redress policy)                                                                                                                                                                                       | FY 2025-26                                                                                                               |                                                              |         | FY 2024-25                                 |                                                              |         |
|---------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|---------|--------------------------------------------|--------------------------------------------------------------|---------|
|                                                   |                                                                                                                                                                                                                                                                                                            | Number of complaints filed during the year                                                                               | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities                                       | Yes, for community grievances this link can be accessed:<br><a href="https://dcxindia.com/contact-us/">https://dcxindia.com/contact-us/</a>                                                                                                                                                                | Nil, No complaints or grievances were received from any of the specified stakeholder groups during the reporting period. |                                                              |         |                                            |                                                              |         |
| Investors (other than shareholders)               | Yes, for grievances from investors (other than shareholders) this link can be accessed:<br><a href="https://dcxindia.com/contact-us/">https://dcxindia.com/contact-us/</a>                                                                                                                                 |                                                                                                                          |                                                              |         |                                            |                                                              |         |
| Shareholders                                      | Yes, for grievances from shareholders this link can be accessed:<br><a href="https://dcxindia.com/contact-us/">https://dcxindia.com/contact-us/</a><br>Further, the complaints can be raised at SEBI specified mechanism through:<br><a href="https://scores.sebi.gov.in/">https://scores.sebi.gov.in/</a> |                                                                                                                          |                                                              |         |                                            |                                                              |         |
| Employees and workers                             | For Employees and Workers Grievances, the Company has an established Code of Business Conduct & Ethics and Employee's Handbook which is available on the Company's Intranet                                                                                                                                |                                                                                                                          |                                                              |         |                                            |                                                              |         |
| Customers                                         | Yes, for grievances from customers this link can be accessed:<br><a href="https://dcxindia.com/contact-us/">https://dcxindia.com/contact-us/</a>                                                                                                                                                           |                                                                                                                          |                                                              |         |                                            |                                                              |         |
| Value Chain Partners                              | Yes, for grievances from Value Chain Partners this link can be accessed:<br><a href="https://dcxindia.com/contact-us/">https://dcxindia.com/contact-us/</a>                                                                                                                                                |                                                                                                                          |                                                              |         |                                            |                                                              |         |

**26. Overview of the entity's material responsible business conduct issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format<sup>4</sup>**

| Material issue identified                         | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | In case of risk, approach to adapt or mitigate                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Financial implications of the risk or opportunity (Indicate positive or negative implications)      |
|---------------------------------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| <b>Waste &amp; Hazardous Materials Management</b> | Risk                                       | <p>Aerospace and defence manufacturing processes may generate hazardous waste, including heavy metals and wastewater treatment sludge, requiring careful handling and disposal.</p> <p>Managing such waste presents regulatory and operational challenges, as its transportation, treatment, storage and disposal are governed by applicable environmental regulations. Effective waste management practices, such as waste reduction, proper treatment, recycling and resource recovery, help minimise environmental impacts, ensure regulatory compliance and reduce long-term operational costs and potential liabilities.</p> | <p>To mitigate waste management risks, the Company has adopted a systematic approach to minimising waste generation and ensuring its safe handling, treatment and disposal in accordance with the applicable environmental regulations, in order to reduce the risks with waste management.</p> <p>It encourages responsible waste separation, recycling and recovery of resources. As far as possible to minimise the amount of waste that needs to be disposed. The company also follow the safe disposal of hazardous waste through authorised agencies and monitors regularly its waste management practices to improve operational efficiency. Ongoing awareness programs conducted by the company to reduce the environment impacts and regulatory risks.</p> | <p>Negative Implication</p> <p>(There were no negative financial implications for the FY 25-26)</p> |
| <b>Energy Management</b>                          | Risk                                       | <p>Energy is an essential input for defence and aerospace manufacturing operations, with fuel and electricity accounting for a significant part of operational energy consumption. The options of energy sources, energy management practices, and consumption levels differ based on the nature of manufacturing activities. The Company's energy mix, containing grid electricity, on site power generation, and alternative energy sources, can influence energy costs, compliance with evolving regulatory requirements, and supply reliability, as a result impacting operational efficiency and overall cost structure.</p> | <p>Effective energy management is a key priority for the Company, particularly in the aerospace and defence manufacturing sector, where energy costs significantly impact operations. The Company strives to optimize energy consumption and reduce its environmental footprint through energy-efficient practices, including the efficient use of air-conditioning systems, tree plantation initiatives, and employee awareness programmes on responsible energy use.</p> <p>The Company also explores cost-effective and sustainable energy sources to reduce dependence on conventional energy. These initiatives help mitigate energy-related risks, improve operational efficiency, and support the Company's long-term sustainability objectives.</p>         | <p>Negative Implication</p> <p>(There were no negative financial implications for the FY 25-26)</p> |
| <b>Data Security</b>                              | Risk                                       | <p>Data Security in the aerospace and defence industry handle sensitive military and aviation related information, making them expose to cyber threats and data security breaches. A breach of information systems can result in operational disruptions, financial losses and damage to reputation, as well as expose the company to regulatory and legal consequences. To protect critical information the company ensure continuous investment in technology, system upgrades and cyber security measures are required.</p>                                                                                                    | <p>To mitigate the risk to data security, the company has implemented dedicated information security protocols and standard operating procedures to safeguard sensitive information regarding the products from cyber-attacks, data theft and unauthorised access. The company also conducts routine security audits and vulnerability assessments to detect possible loopholes and strengthen its cybersecurity. The company organise periodic training programs on cybersecurity to employees and also works with cybersecurity experts and uses threat intelligence to improve its capacity to detect and respond to new cyber threats.</p>                                                                                                                      | <p>Negative Implication</p> <p>(There were no negative financial implications for the FY 25-26)</p> |

<sup>4</sup> Material issues identified are referred from the Sustainability Accounting Standards Board (SASB) 2023-24 version. SASB Standards are maintained and enhanced by the International Sustainability Standards Board (ISSB). This follows the SASB's merger with the International Integrated Reporting Council (IIRC) into the Value Reporting Foundation (VRF) and subsequent consolidation into the IFRS® Foundation in 2022. The latest standards have been accessed at <https://sasb.ifrs.org/> on 20th June, 2025 at 11:10 IST

|                                            |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                              |
|--------------------------------------------|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|
| <b>Product Quality &amp; Safety</b>        | Opportunity | The aerospace and defence industry places a high priority on product safety because of the critical nature of the products used in aviation and military operations. This is an opportunity for the company to create customer confidence through the provision of reliable, high quality products that meet safety and regulatory requirements. The company's strong product design, effective supplier evaluation and strong quality focus throughout the product lifecycle allows the company to improve product reliability, build long term customer relationships and strengthen its competitive position in the industry.        | Not Applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Positive                                                                                     |
| <b>Product and Design</b>                  | Opportunity | Growing customer expectations and evolving regulatory requirements are increasing the demand for energy-efficient and low-emission products in the aerospace and defence industry. This provides an opportunity for the company to align its products and operations with evolving market and regulatory expectation while helping customers achieve their sustainability goals. By delivering high quality standards and adapting to the changing needs of the industry, the Company can build customer relationships and improve its competitive position in the aerospace and defence industry.                                      | Not Applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Positive                                                                                     |
| <b>Materials Sourcing &amp; Efficiency</b> | Risk        | The aerospace and defence manufacturing industry depends on the availability of critical raw materials have few substitutes and are sourced from a small number of countries. Supply chain disruptions, geopolitical uncertainties and increasing global demand for these materials could impact availability and price volatility. These factors can impact the continuity of production, increases input costs, and financial risks for the business.                                                                                                                                                                                 | To mitigate supply chain risks, the Company takes a proactive approach to procurement and supplier management and ensure the timely availability of critical materials. The company also works closely with qualified suppliers, monitors supply chain developments and evaluates alternative sourcing options, wherever feasible, to reduce dependence on a small supplier base. The Company also focuses on maintaining appropriate inventory levels for key materials and strengthening supplier relationships to enhance supply chain resilience. These measures help minimise the impact of supply disruptions, manage input cost volatility and ensure continuity of operations. | Negative Implication<br><br>(There were no negative financial implications for the FY 25-26) |
| <b>Business Ethics</b>                     | Opportunity | Aerospace and defence companies operating across multiple jurisdictions can gain stakeholder confidence by maintaining high standards of business ethics and corporate governance. Adherence to robust ethical practices and compliance with applicable laws enables entities to enhance transparency, build long-term customer and investor trust, and strengthen their brand reputation. To take advantage of this opportunity and ensure effective governance, the Company has adopted and follows all applicable regulations, policies and laws, fostering a culture of integrity, accountability and responsible business conduct. | Not Applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Positive                                                                                     |

## SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

| Disclosure Questions                                                                                            | P1                                                                                                                                                                                   | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|-----------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
| <b>Policy and management processes</b>                                                                          |                                                                                                                                                                                      |    |    |    |    |    |    |    |    |
| 1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Y                                                                                                                                                                                    | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
| b. Has the policy been approved by the Board? (Yes/No)                                                          | Y                                                                                                                                                                                    | Y  | Y  | Y  | Y  | Y  | Y  | Y  | Y  |
| c. Web Link of the Policies, if available                                                                       | Policies available at: <a href="https://dcxindia.com/investors/policies/">https://dcxindia.com/investors/policies/</a><br>(Refer to the table below for individual policy web links) |    |    |    |    |    |    |    |    |

| S. No. | Name of the Policy                                                                                         | Link to Policy                                                                                                                                                                                                                                                  | Principles governed by the Policy |
|--------|------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|
| 1.     | Code of Conduct for Regulate Monitor and Report of Trading in Securities of the Company by Insiders        | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Code-of-Conduct-for-trading-in-securities-of-the-Company-by-Insiders.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Code-of-Conduct-for-trading-in-securities-of-the-Company-by-Insiders.pdf</a> | P3                                |
| 2.     | Corporate Social Responsibility Policy                                                                     | <a href="https://dcxindia.com/wp-content/uploads/2025/12/CSR-Policy.pdf">https://dcxindia.com/wp-content/uploads/2025/12/CSR-Policy.pdf</a>                                                                                                                     | P4, P8                            |
| 3.     | Risk Management Policy                                                                                     | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Risk-Management-Policy.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Risk-Management-Policy.pdf</a>                                                                                             | P1, P2                            |
| 4.     | Familiarisation Programme for Independent Directors                                                        | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Familiarisation-Programme-for-Independent-Directors.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Familiarisation-Programme-for-Independent-Directors.pdf</a>                                   | P1                                |
| 5.     | Vigil Mechanism Policy                                                                                     | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Vigil-Mechanism-Policy.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Vigil-Mechanism-Policy.pdf</a>                                                                                             | P1                                |
| 6.     | Information Technology and its Security Guidelines Procedure                                               | <a href="https://dcxindia.com/wp-content/uploads/2026/07/Cyber-Security-Policy.pdf">https://dcxindia.com/wp-content/uploads/2026/07/Cyber-Security-Policy.pdf</a>                                                                                               | P1                                |
| 7.     | Vigil Mechanism and Whistle Blower Operating Guidelines                                                    | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Whistle-Blower-Operating-Guidelines.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Whistle-Blower-Operating-Guidelines.pdf</a>                                                                   | P1                                |
| 8.     | Remuneration Policy                                                                                        | <a href="https://dcxindia.com/wp-content/uploads/2022/04/5_Remuneration_Policy.pdf">https://dcxindia.com/wp-content/uploads/2022/04/5_Remuneration_Policy.pdf</a>                                                                                               | P5                                |
| 9.     | Code of Conduct                                                                                            | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Code-of-Conduct.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Code-of-Conduct.pdf</a>                                                                                                           | P1, P7                            |
| 10.    | Risk Management Policy                                                                                     | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Risk-Management-Policy.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Risk-Management-Policy.pdf</a>                                                                                             | P1                                |
| 11.    | Procedure for intimation the board about risk assessment and minimization risk assessment and minimization | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Risk-Assessment.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Risk-Assessment.pdf</a>                                                                                                           | P1                                |
| 12.    | Policy on Succession Planning                                                                              | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Policy-on-Succession-Planning.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Policy-on-Succession-Planning.pdf</a>                                                                               | P1, P3                            |
| 13.    | Board Diversity Policy                                                                                     | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Policy-on-Board-Diversity.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Policy-on-Board-Diversity.pdf</a>                                                                                       | P1                                |
| 14.    | Policy on Preservation of Documents and Archival Policy                                                    | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Policy-on-Preservation-of-Documents-Archival-Policy.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Policy-on-Preservation-of-Documents-Archival-Policy.pdf</a>                                   | P1, P4                            |
| 15.    | Policy for Determination of Materiality of Event or Information                                            | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Policy-for-Determination-of-Materiality-of-Event-or-Information.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Policy-for-Determination-of-Materiality-of-Event-or-Information.pdf</a>           | P1                                |
| 16.    | Materiality Policy                                                                                         | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Materiality-Policy.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Materiality-Policy.pdf</a>                                                                                                     | P1                                |

| S. No. | Name of the Policy                                                                              | Link to Policy                                                                                                                                                                                                                                                                                                        | Principles governed by the Policy |
|--------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|
| 17.    | Policy for determining Material Subsidiaries                                                    | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Material-Subsidiaries.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Material-Subsidiaries.pdf</a>                                                                                                                                                     | P1, P4                            |
| 18.    | Dividend Distribution Policy                                                                    | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Dividend-Distribution-Policy.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Dividend-Distribution-Policy.pdf</a>                                                                                                                                       | P1                                |
| 19.    | Policy on Determination of Legitimate Purpose                                                   | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Policy-on-Determination-of-Legitimate-Purpose.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Policy-on-Determination-of-Legitimate-Purpose.pdf</a>                                                                                                     | P1                                |
| 20.    | Policy on Materiality of Related Party Transactions                                             | <a href="https://dcxindia.com/wp-content/uploads/2026/05/Policy-on-materiality-of-Related-Party-Transactions.pdf">https://dcxindia.com/wp-content/uploads/2026/05/Policy-on-materiality-of-Related-Party-Transactions.pdf</a>                                                                                         | P1, P7                            |
| 21.    | Anti-Bribery & Anti-Corruption Policy                                                           | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Anti-Bribery-Anti-Corruption-Policy.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Anti-Bribery-Anti-Corruption-Policy.pdf</a>                                                                                                                         | P1                                |
| 22.    | Policy against Sexual Harassment at Workplace                                                   | <a href="https://dcxindia.com/wp-content/uploads/2025/12/POSH-Policy.pdf">https://dcxindia.com/wp-content/uploads/2025/12/POSH-Policy.pdf</a>                                                                                                                                                                         | P5                                |
| 23.    | Code of Practices and Procedures for fair disclosure of unpublished price sensitive information | <a href="https://dcxindia.com/wp-content/uploads/2025/12/Code-of-practices-and-procedures-for-fair-disclosure-of-unpublished-price-sensitive-information.pdf">https://dcxindia.com/wp-content/uploads/2025/12/Code-of-practices-and-procedures-for-fair-disclosure-of-unpublished-price-sensitive-information.pdf</a> | P1                                |
| 24.    | Policy on Succession Planning for the Board and Senior Management                               | <a href="https://dcxindia.com/wp-content/uploads/2025/03/Policy-on-Succession-Policy-for-the-Board-and-Senior-Management.pdf">https://dcxindia.com/wp-content/uploads/2025/03/Policy-on-Succession-Policy-for-the-Board-and-Senior-Management.pdf</a>                                                                 | P1                                |
| 25.    | Occupational, Health and Safety Policy                                                          | <a href="#">Intranet</a>                                                                                                                                                                                                                                                                                              | P3, P6                            |
| 26.    | Environmental, Health and Safety Procedure                                                      | <a href="#">Intranet</a>                                                                                                                                                                                                                                                                                              | P2, P6                            |
| 27.    | Store Management Procedure                                                                      | <a href="#">Intranet</a>                                                                                                                                                                                                                                                                                              | P2, P3                            |
| 28.    | Resource Planning and Control                                                                   | <a href="#">Intranet</a>                                                                                                                                                                                                                                                                                              | P2,P6                             |

**2. Whether the entity has translated the policy into procedures. (Yes / No)**

Yes, the entity has translated its policies into appropriate procedures for effective implementation.

**3. Do the enlisted policies extend to your value chain partners? (Yes/No)**

No, The Company's policies do not currently extend to its value chain partners.

**4. Name of the national and international codes/certifications/ labels/ standards (e.g.Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**

The Company holds the following certifications in place:  
(Following certifications are applicable to the Aerospace SEZ unit only)

- ANSI ESD S20.20-2014 - Protection of Electrical and Electronic Parts, Assemblies and Equipment (Excluding Electrically Initiated Explosive Devices)
- AS9100:2016 - Quality Management Systems- Requirement of Aviation, Space and Defence Organization
- ISO 9001:2015 - Quality Management Systems
- IPC/WHMA-A-620 - Certified IPC trainer
- In addition, The Company has initiated the certification process for ISO 14001, ISO 27001 and ISO 45001.

**5. Specific commitments, goals and targets set by the entity with defined timelines, if any.**

The Company is committed to the timely renewal and continuous enhancement of its certifications. To achieve this, it establishes defined commitments, objectives, and timelines for certification and recertification activities, enabling systematic monitoring of progress. Regular evaluations, training, and skill development initiatives help employees stay aligned with evolving industry standards and best practices. This structured approach supports ongoing compliance with regulatory requirements while strengthening the Company's operational excellence, credibility, and reliability.

**6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.**

The Company has established long-term sustainability goals and regularly monitors progress against these objectives. To support their achievement, it has developed a structured action plan covering resource allocation, stakeholder engagement, performance monitoring, and continuous improvement. This approach enables the Company to effectively track progress, optimize resource utilization, strengthen stakeholder collaboration, and identify opportunities for improvement. Through periodic reviews and ongoing enhancements, the Company remains committed to achieving its sustainability objectives and embedding sustainable practices across its operations.

### Governance, leadership and oversight

**7. Statement by director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements.**



**Dr. H S Raghavendra Rao**  
Chairman and Managing Director

At DCX Systems Limited, I believe that integrating Environmental, Social and Governance (ESG) principles into our business is essential for creating long-term value for all stakeholders. As a responsible company, we are committed to minimising our environmental impact by promoting resource efficiency, renewable energy adoption, and sustainable business practices.

Our employees remain at the heart of our success. We strive to provide a safe inclusive, and supportive workplace that encourage diversity, equal opportunity, continuous learning, and professional growth. We also recognise our responsibility towards that communities we serve and continue to contribute through meaningful social initiatives.

Strong governance is the foundation of our business, we are committed to conducting our operations with integrity, transparency, and accountability while ensuring compliance with applicable laws, regulations, and industry standards. Through regular stakeholder engagement and robust risk management practices, we identify and address emerging ESG-related risks and opportunities.

While evolving regulatory expectations & climate-related challenges continue to shape the business landscape, we remain focused on strengthening our ESG performance through continuous improvement, responsible decision-making, and innovation. Our commitment to sustainable growth enables us to create lasting value for our shareholders, customers, employees and society while contributing to more sustainable future.

**8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).**

Dr. H S Raghavendra Rao  
Chairman and Managing Director  
DIN: 00379249

**9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**

Yes, Risk Management Committee oversees sustainability related matters and provides recommendations to the Board to support informed decision making on ESG related issues.

The members of Committee are as follows:

1. Dr. H.S. Raghavendra Rao - Chairman
2. Mr. Prakash Nagabushan - Member
3. Mr. Kalyanasundaram Chandrasekaran – Member

**10. Details of Review of NGRBCs by the Company:**

| For Details of Review of NGRBCs by the Company:                                                                                 |                                                                                                                                                                                                                                                                                                                        |    |    |    |    |    |    |    |    |                                                                                         |    |    |    |    |    |    |    |    |  |
|---------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|-----------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|--|
| Subject for Review                                                                                                              | Indicate whether review was under taken by<br>Director /Committee of the Board/ Any<br>other Committee                                                                                                                                                                                                                 |    |    |    |    |    |    |    |    | Frequency<br>(Annually/ Half yearly/ Quarterly/ Any other –<br>please specify)          |    |    |    |    |    |    |    |    |  |
|                                                                                                                                 | P1                                                                                                                                                                                                                                                                                                                     | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1                                                                                      | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |  |
| Performance against<br>above policies and follow<br>up action                                                                   | The Board of Directors periodically reviews<br>the Company's performance against the<br>policies aligned with the National Guidelines<br>on Responsible Business Conduct<br>(NGRBCs).                                                                                                                                  |    |    |    |    |    |    |    |    | The Company addresses operational issues on<br>an ongoing basis as they are identified. |    |    |    |    |    |    |    |    |  |
| Compliance with<br>statutory requirements<br>of relevance to the<br>principles, and,<br>rectification of any<br>non-compliances | The Company is committed to complying<br>with all applicable legal and statutory<br>requirements across its operations. During<br>the reporting period, no instances of non-<br>compliance were reported, reflecting the<br>Company's strong commitment to<br>regulatory compliance and ethical business<br>practices. |    |    |    |    |    |    |    |    |                                                                                         |    |    |    |    |    |    |    |    |  |

|                                                                                                                                                                               | P1                                                                                                                                                                                                                                                                                                                                                                                                         | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|
| <b>11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.</b> | Yes. The Company's policies have been independently assessed by Dhir and Dhir Associates, a leading law firm, to evaluate their effectiveness and implementation. In addition, the policies are periodically reviewed by the respective department and business heads to ensure they remain relevant and effective. Any revisions are subsequently approved by the Board or the Management, as applicable. |    |    |    |    |    |    |    |    |

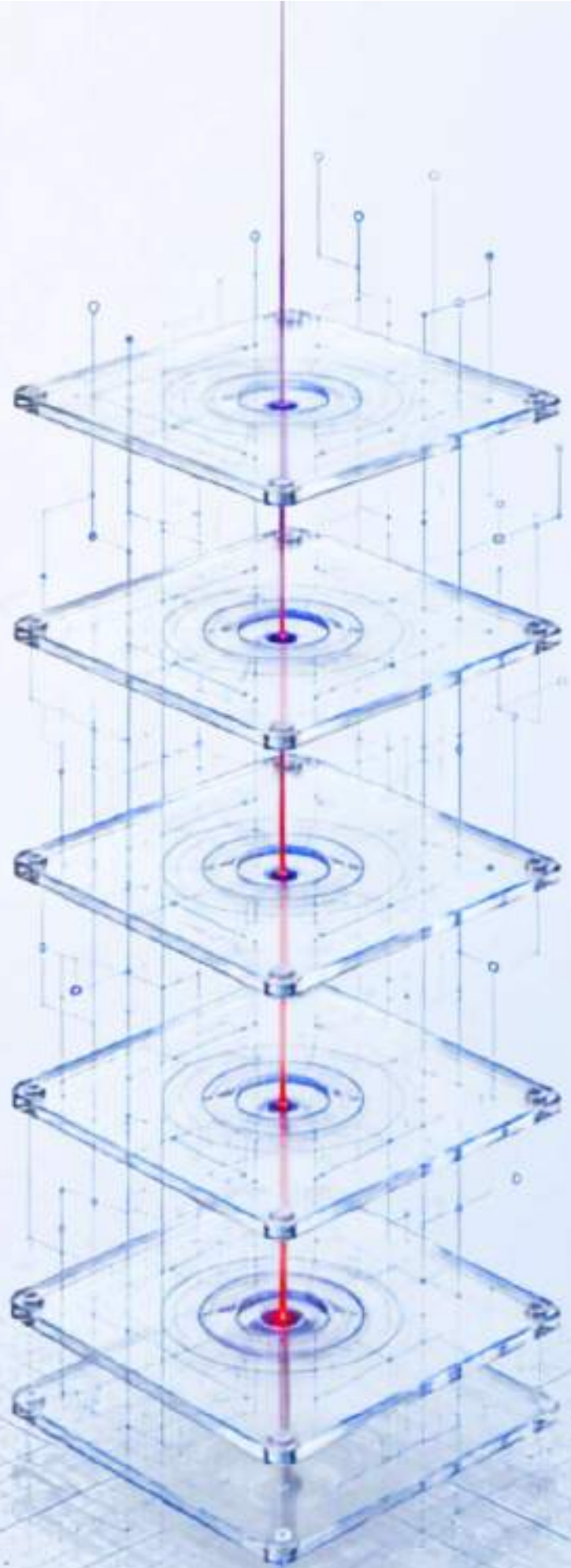
**12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:**

| Questions                                                                                                                       | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|----|----|----|
| The entity does not consider the Principles material to its business (Yes/No)                                                   |    |    |    |    |    |    |    |    |    |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) |    |    |    |    |    |    |    |    |    |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No)                         |    |    |    |    |    |    |    |    |    |
| It is planned to be done in the next financial year (Yes/No)                                                                    |    |    |    |    |    |    |    |    |    |
| Any other reason (Please specify)                                                                                               |    |    |    |    |    |    |    |    |    |

Not Applicable

## Principle 01

Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.



## SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

**PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.**

### ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

| Segment                           | Total Number of training and awareness programmes held | Topics/ principles covered under the training and its impact                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | % age of persons in respective category covered by the awareness programmes |
|-----------------------------------|--------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| Board of Directors                | 01                                                     | Visited the newly commissioned Oversized PCB manufacturing facility at the DTA unit of our wholly owned subsidiary Raneal Advanced Systems Pvt. Ltd., assessing its applications in complex assemblies, and engaged with the company's senior management to review business model, expansion plans and future projects, including successful RDSO accumulation trials of the Long-Range Obstacle Detection System by subsidiary NIART Systems Ltd. and a successful Indian Army demonstration of the Counter Unmanned Aerial System. | 100.00                                                                      |
| Key Managerial Personnel          | 03                                                     | Safety Trainings                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 100.00                                                                      |
| Employees other than BoD and KMPs | 05                                                     | Awareness Program (Quality Policy, Safety, Company Policy Procedures) Etc.                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 100.00                                                                      |
| Workers                           | 15                                                     | Awareness Program (5S*, On Job Training, Safety, Quality Policy, Company Policy Procedures) Etc.                                                                                                                                                                                                                                                                                                                                                                                                                                     | 100.00                                                                      |

\*5S stands for Sort, Set in Order, Shine, Standardize, and Sustain. The Company has adopted this methodology to improve efficiency and eliminate waste by maintaining an organized work environment.

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year (basis the materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website)

| Monetary        |                                                                                                                                                                                                                                                  |                                                                     |                   |                                        |                                        |
|-----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|-------------------|----------------------------------------|----------------------------------------|
|                 | NGRBC Principle                                                                                                                                                                                                                                  | Name of the regulatory/ enforcement agencies/ judicial institutions | Amount (in INR)   | Brief of the Case                      | Has an appeal been preferred? (Yes/No) |
| Penalty/Fine    | The Directors and Key Managerial Personnel (KMPs) were not subject to any fines, penalties, punishments, compounding fees, settlement amount, or other monetary sanctions under the applicable materiality thresholds during the financial year. |                                                                     |                   |                                        |                                        |
| Settlement      |                                                                                                                                                                                                                                                  |                                                                     |                   |                                        |                                        |
| Compounding Fee |                                                                                                                                                                                                                                                  |                                                                     |                   |                                        |                                        |
| Non-Monetary    |                                                                                                                                                                                                                                                  |                                                                     |                   |                                        |                                        |
|                 | NGRBC Principle                                                                                                                                                                                                                                  | Name of the regulatory/ enforcement agencies/ judicial institutions | Brief of the Case | Has an appeal been Preferred? (Yes/No) |                                        |
| Imprisonment    | Not Applicable, as no monetary or non-monetary fines, penalties or punishment were imposed on the Company during the reporting period.                                                                                                           |                                                                     |                   |                                        |                                        |
| Punishment      |                                                                                                                                                                                                                                                  |                                                                     |                   |                                        |                                        |

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

| Case Details                                                                                                                           | Name of the regulatory/enforcement agencies/judicial institutions |
|----------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| Not Applicable, as no monetary or non-monetary fines, penalties or punishment were imposed on the Company during the reporting period. |                                                                   |

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief, and if available, provide a web-link to the policy.

The Company follows a strict zero-tolerance approach towards bribery and corruption and is fully committed to conducting all its business activities with the highest standards of professionalism and ethical conduct. To uphold integrity across its operations, it has established a robust framework designed to prevent, detect, and address any instances of bribery or corruption.

This commitment is supported by full compliance with all applicable anti-bribery and anti-corruption laws across the jurisdictions in which the Company operates. The Anti-Bribery and Anti-Corruption Policy provides a clear and structured framework aligned with global standards, outlining expected behaviors and responsibilities for all employees. It ensures that ethical conduct remains at the core of everyday decision-making.

The Company considers the prevention of bribery and corruption to be a fundamental pillar of its corporate governance framework, recognizing its critical importance in building trust, maintaining transparency, and safeguarding long-term sustainability.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

|           | FY 2025-26                                                                                                                                                                                                      | FY 2024-25 |
|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| Directors | Nil, During the reporting year, no disciplinary action was initiated by any law enforcement agency against any of our Directors/KPMs/Employees/Workers in connection with allegations of bribery or corruption. |            |
| KMPs      |                                                                                                                                                                                                                 |            |
| Employees |                                                                                                                                                                                                                 |            |
| Workers   |                                                                                                                                                                                                                 |            |

6. Details of complaints with regard to conflict of interest:

|                                                                                              | FY 2025-26<br>Number      Remarks                                                                                                                                        | FY 2024-25<br>Number      Remarks |
|----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|
| Number of complaints received in relation to issues of conflict of interest of the Directors | Nil. No complaints relating to conflicts of interest were received against any of the Directors or Key Managerial Personnel (KMPs) during either of the reporting years. |                                   |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs      |                                                                                                                                                                          |                                   |

7. Provide details of any corrective action taken or underway on issues related to fines / penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable, as no such complaints were reported during the reporting year.

8. Number of days of accounts payables ((Accounts payable \*365) / Cost of goods/services procured) in the following format:<sup>5</sup>

|                                     | FY 2025-26 | FY 2024-25 |
|-------------------------------------|------------|------------|
| Number of days of accounts payables | 70.25      | 27.58      |

\* The increase in trade payable days during the year was primarily driven by the extension of supplier credit terms from 30–60 days to 60–90 days pursuant to revised commercial arrangements with vendors.

<sup>5</sup> The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**9. Open-ness of Business**

Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties, in the following format:<sup>6</sup>

| Parameter                  | Metrics                                                                                | FY 2025-26 | FY 2024-25 |
|----------------------------|----------------------------------------------------------------------------------------|------------|------------|
| Concentration of Purchases | a. Purchases from Trading houses as % of total purchases                               | 0.00       | 0.00       |
|                            | b. Number of trading houses where purchases and made from                              | 00         | 00         |
|                            | c. Purchases from top 10 trading houses as % of total purchases from trading houses    | 0.00       | 0.00       |
| Concentration of Sales     | a. Sales to dealers/distributors as % of total sales                                   | 0.00       | 0.00       |
|                            | b. Number of dealers/distributors to whom sales are made                               | 00         | 00         |
|                            | c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors    | 0.00       | 0.00       |
| Share of RPTs in           | a. Purchases (Purchases with related parties/Total Purchases)                          | 43.23      | 21.44      |
|                            | b. Sales (Sales to related parties/Total Sales)                                        | 0.13       | 37.43      |
|                            | c. Loans & advances (Loans & advances given to related parties/Total loans & advances) | 88.09      | 81.44      |
|                            | d. Investments (Investments in related parties/Total Investments made)                 | 34.63      | 91.90      |

**LEADERSHIP INDICATORS****1. Awareness programs conducted for value chain partners on any of the Principles during the financial year:**

| Total number of awareness programs held                                                                       | Topic/principles covered under the training | % age of value chain partners covered (by value of business done with such partners) under the awareness programs |
|---------------------------------------------------------------------------------------------------------------|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| Nil, No awareness programmes were conducted for the Company's Value Chain Partners during the reporting year. |                                             |                                                                                                                   |

**2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No). If yes, provide details of the same.**

The Company has put in place a well-defined Code of Conduct to effectively manage conflicts of interest involving Directors and Senior Management. This policy sets out clear guidelines and expectations to guide their decisions and actions, ensuring they remain aligned with the Company's ethical standards and overall objectives. The comprehensive employee handbook has been written to provide information on how to identify and handle conflicts of interest.

<sup>6</sup> The above calculations are in accordance with Part B, Attribute 9 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

## Principle 02

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Businesses should provide goods and services in a manner that is sustainable and safe.

## PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

### ESSENTIAL INDICATORS

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

|                | 2025-26                                                                                                                                                                                                                                     | 2024-25 | Details of Improvements in environmental and social impacts |
|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|-------------------------------------------------------------|
| <b>R&amp;D</b> | During reporting years, the Company maintained a prudent investment approach and did not allocate resources to R&D or capex in specific technologies aimed at improving the environmental and social impacts of its products and processes. |         |                                                             |
| <b>Capex</b>   |                                                                                                                                                                                                                                             |         |                                                             |

- 2.(a) **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

DCX Systems Ltd. requires suppliers to comply with the terms and conditions of the purchase order and follow sustainable business practices, including labour, human rights, environmental, and health and safety standards. Sourcing is done systematically. Potential suppliers are first assessed for compatibility with our requirements and then evaluated based on supplier rating criteria before being added to the Approved Vendor List (AVL).

- (b) **If yes, what percentage of inputs were sourced sustainably?**

The Company has well-established procedures for sustainable sourcing, with approximately 65% of our inputs being sustainably sourced.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

DCX systems Ltd has a defined process in place for **reuse, recycle, rethink and reduce** for the products used in its operations.

- (a) Metal & Plastic (including packaging): All Metal & plastic waste, including packaging materials, is disposed of through an agency authorized by the Pollution Control Board. This ensures that the disposal process complies with environmental regulations and standards, minimizing the environmental impact of the Company's waste.
- (b) E-waste: All E-waste generated by the Company is handed over to an agency authorized by the Pollution Control Board. This ensures that the disposal and recycling of electronic waste is conducted in compliance with environmental regulations and standards.
- (c) Hazardous waste: Hazardous waste is carefully categorized and properly disposed of in accordance with both local and national regulations. This meticulous approach ensures that the handling, treatment, and disposal of hazardous materials meet all legal requirements and safety standards
- (d) Left over food waste is used for the agriculture land as fertilizers.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Extended Producer Responsibility (EPR) is not applicable to the Company as per CPCB (Central Pollution Control Board)'s regulations considering the Company's Business operations.

**LEADERSHIP INDICATORS**

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

| NIC Code | Name of Product/Service | % of total Turnover Contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by independent external agency<br>(Yes/No) | Results communicated in public domain (Yes/No)<br>If yes, provide the web-link. |
|----------|-------------------------|---------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------|---------------------------------------------------------------------------------|
|----------|-------------------------|---------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------|---------------------------------------------------------------------------------|

The Company has not conducted any Life Cycle Assessment (LCA) for its products or services during the reporting year.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

| Name of Product/ Service | Description of the risk/ concern | Action Taken |
|--------------------------|----------------------------------|--------------|
|--------------------------|----------------------------------|--------------|

The Company does not carry out any design activities. It manufactures sub-assembly products as per customer-provided designs.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

| Indicate input material | Recycled or re-used input material to total material |            |
|-------------------------|------------------------------------------------------|------------|
|                         | FY 2025-26                                           | FY 2024-25 |

Not Applicable

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

|  | FY 2025-26 |          |                      | FY 2024-25 |          |                      |
|--|------------|----------|----------------------|------------|----------|----------------------|
|  | Re-Used    | Recycled | Safely Disposed (MT) | Re-Used    | Recycled | Safely Disposed (MT) |

Plastics (including packaging)

E-waste

Other Hazardous Waste

Other waste

Nil

Nil

Nil

Nil

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

| Indicate product category | Reclaimed products and their packaging materials (as percentage of products sold) for each product category |
|---------------------------|-------------------------------------------------------------------------------------------------------------|
|---------------------------|-------------------------------------------------------------------------------------------------------------|

Not Applicable

## Principle 03

Businesses should respect and promote the well-being of all employees, including those in their value chains.



### PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

#### ESSENTIAL INDICATORS

##### 1. a. Details of measures for the well-being of employees:

|                                | % of employees covered by |                  |            |                    |            |                     |            |                    |            |                     |         |
|--------------------------------|---------------------------|------------------|------------|--------------------|------------|---------------------|------------|--------------------|------------|---------------------|---------|
|                                | Total<br>(A)              | Health Insurance |            | Accident Insurance |            | Maternity Benefits* |            | Paternity Benefits |            | Day Care facilities |         |
|                                |                           | Number<br>(B)    | %<br>(B/A) | Number<br>(C)      | %<br>(C/A) | Number<br>(D)       | %<br>(D/A) | Number<br>(E)      | %<br>(E/A) | Number<br>(F)       | % (F/A) |
| Permanent Employees            |                           |                  |            |                    |            |                     |            |                    |            |                     |         |
| Male                           | 82                        | 82               | 100.00     | 82                 | 100.00     | 00                  | 0.00       | 00                 | 0.00       | 00                  | 0.00    |
| Female                         | 08                        | 08               | 100.00     | 08                 | 100.00     | 08                  | 100.00     | 00                 | 0.00       | 00                  | 0.00    |
| Total                          | 90                        | 90               | 100.00     | 90                 | 100.00     | 08                  | 100.00     | 00                 | 0.00       | 00                  | 0.00    |
| Other than Permanent Employees |                           |                  |            |                    |            |                     |            |                    |            |                     |         |
| Male                           | 00                        | 00               | 0.00       | 00                 | 0.00       | 00                  | 0.00       | 00                 | 0.00       | 00                  | 0.00    |
| Female                         | 00                        | 00               | 0.00       | 00                 | 0.00       | 00                  | 0.00       | 00                 | 0.00       | 00                  | 0.00    |
| Total                          | 00                        | 00               | 0.00       | 00                 | 0.00       | 00                  | 0.00       | 00                 | 0.00       | 00                  | 0.00    |

\*Percentage of (D) – Maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dated May 10, 2024.

##### b. Details of measures for the well-being of workers:

|                              | % of workers covered by |                  |            |                    |            |                    |         |                    |         |                     |         |
|------------------------------|-------------------------|------------------|------------|--------------------|------------|--------------------|---------|--------------------|---------|---------------------|---------|
|                              | Total<br>(A)            | Health Insurance |            | Accident Insurance |            | Maternity Benefits |         | Paternity Benefits |         | Day Care facilities |         |
|                              |                         | Number<br>(B)    | %<br>(B/A) | Number<br>(C)      | %<br>(C/A) | Number<br>(D)      | % (D/A) | Number<br>(E)      | % (E/A) | Number<br>(F)       | % (F/A) |
| Permanent workers            |                         |                  |            |                    |            |                    |         |                    |         |                     |         |
| Male                         | 50                      | 50               | 100.00     | 50                 | 100.00     | 00                 | 0.00    | 00                 | 0.00    | 00                  | 0.00    |
| Female                       | 05                      | 05               | 100.00     | 05                 | 100.00     | 05                 | 100.00  | 00                 | 0.00    | 00                  | 0.00    |
| Total                        | 55                      | 55               | 100.00     | 55                 | 100.00     | 05                 | 100.00  | 00                 | 0.00    | 00                  | 0.00    |
| Other than Permanent workers |                         |                  |            |                    |            |                    |         |                    |         |                     |         |
| Male                         | 83                      | 83               | 100.00     | 83                 | 100.00     | 00                 | 0.00    | 00                 | 0.00    | 00                  | 0.00    |
| Female                       | 04                      | 04               | 100.00     | 04                 | 100.00     | 04                 | 100.00  | 00                 | 0.00    | 00                  | 0.00    |
| Total                        | 87                      | 87               | 100.00     | 87                 | 100.00     | 04                 | 100.00  | 00                 | 0.00    | 00                  | 0.00    |

\*Percentage of (D) – Maternity benefit is calculated as 100% as per FAQs on BRSR issued by NSE dated May 10, 2024.

##### c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:<sup>7</sup>

|                                                                             | FY 2025-26 | FY 2024-25 |
|-----------------------------------------------------------------------------|------------|------------|
| Cost incurred on well-being measures as a % of total revenue of the company | 0.14       | 0.07       |

<sup>7</sup> The above calculations are in accordance with Part B, Attribute 5 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**2. Details of retirement benefits, for Current FY and Previous Financial Year.**

| Benefits | FY 2025-26                                         |                                                |                                                      | FY 2024-25                                         |                                                |                                                      |
|----------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|----------------------------------------------------|------------------------------------------------|------------------------------------------------------|
|          | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority (Y/N/N.A.) |
| PF       | 100.00                                             | 100.00                                         | Y                                                    | 100.00                                             | 100.00                                         | Y                                                    |
| Gratuity | 100.00                                             | 100.00                                         | NA                                                   | 100.00                                             | 100.00                                         | NA                                                   |
| ESI*     | 100.00                                             | 100.00                                         | Y                                                    | 100.00                                             | 100.00                                         | Y                                                    |

\* ESI benefits are provided to eligible employee and worker

**3. Accessibility of workplaces:**

**Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.**

Yes, The Company ensures that its facilities are accessible to employees and workers with disabilities by complying with the requirements of the Rights of Persons with Disabilities Act, 2016. This includes providing ramps, designated work areas, and accessible restroom facilities to support an inclusive and comfortable working environment.

**4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.**

The Company has not yet formalized a dedicated policy in this area but is actively taking steps to ensure equal opportunities for all employees. It recognizes the importance of building an inclusive workplace and is working towards creating an environment where everyone has fair access to opportunities. In line with this, The Company is in the process of developing and implementing an equal opportunity policy that aligns with the requirements of the Disabilities Act.

**5. Return to work and Retention rates of permanent employees and workers that took parental leave.**

| Gender       | Permanent Employees |                | Permanent workers   |                |
|--------------|---------------------|----------------|---------------------|----------------|
|              | Return to work rate | Retention rate | Return to work rate | Retention rate |
| Male         | -                   | -              | -                   | -              |
| Female       | 100.00              | 100.00         | 100.00              | 100.00         |
| <b>Total</b> | <b>100.00</b>       | <b>100.00</b>  | <b>100.00</b>       | <b>100.00</b>  |

**6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.**

| Particulars                           | Yes/No (If Yes, then give details of the mechanism in brief)                                                                                                                                                                                                                                                                                                                                                                                                                              |
|---------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Permanent Workers</b>              | The Company has established a grievance redressal mechanism for employees and workers through a structured escalation matrix. In the first instance, grievances may be raised with the Reporting Manager as the Single Point of Contact (SPOC). If the grievance remains unresolved, it may be escalated to the Dept. Head as the second SPOC, and thereafter to the HR Department as the third SPOC. Employees and workers may also reach out to hr@dcxindia.com for further assistance. |
| <b>Other than Permanent Workers</b>   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Permanent Employees</b>            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Other than Permanent Employees</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

**7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:**

| Category | FY 2025-26                                           |                                                                                               |           | FY 2024-25                                           |                                                                                               |           |
|----------|------------------------------------------------------|-----------------------------------------------------------------------------------------------|-----------|------------------------------------------------------|-----------------------------------------------------------------------------------------------|-----------|
|          | Total employees / workers in respective category (A) | No. of employees/ workers in respective category, who are part of association(s) or Union (B) | % (B / A) | Total employees / workers in respective category (C) | No. of employees/ workers in respective category, who are part of association(s) or Union (D) | % (D / C) |

**Total Permanent Employees**

Male

Female

The Company's employees and workers were not affiliated with any associations or unions in both financial years

**Total Permanent Worker**

Male

Female

**8. Details of training given to employees and workers:**

|                  | FY 2025-26 |                                       |               |                              |               | FY 2024-25 |                                       |               |                              |               |
|------------------|------------|---------------------------------------|---------------|------------------------------|---------------|------------|---------------------------------------|---------------|------------------------------|---------------|
|                  | Total (A)  | On Health and Safety measures No. (B) | % (B/A)       | On Skill upgradation No. (C) | % (C/A)       | Total (D)  | On Health and Safety measures No. (E) | % (E/D)       | On Skill upgradation No. (F) | % (F/D)       |
| <b>Employees</b> |            |                                       |               |                              |               |            |                                       |               |                              |               |
| Male             | 82         | 82                                    | 100.00        | 82                           | 100.00        | 77         | 77                                    | 100.00        | 00                           | 0.00          |
| Female           | 08         | 08                                    | 100.00        | 08                           | 100.00        | 11         | 11                                    | 100.00        | 00                           | 0.00          |
| <b>Total</b>     | <b>90</b>  | <b>90</b>                             | <b>100.00</b> | <b>90</b>                    | <b>100.00</b> | <b>88</b>  | <b>88</b>                             | <b>100.00</b> | <b>00</b>                    | <b>0.00</b>   |
| <b>Workers</b>   |            |                                       |               |                              |               |            |                                       |               |                              |               |
| Male             | 50         | 50                                    | 100.00        | 50                           | 100.00        | 52         | 52                                    | 100.00        | 52                           | 100.00        |
| Female           | 05         | 05                                    | 100.00        | 05                           | 100.00        | 05         | 05                                    | 100.00        | 05                           | 100.00        |
| <b>Total</b>     | <b>55</b>  | <b>55</b>                             | <b>100.00</b> | <b>55</b>                    | <b>100.00</b> | <b>57</b>  | <b>57</b>                             | <b>100.00</b> | <b>57</b>                    | <b>100.00</b> |

\*The Numerical are basis all permanent employees and workers and excludes other than permanent workers.

**9. Details of performance and career development reviews of employees and worker:**

| Category         | FY 2025-26 |           |               | FY 2024-25 |           |               |
|------------------|------------|-----------|---------------|------------|-----------|---------------|
|                  | Total (A)  | No. (B)   | % (B/A)       | Total (C)  | No. (D)   | % (D/C)       |
| <b>Employees</b> |            |           |               |            |           |               |
| Male             | 82         | 82        | 100.00        | 77         | 77        | 100.00        |
| Female           | 08         | 08        | 100.00        | 11         | 11        | 100.00        |
| <b>Total</b>     | <b>90</b>  | <b>90</b> | <b>100.00</b> | <b>88</b>  | <b>88</b> | <b>100.00</b> |
| <b>Workers</b>   |            |           |               |            |           |               |
| Male             | 50         | 50        | 100.00        | 52         | 52        | 100.00        |
| Female           | 05         | 05        | 100.00        | 05         | 05        | 100.00        |
| <b>Total</b>     | <b>55</b>  | <b>55</b> | <b>100.00</b> | <b>57</b>  | <b>57</b> | <b>100.00</b> |

\*The figures reported are based on all permanent employees and workers and excludes other than permanent workers.

**10. Health and safety management system:****a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?**

Yes, The Company has a robust occupational health and safety management system in place, covering all key aspects of workplace safety. This includes identifying and assessing risks, developing and implementing relevant policies and procedures, conducting regular training and awareness programs, and establishing clear processes for incident reporting and investigation.

The system is designed to create and maintain a safe and healthy work environment, protect employee well-being, and ensure compliance with applicable health and safety standards. It also emphasizes continuous improvement, enabling the Company to consistently strengthen its approach to occupational health and safety management.

**b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

The Company follows a structured approach to identify work related hazards and assess risks on both a routine and non-routine basis. Regular safety reviews and risk assessments are conducted across operations, particularly in areas involving the handling of hazardous materials, to identify potential risks and implement appropriate control measures.

Hazardous materials are stored in designated areas with proper labelling and access to Material Safety Data Sheets (MSDS) to support safe handling and management. In addition, employees are provided with suitable Personal Protective Equipment (PPE), including safety glasses, gloves, masks, safety shoes, aprons, and ESD slippers, based on the nature of their work. These measures help minimize workplace risks and promote a safe working environment.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes, the Company has processes in place that enable employees to report work related hazards and unsafe conditions. Appropriate safety measures and reporting mechanisms are followed to ensure that identified hazards are addressed in a timely manner. The Company is also working towards the adoption of ISO 14001 and ISO 45001 standards, which will further strengthen its occupational health and safety framework, particularly for activities such as soldering, potting, and conformal coating.

**d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No).**

Yes. The Company ensures that employees and workers have access to non-occupational medical and healthcare services. It provides free health check-ups to support their overall physical and mental well-being, enabling them to perform effectively. Moreover, the Company encourages its vendors to adopt similar health and safety practices to ensure a stable and reliable supply chain with minimal disruptions. It has also strengthened its transportation and security arrangements to enhance the employees and workers safety and convenience.

**11. Details of safety related incidents, in the following format:**

| Safety Incident/Number                                                        | Category             | FY 2025-26                                                        | FY 2024-25                                                        |
|-------------------------------------------------------------------------------|----------------------|-------------------------------------------------------------------|-------------------------------------------------------------------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees<br>Workers | No safety related incidents occurred during the reporting period. | No safety related incidents occurred during the reporting period. |
| Total recordable work-related injuries                                        | Employees<br>Workers |                                                                   |                                                                   |
| No. of fatalities                                                             | Employees<br>Workers |                                                                   |                                                                   |
| High consequence work-related injury or ill-health (excluding fatalities)     | Employees<br>Workers |                                                                   |                                                                   |

**12. Describe the measures taken by the entity to ensure a safe and healthy work place.**

The Company places strong emphasis on employee health and well-being, and regularly conducts first aid and fire safety training programs. It also ensures that fire prevention systems are properly maintained, with fire extinguishers serviced on time, emergency evacuation routes clearly displayed, and mock drills conducted at regular intervals. In addition, health and safety posters are prominently displayed across work areas, serving as constant visual reminders for employees to follow established safety practices and protocols.

**13. Number of Complaints on the following made by employees and workers:**

|                            | FY 2025-26                                                                                                   |                                       |         | FY 2024-25            |                                       |         |
|----------------------------|--------------------------------------------------------------------------------------------------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
|                            | Filed during the year                                                                                        | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| <b>Working Conditions</b>  | The company received no complaints regarding working conditions and health & safety in both financial years. |                                       |         |                       |                                       |         |
| <b>Health &amp; Safety</b> |                                                                                                              |                                       |         |                       |                                       |         |

**14. Assessments for the year:**

|                                    | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|------------------------------------|-------------------------------------------------------------------------------------------------------|
| <b>Health and safety practices</b> | Nil                                                                                                   |
| <b>Working Conditions</b>          | Nil                                                                                                   |

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.**

Not Applicable.

**LEADERSHIP INDICATORS****1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N)?**

The Company currently does not have a life insurance or compensation policy in place. However, it continues to evaluate measures to provide appropriate support to employees and their families in such situations.

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

The Company ensures timely payment of contractor invoices through a structured verification process. Before processing any payment, it verifies that all applicable statutory dues have been deposited with the relevant authorities. This is done by reviewing the supporting challans or remittance proofs along with the invoice, ensuring accuracy and compliance.

**3. Provide the number of employees / workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

|                  | Total no. of affected employees/workers |            | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment |            |
|------------------|-----------------------------------------|------------|---------------------------------------------------------------------------------------------------------------------------------------------------|------------|
|                  | FY 2025-26                              | FY 2024-25 | FY 2025-26                                                                                                                                        | FY 2024-25 |
| <b>Employees</b> | 00                                      | 00         | 00                                                                                                                                                | 00         |
| <b>Workers</b>   | 00                                      | 00         | 00                                                                                                                                                | 00         |

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

Formal transition assistance programmes for continued employability or career transitions arising from retirement or termination of employment are currently not in place.

**5. Details on assessment of value chain partners:**

|                                    | % of value chain partners (by value of business done with such partners) that were assessed |
|------------------------------------|---------------------------------------------------------------------------------------------|
| <b>Health and safety practices</b> | Nil                                                                                         |
| <b>Working Conditions</b>          | Nil                                                                                         |

**6. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from assessments of health and safety practices and working conditionsof value chain partners.**

Not Applicable

## Principle 04

Businesses should respect the interests of and be responsive to all their stakeholders.



## PRINCIPLE 4: Businesses should respect the interests of and be responsive to all their stakeholders

### ESSENTIAL INDICATORS

#### 1. Describe the processes for identifying key stakeholder groups of the entity.

The Company regular engagement with its key stakeholders, including investors, customers, suppliers, and employees. Through ongoing interactions and communication, the Company seeks to understand stakeholder expectations and strengthen its relationships with them. In addition, dedicated committees such as the Risk Management Committee and the Corporate Social Responsibility (CSR) Committee oversee matters relating to economic, environmental, and social performance, while monitoring progress and ensuring appropriate reporting and governance.

#### 2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

| Stakeholder Group                     | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of Communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website, Other) | Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement                                                                                                                                                                              |
|---------------------------------------|----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employees                             | No                                                             | E-Mail, Notice Board, Workshops, One-on-One interactions                                                                       | Regular                                                                             | Compensation structure, providing a safety culture and inculcating healthy and safe work condition among employees, ongoing desire for more flexible working hours, Improving Diversity and Inclusion, Incidents and grievance redressal, Information on Company activities. |
| Shareholders                          | No                                                             | General Meeting, E-Mail, Annually/As and Website, Newspaper when required Publications, Annual Report                          | Annually/As and when required                                                       | Financial and non-financial (ESG) performance of the Company, shareholder return, Effective Corporate Governance.                                                                                                                                                            |
| Customers                             | No                                                             | Plant visits, Meetings, Personal visits, E-Mail                                                                                | Regular                                                                             | Feedback of Products, Updates/requirement for improvement if any, Customer trust and satisfaction, Timely and efficient redressal of complaints.                                                                                                                             |
| Suppliers and Contractors             | No                                                             | Suppliers Meetings, E-Mail                                                                                                     | Frequent                                                                            | Fair and accountable supply chain practices.                                                                                                                                                                                                                                 |
| Investors and Shareholders            | No                                                             | Investor Meet, E-mail, Website                                                                                                 | Periodic Quarterly                                                                  | Financial Performance of the Company.                                                                                                                                                                                                                                        |
| Communities                           | Yes                                                            | In person meeting, E-Mails                                                                                                     | Need Based                                                                          | The Company interacts with the Communities through its CSR Activities.                                                                                                                                                                                                       |
| Government and Regulatory authorities | No                                                             | E-Mail, Letters, Meeting                                                                                                       | Need Based                                                                          | To ensure compliance of applicable statutory laws environmental and social impact of business.                                                                                                                                                                               |

**LEADERSHIP INDICATORS**

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

The Company maintains regular and meaningful engagement with its key stakeholders, including investors, customers, suppliers, and employees. The management recognizes the importance of building strong, long-term relationships with these groups and values their inputs. To strengthen governance and effectively address relevant matters, the Company has established dedicated committees for Risk Management and Corporate Social Responsibility (CSR). These committees regularly update the Board of Directors on the progress of initiatives related to economic, environmental, and social aspects, ensuring transparency and accountability.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes, the Company places strong emphasis on maintaining consistent and forward-looking engagement with its key stakeholders. This active involvement enables the Company to effectively design and implement strategies related to Environmental, Social, and Governance (ESG) initiatives, while ensuring transparency in its disclosures. In line with applicable regulations and insights gathered through stakeholder interactions, the Company periodically reviews and updates its policies wherever necessary.

3. **Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.**

The Company maintains active communication with its stakeholders through multiple channels and undertakes various initiatives to encourage meaningful engagement. This includes mechanisms such as feedback systems, Code of Conduct orientation, and regular investor interactions, ensuring open dialogue and continuous connection.

# Principle 05

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Businesses  
should respect  
and promote  
human rights

## PRINCIPLE 5: Businesses should respect and promote human rights

### ESSENTIALS INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

| Category               | FY 2025-26 |                                      |               | FY 2024-25 |                                      |               |
|------------------------|------------|--------------------------------------|---------------|------------|--------------------------------------|---------------|
|                        | Total (A)  | No. of employees/workers covered (B) | % (B/A)       | Total (C)  | No. of employees/workers covered (D) | % (D/C)       |
| <b>Employees</b>       |            |                                      |               |            |                                      |               |
| Permanent              | 82         | 82                                   | 100.00        | 88         | 88                                   | 100.00        |
| Other than Permanent   | 08         | 08                                   | 100.00        | 00         | 00                                   | 0.00          |
| <b>Total Employees</b> | <b>90</b>  | <b>90</b>                            | <b>100.00</b> | <b>88</b>  | <b>88</b>                            | <b>100.00</b> |
| <b>Workers</b>         |            |                                      |               |            |                                      |               |
| Permanent              | 55         | 55                                   | 100.00        | 57         | 57                                   | 100.00        |
| Other than permanent   | 87         | 87                                   | 100.00        | 25         | 25                                   | 100.00        |
| <b>Total Workers</b>   | <b>142</b> | <b>142</b>                           | <b>100.00</b> | <b>82</b>  | <b>82</b>                            | <b>100.00</b> |

2. Details of minimum wages paid to employees and workers, in the following format:

| Category             | FY 2025-26   |                          |         |                           |         | FY 2024-25   |                          |         |                           |         |
|----------------------|--------------|--------------------------|---------|---------------------------|---------|--------------|--------------------------|---------|---------------------------|---------|
|                      | Total<br>(A) | Equal to Minimum<br>Wage |         | More than<br>Minimum Wage |         | Total<br>(D) | Equal to Minimum<br>Wage |         | More than<br>Minimum Wage |         |
|                      |              | No. (B)                  | % (B/A) | No. (C)                   | % (C/A) |              | No. (E)                  | % (E/D) | No. (F)                   | % (F/D) |
| Employees            |              |                          |         |                           |         |              |                          |         |                           |         |
| Permanent            | 90           | 00                       | 0.00    | 90                        | 100.00  | 88           | 00                       | 0.00    | 88                        | 100.00  |
| Male                 | 82           | 00                       | 0.00    | 82                        | 100.00  | 77           | 00                       | 0.00    | 77                        | 100.00  |
| Female               | 08           | 00                       | 0.00    | 08                        | 100.00  | 11           | 00                       | 0.00    | 11                        | 100.00  |
| Other than Permanent | 00           | 00                       | 0.00    | 00                        | 0.00    | 00           | 00                       | 0.00    | 00                        | 0.00    |
| Male                 | 00           | 00                       | 0.00    | 00                        | 0.00    | 00           | 00                       | 0.00    | 00                        | 0.00    |
| Female               | 00           | 00                       | 0.00    | 00                        | 0.00    | 00           | 00                       | 0.00    | 00                        | 0.00    |
| Workers              |              |                          |         |                           |         |              |                          |         |                           |         |
| Permanent            | 55           | 00                       | 0.00    | 55                        | 100.00  | 57           | 00                       | 0.00    | 57                        | 100.00  |
| Male                 | 50           | 00                       | 0.00    | 50                        | 100.00  | 52           | 00                       | 0.00    | 52                        | 100.00  |
| Female               | 05           | 00                       | 0.00    | 05                        | 100.00  | 05           | 00                       | 0.00    | 05                        | 100.00  |
| Other than Permanent | 87           | 00                       | 0.00    | 87                        | 100.00  | 25           | 00                       | 0.00    | 25                        | 100.00  |
| Male                 | 83           | 00                       | 0.00    | 83                        | 100.00  | 24           | 00                       | 0.00    | 24                        | 100.00  |
| Female               | 04           | 00                       | 0.00    | 04                        | 100.00  | 01           | 00                       | 0.00    | 01                        | 100.00  |

3. Details of remuneration/salary/wages, in the following format:

- a. Median remuneration/wages:

|                                         | Male   |                                                                                  | Female |                                                                                   |
|-----------------------------------------|--------|----------------------------------------------------------------------------------|--------|-----------------------------------------------------------------------------------|
|                                         | Number | Median remuneration/ Salary/ Wages of respective category (Rs. In crore /Yearly) | Number | Median remuneration/ Salary/ Wages of respective category (Rs. In crore / Yearly) |
| <b>Board of Directors (BoD)</b>         | 04     | 53,53,250                                                                        | Nil    | Nil                                                                               |
| <b>Key Managerial Personnel</b>         | 07     | 24,30,021                                                                        | Nil    | Nil                                                                               |
| <b>Employees other than BoD and KMP</b> | 77     | 5,77,858                                                                         | 13     | 2,79,756                                                                          |
| <b>Workers</b>                          | 52     | 6,11,843                                                                         | 5      | 4,04,020                                                                          |

\*Executive Director cum CFO/KMP are excluded from the calculation of median remuneration of KMPs.

\*\* Only those Board of Directors (BODs) who were drawing remuneration have been considered for the numerical count.

\*\*\* Independent Directors' sitting fees have been excluded from this calculation under BODs.

**b. Gross wages paid to females as % of total wages paid by the entity, in the following format:<sup>8</sup>**

|                                                 | FY 2025-26 | FY 2024-25 |
|-------------------------------------------------|------------|------------|
| Gross wages paid to females as % of total wages | 4.45       | 4.38       |

**4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No).**

Yes, the Company has designated the Head of Human Resources (HR) to oversee human rights-related matters within the organization. This responsibility spans key HR functions such as recruitment, employee relations, and training and development. The Head of HR plays an important role in ensuring effective workforce management while addressing employee needs and concerns in a fair and structured manner.

**5. Describe the internal mechanisms in place to redress grievances related to human rights issues.**

The Company considers respect for human rights to be a fundamental part of its core values. It is committed to promoting and protecting these rights across its operations and employment practices, guided by principles of fairness, integrity, and ethical conduct. The Company places strong emphasis on creating a safe, inclusive, and respectful work environment. Where every individual feels secure and valued. To support this commitment, a Vigil Mechanism has also been established, allowing stakeholders to confidentially report any concerns related to unethical or inappropriate behaviour.

**6. Number of Complaints on the following made by employees and workers:**

|                                   | 2025-26                                                                                    |                                           |         | 2024-25               |                                           |         |
|-----------------------------------|--------------------------------------------------------------------------------------------|-------------------------------------------|---------|-----------------------|-------------------------------------------|---------|
|                                   | Filed during the year                                                                      | Pending resolution at the end of the year | Remarks | Filed during the year | Pending resolution at the end of the year | Remarks |
| Sexual harassment                 | No complaints were raised with regards to the human rights issues in both reporting years. |                                           | Nil.    |                       |                                           |         |
| Discrimination at workplace       |                                                                                            |                                           |         |                       |                                           |         |
| Child Labour                      |                                                                                            |                                           |         |                       |                                           |         |
| Forced Labour/ Involuntary Labour |                                                                                            |                                           |         |                       |                                           |         |
| Wages                             |                                                                                            |                                           |         |                       |                                           |         |
| Other Human Rights related issues |                                                                                            |                                           |         |                       |                                           |         |

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:<sup>9</sup>**

|                                                                                                                                     | 2025-26 | 2024-25 |
|-------------------------------------------------------------------------------------------------------------------------------------|---------|---------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | NIL     | NIL     |
| Complaints on POSH as a % of female employees / workers                                                                             | NIL     | NIL     |
| Complaints on POSH upheld                                                                                                           | NIL     | NIL     |

**8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.**

The Company is committed to providing equal opportunities for all and maintains a zero tolerance stance towards any form of discrimination or harassment. It strictly prohibits unfair treatment based on factors such as race, gender, nationality, ethnicity, religion, age, disability, sexual orientation, gender identity, medical condition, language, or any other criteria protected under applicable laws. To reinforce this commitment, the Company has implemented Key policies, including the Prevention of Sexual Harassment (POSH) Policy, the Business Conduct and Ethics Policy, and

<sup>8</sup> The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>9</sup> The above calculations are in accordance with Part B, Attribute 6 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

a Vigil Mechanism. These frameworks are designed to promote a workplace culture that values diversity, inclusion, and mutual respect. Through these efforts, the Company aims to create an open and inclusive environment where individuals from all backgrounds feel respected and supported, with a clear emphasis on maintaining a workplace free from discrimination in any form.

**9. Do human rights requirements form part of your business agreements and contracts? (Yes/No) –**

Yes, human rights requirements have been incorporated into the Company's business agreements and contracts, wherever applicable. The Company recognizes the importance of embedding these considerations into its business relationships, ensuring that its commitments to ethical and responsible practices are upheld across all engagements.

**10. Assessments for the year:**

|                             | % of your plants and Offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|-------------------------------------------------------------------------------------------------------|
| Child Labour                | Not Assessed for the reporting year                                                                   |
| Forced/involuntary labour   |                                                                                                       |
| Sexual Harassment           |                                                                                                       |
| Discrimination at workplace |                                                                                                       |
| Wages                       |                                                                                                       |

**11. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from the assessments at Question 10 above.**

Not applicable.

**LEADERSHIP INDICATORS**

**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

As no grievances or complaints related to human rights have been reported during this financial year within the Company, This reflects that there have been no known instances or concerns of human rights violations within the organisation.

**2. Details of the scope and coverage of any Human rights due-diligence conducted.**

Human rights due diligence processes are presently not in place. The Company may evaluate the relevance and feasibility of implementing such processes in the coming years.

**3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirement of the Rights of Persons with Disabilities Act, 2016?**

Yes, the Company complies with the provisions of the Rights of Persons with Disabilities Act, 2016, and has undertaken measures to make its facilities accessible to differently abled employees, workers, and visitors. These measures include the provision of ramps, accessible work areas, and appropriate restroom facilities to promote ease of access and inclusivity.

**4. Details on assessment of value chain partners:**

|                                    | % of value chain partners (by value of business done with such partners) that were assessed |
|------------------------------------|---------------------------------------------------------------------------------------------|
| Sexual Harassment                  | Not Assessed for the reporting year                                                         |
| Discrimination at workplace        |                                                                                             |
| Child Labour                       |                                                                                             |
| Forced Labour / Involuntary Labour |                                                                                             |
| Wages                              |                                                                                             |
| Others – please specify            |                                                                                             |

**5. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from the assessments at Question 4 above.**

Not Applicable

## Principle 06

Businesses should respect and make efforts to protect and restore the environment.



## PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

### ESSENTIAL INDICATORS

#### 1. Details of total energy consumption (in Gigajoules) and energy intensity, in the following format:<sup>10</sup>

| Parameter                                                                                                                                                                          | FY 2025-26<br>(Current Financial Year) | FY 2024-25<br>(Previous Financial Year) |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------------------------|
| <b>From renewable sources</b>                                                                                                                                                      |                                        |                                         |
| Total electricity consumption (A)                                                                                                                                                  | -                                      | -                                       |
| Total fuel consumption (B)                                                                                                                                                         | -                                      | -                                       |
| Energy consumption through other sources (C)                                                                                                                                       | -                                      | -                                       |
| <b>Total Energy consumption from renewable sources (A+B+C)</b>                                                                                                                     | -                                      | -                                       |
| <b>From non-renewable sources</b>                                                                                                                                                  |                                        |                                         |
| Total electricity consumption (D)                                                                                                                                                  | 2,042.82                               | 1,310.83                                |
| Total fuel consumption (E)                                                                                                                                                         | 513.55                                 | 304.92                                  |
| Energy consumption through other sources (F)                                                                                                                                       | -                                      | -                                       |
| <b>Total Energy consumption from non-renewable sources (D+E+F)</b>                                                                                                                 | <b>2,556.37</b>                        | <b>1,615.75</b>                         |
| <b>Total energy consumed (A+B+C+D+E+F)</b>                                                                                                                                         | <b>2,556.37</b>                        | <b>1,615.75</b>                         |
| <b>Energy intensity per rupee of turnover- GJ/Rupee</b><br>(Total energy consumption/ Revenue from Operations)                                                                     | 0.00000035                             | 0.00000015                              |
| <b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<sup>11</sup> GJ/USD</b><br>(Total energy consumed / Revenue from operations adjusted for PPP) | 0.00000070                             | 0.00000030                              |
| <b>Energy intensity in terms of physical output<sup>12</sup></b>                                                                                                                   | -                                      | -                                       |
| <b>Energy Intensity per Employee - GJ/Employee</b>                                                                                                                                 | <b>28.40</b>                           | <b>18.36</b>                            |

**Note:** Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)

No independent assessments or evaluations have been conducted by an external agency. However, all necessary statutory inspections, internal inspections, and audits are carried out periodically.

#### 2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any

No, the facilities of DCX Systems Ltd. have not been identified as designated consumers under the Perform, Achieve, and Trade (PAT) Scheme of the Government of India.

<sup>10</sup> The above calculations are in accordance with Part B, Attribute 3 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>11</sup> The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>12</sup> The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

3. Provide details of the following disclosures related to water, in the following format:<sup>13</sup>

| Parameter                                                                                                   | FY 2025-26        | FY 2024-25         |
|-------------------------------------------------------------------------------------------------------------|-------------------|--------------------|
| <b>Water withdrawal by source (in kilolitres)</b>                                                           |                   |                    |
| (i) Surface water                                                                                           | -                 | -                  |
| (ii) Groundwater -                                                                                          | -                 | -                  |
| (iii) Third party water                                                                                     | 3,221.72          | 1,925.10           |
| (iv) Seawater / desalinated water                                                                           | -                 | -                  |
| (v) Others                                                                                                  | -                 | -                  |
| <b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>                             | <b>3,221.72</b>   | <b>1,925.10</b>    |
| <b>Total volume of water consumption (in kilolitres)</b>                                                    | <b>855.60</b>     | <b>232.10</b>      |
| Water intensity per rupee of turnover (Water consumed / Revenue from operations) – KL/Rupee                 | 0.00000012        | 0.0000000021       |
| <b>Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)<sup>14</sup> KL/USD</b> | <b>0.00000024</b> | <b>0.000000043</b> |
| (Total water consumption / Revenue from operations adjusted for PPP)                                        |                   |                    |
| <b>Water intensity in terms of physical output<sup>15</sup></b>                                             | <b>-</b>          | <b>-</b>           |
| <b>Water intensity per Employee- KL/Employee</b>                                                            | <b>9.51</b>       | <b>2.64</b>        |

**Note:** For both financial years, water consumption has been calculated as the difference between water withdrawal and water discharge.

**Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)**

**If yes, name of the external agency**

No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

## 4. Provide the following details related to water discharged

| Parameter                                                                    | FY 2025-26      | FY 2024-25      |
|------------------------------------------------------------------------------|-----------------|-----------------|
| <b>Water discharge by destination and level of treatment (in kilolitres)</b> |                 |                 |
| (i) To Surface water                                                         | -               | -               |
| - No treatment                                                               | -               | -               |
| <b>With treatment – please specify level of treatment</b>                    | -               | -               |
| (ii) To Groundwater                                                          | -               | -               |
| - No treatment                                                               | -               | -               |
| <b>With treatment – please specify level of treatment</b>                    | -               | -               |
| (iii) To Sea water                                                           | -               | -               |
| - No treatment                                                               | -               | -               |
| <b>With treatment – please specify level of treatment</b>                    | -               | -               |
| (iv) Sent to third-parties                                                   | -               | -               |
| - No treatment                                                               | -               | -               |
| <b>With treatment – please specify level of treatment</b>                    | -               | -               |
| (v) Others                                                                   | -               | -               |
| - No treatment                                                               | 2,366.12        | 1,693.00        |
| <b>With treatment – please specify level of treatment</b>                    | -               | -               |
| <b>Total water discharged (in kilolitres)</b>                                | <b>2,366.12</b> | <b>1,693.00</b> |

<sup>13</sup> The above calculations are in accordance with Part B, Attribute 2 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>14</sup> The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>15</sup> The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency-**

No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

**5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

The Company has not adopted Zero Liquid Discharge (ZLD) practices at present. Nevertheless, as part of its commitment to responsible water stewardship, wastewater generated from operations is reused for agricultural and farming activities. This practice facilitates the productive utilization of treated wastewater, conserves freshwater resources, and contributes to minimizing the Company's environmental footprint.

**6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

| Parameter                           | Please specify unit | FY 2025-26 | FY 2024-25                                                            |
|-------------------------------------|---------------------|------------|-----------------------------------------------------------------------|
| NOx                                 | Mg/m3               | 26.55      | Stack emission monitoring was not conducted for the reporting period. |
| SOx                                 | Mg/m3               | 19.05      |                                                                       |
| Particulate matter (PM)             | Mg/m3               | 46.20      |                                                                       |
| Persistent organic pollutants (POP) | -                   | -          |                                                                       |
| Volatile organic compounds (VOC)    | -                   | -          |                                                                       |
| Hazardous air pollutants (HAP)      | -                   | -          |                                                                       |
| Others – please specify             | -                   | -          |                                                                       |

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.-**

Yes, SLN Testing Laboratory Private Limited.

**7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:<sup>16</sup>**

| Parameter                                                                                                                                                                                                     | Unit                                                       | FY 2025-26  | FY 2024-25  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|-------------|-------------|
| <b>Total Scope 1 emissions</b><br>(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                               | Metric tonnes of CO <sub>2</sub> equivalent                | 49.29       | 45.08       |
| <b>Total Scope 2 emissions<sup>17</sup></b><br>(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)                  | Metric tonnes of CO <sub>2</sub> equivalent                | 402.89      | 264.72      |
| <b>Total Scope 1 and Scope 2 emissions per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)                                                                          | Metric tonnes of CO <sub>2</sub> equivalent/rupees         | 0.000000061 | 0.000000028 |
| <b>Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP)<sup>18</sup></b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | Metric tonnes of CO <sub>2</sub> equivalent/USD            | 0.00000124  | 0.00000058  |
| <b>Total Scope 1 and Scope 2 emissions intensity in terms of physical output<sup>19</sup></b>                                                                                                                 |                                                            | -           | -           |
| <b>Total Scope 1 and Scope 2 emissions intensity per Employee</b>                                                                                                                                             | <b>Metric tonnes of CO<sub>2</sub> equivalent/Employee</b> | <b>5.02</b> | <b>3.52</b> |

<sup>16</sup> The above calculations are in accordance with Part B, Attribute 1 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>17</sup> The above calculations as per the updated emission factors provided in the CO<sub>2</sub> Baseline Database for the Indian Power Sector – User Guide, Version 20.0, December 2024, published by the Central Electricity Authority, Ministry of Power, Government of India.

<sup>18</sup> The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>19</sup> The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) if yes, name of the external agency**

No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

**8. Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.**

Yes, the Company has implemented various initiatives to reduce greenhouse gas (GHG) emissions and improve energy efficiency across its operations. These measures include promoting the judicious use of air-conditioning systems, ensuring regulatory compliance and certification of diesel generator (DG) sets, and replacing conventional fluorescent lighting with energy-efficient LED fixtures. Additionally, non-essential electrical and electronic equipment are switched off after working hours to avoid unnecessary energy consumption. Through these initiatives, the Company seeks to optimize energy usage, reduce its carbon footprint, and contribute to environmental sustainability.

**9. Provide details related to waste management by the entity, in the following format:<sup>20</sup>**

| Parameter                                                                                                                                                                          | FY 2025-26   | FY 2024-25    |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|---------------|
| <b>Total Waste generated (in metric tonnes)</b>                                                                                                                                    |              |               |
| Plastic waste (A)                                                                                                                                                                  | 0.70         | 0.70          |
| E-waste (B)                                                                                                                                                                        | 1.01         | 0.07          |
| Bio-medical waste (C)                                                                                                                                                              | -            | -             |
| Construction and demolition waste (D)                                                                                                                                              | -            | -             |
| Battery waste (E)                                                                                                                                                                  | -            | -             |
| Radioactive waste (F)                                                                                                                                                              | -            | -             |
| Other Hazardous waste. Please Specify, if any. (G)                                                                                                                                 | -            | -             |
| Lead and Non-lead material                                                                                                                                                         | 0.01         | 1.00          |
| Other Non-hazardous waste generated (H).<br>Please specify, if any.                                                                                                                |              |               |
| Carton Box Waste                                                                                                                                                                   | 7.06         | 2.13          |
| Pallet Wood Waste                                                                                                                                                                  | 1.10         | 0.97          |
| Metal                                                                                                                                                                              | 0.01         | 0.83          |
| Other General Scrap/Food waste                                                                                                                                                     | 0.02         | 0.01          |
| <b>Total (A+B + C + D + E + F + G + H)</b>                                                                                                                                         | <b>9.90</b>  | <b>4.71</b>   |
| <b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)- MT/Rupee                                                                           | 0.0000000013 | 0.00000000042 |
| <b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) MT/USD</b><br>(Total waste generated / Revenue from operations adjusted for PPP) <sup>21</sup> | 0.0000000027 | 0.00000000088 |
| <b>Waste intensity in terms of physical output<sup>22</sup> -</b>                                                                                                                  | -            | -             |
| <b>Waste intensity per Employee MT/ employee</b>                                                                                                                                   | <b>0.11</b>  | <b>0.05</b>   |

<sup>20</sup> The above calculations are in accordance with Part B, Attribute 4 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>21</sup> The above calculations are in accordance with Part A, Section 1(I) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>22</sup> The above calculations are in accordance with Part A, Section 1(II) of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

| Parameter                                                                                                                                      | FY 2025-26  | FY 2024-25                             |
|------------------------------------------------------------------------------------------------------------------------------------------------|-------------|----------------------------------------|
| <b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b> |             |                                        |
| <b>Category of waste</b>                                                                                                                       |             |                                        |
| (i) Recycled                                                                                                                                   | -           | The Company did not recover any waste. |
| (ii) Re-used                                                                                                                                   | 0.01        |                                        |
| (iii) Other recovery operations                                                                                                                | -           |                                        |
| <b>Total</b>                                                                                                                                   | <b>0.01</b> |                                        |
| <b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>                              |             |                                        |
| <b>Category of waste – Plastic waste, E-waste and Other than Non-Hazardous Waste</b>                                                           |             |                                        |
| (i) Incineration                                                                                                                               | -           | -                                      |
| (ii) Landfilling                                                                                                                               | -           | -                                      |
| (iii) Other disposal operations- Through third- party vendors                                                                                  | 9.90        | 4.71                                   |
| <b>Total</b>                                                                                                                                   | <b>9.90</b> | <b>4.71</b>                            |

**Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) if yes, name of the external agency**

No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

- 10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.**

DCX is committed to minimizing waste generation through responsible resource management and adherence to the principles of the 3R approach—Reduce, Reuse, and Recycle. The Company actively works to limit the generation of hazardous waste by optimizing processes and promoting environmentally responsible practices. Clearly labelled waste collection bins are provided throughout the facility to ensure effective segregation of different waste streams at the source. Segregated waste is safely stored, transported, and disposed of through vendors authorized by the Pollution Control Board, in compliance with applicable environmental regulations.

To ensure effective liquid waste management, secondary containment systems are installed in areas where spills may occur, and spill response kits are readily available to address accidental releases promptly and mitigate environmental impact. Non-hazardous waste streams, including paper, wood, and electronic waste, are managed with a strong emphasis on reuse, recycling, and responsible disposal.

The Company continually strives to reduce or eliminate the use of hazardous and toxic substances in its operations and products wherever feasible. By prioritizing waste reduction, material recovery, reuse, and recycling initiatives, DCX seeks to minimize the quantity of waste requiring final disposal while supporting environmental sustainability and regulatory compliance.

- 11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:**

| S. No.         | Location of operations/offices | Types of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|----------------|--------------------------------|---------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Not Applicable |                                |                     |                                                                                                                                                             |

**12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:**

| Name and brief details of project                                                                                             | EIA Notification No. | Date | Whether conducted by independent external agency (Yes / No) | Results communicated in public domain (Yes / No) | Relevant Web link |
|-------------------------------------------------------------------------------------------------------------------------------|----------------------|------|-------------------------------------------------------------|--------------------------------------------------|-------------------|
| Not Applicable, as no Environmental Impact Assessment (EIA) was conducted for any projects during the current financial year. |                      |      |                                                             |                                                  |                   |

**13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

| S. No.                                                                           | Specify the law / regulation / guidelines which was not complied with | Provide details of the non-compliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective taken, if any action |
|----------------------------------------------------------------------------------|-----------------------------------------------------------------------|---------------------------------------|-----------------------------------------------------------------------------------------------------------|---------------------------------|
| The Company did not report any material non-compliances in the reporting period. |                                                                       |                                       |                                                                                                           |                                 |

**LEADERSHIP INDICATORS**

**1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):**

**For each facility / plant located in areas of water stress, provide the following information:**

- (i) Name of the area- NA
- (ii) Nature of operations- NA
- (iii) Water withdrawal, consumption and discharge in the following format:

| Parameter                                                                      | FY 2025-26 | FY 2024-25     |
|--------------------------------------------------------------------------------|------------|----------------|
| <b>Water withdrawal by source (in kilolitres)</b>                              |            |                |
| (i) Surface water                                                              |            |                |
| (ii) Groundwater                                                               |            |                |
| (iii) Third-party water                                                        |            |                |
| (iv) Seawater / desalinated water                                              |            | Not Applicable |
| (v) Others                                                                     |            |                |
| Total volume of water withdrawal (in kilolitres)                               |            |                |
| Total volume of water consumption (in kilolitres)                              |            |                |
| Water intensity per rupee of turnover (Water consumed / turnover)              |            |                |
| Water intensity (optional) – the relevant metric may be selected by the entity |            |                |
| <b>Water discharge by destination and level of treatment (in kilolitres)</b>   |            |                |
| (i) Into Surface water                                                         |            |                |
| - No treatment                                                                 |            |                |
| - With treatment – please specify level of treatment                           |            |                |
| (ii) Into Groundwater                                                          |            |                |
| - No treatment                                                                 |            |                |
| - With treatment – please specify level of treatment                           |            |                |
| (iii) Into Seawater                                                            |            | Not Applicable |
| - No treatment                                                                 |            |                |
| - With treatment – please specify level of treatment                           |            |                |
| (iv) Sent to third-parties                                                     |            |                |
| - No treatment                                                                 |            |                |
| - With treatment – please specify level of treatment                           |            |                |
| (v) Others                                                                     |            |                |
| - No treatment                                                                 |            |                |
| - With treatment – please specify level of treatment                           |            |                |
| <b>Total water discharged (in kilolitres)</b>                                  |            |                |

**Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency-** No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

**2. Please provide details of total Scope 3 emissions & its intensity, in the following format:**

| Parameter                                                                                                                                                                        | Unit                                        | FY 2025-26 | FY 2024-25 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|------------|------------|
| <b>Total Scope 3* emissions</b><br>(Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available) | Metric tonnes of CO <sub>2</sub> equivalent | -          | -          |
| <b>Total Scope 3 emissions per rupee of turnover</b>                                                                                                                             |                                             | -          | -          |
| <b>Total Scope 3 emission intensity (Optional) – the relevant metric may be selected by the entity</b>                                                                           |                                             | -          | -          |

\*Scope 3 emissions relating to Category 5 – Waste Generated in Operations could not be calculated, as the definitive disposal, reclamation, or end-of-life treatment methods for the waste are unknown. Since the waste is handed over to third-party agencies for disposal, no assumptions have been made regarding the subsequent treatment processes, and the associated emissions have therefore not been quantified.

**Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Y/N) if yes, name of the external agency-** No external review or independent analysis has been conducted to evaluate our operations, performance, or compliance with applicable standards and regulations.

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

The Company consciously avoids operating in environmentally fragile or ecologically sensitive areas, reflecting its strong commitment to responsible and sustainable business practices. This strategic approach is rooted in the Company's dedication to environmental stewardship and the protection of delicate ecosystems. By selecting operational locations that are not situated within ecologically vulnerable zones, the Company actively minimizes its environmental footprint and supports the preservation of biodiversity and natural habitats.

**4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

| Sr. No. | Initiative undertaken                           | Details of the initiative (Web-link, if any, may be provided along-with summary)                                                                                                                                                                             | Outcome of the initiative                                                                                                                                          |
|---------|-------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.      | <b>Water Conservation</b>                       | Aerator filters have been installed across all taps. Each press now dispenses 550 ml of water, compared to the previous 1,150 ml – achieving a saving of approximately 600 ml per use.                                                                       | The initiative has led to a 50–60% reduction in water consumption, without compromising the functional efficiency of the taps.                                     |
| 2.      | <b>Energy Conservation/ Efficiency Measures</b> | All conventional lighting fixtures in the factory have been replaced with energy-efficient LED lighting. Additionally, the company has undertaken a tree plantation drive, planting 50 trees to enhance carbon sequestration in the surrounding environment. | Achieved an annual reduction of approximately 1,000 kWh in electricity consumption, resulting in a reduction of 1.05 tonnes of CO <sub>2</sub> emissions per year. |

**5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.**

Yes, the Company has established a comprehensive Business Continuity and Disaster Management Plan (BCP) applicable to all units of DCX Systems Ltd. to ensure the continuity of critical operations during and after disruptive events. The plan addresses both natural and man-made emergencies, including fire, flood, earthquake, chemical spills, power outages, cyber-attacks, and other unforeseen incidents. Its objective is to minimize operational disruption, protect employees and assets, and ensure the timely recovery of essential business functions.

The BCP identifies critical operational processes such as testing, potting, and the storage and dispatch of finished goods. A structured risk assessment framework is used to evaluate potential disaster scenarios based on their likelihood and impact, with appropriate mitigation measures defined for each risk. Recovery strategies include the use

of alternate facilities, engagement of qualified third-party laboratories for testing support, and secure remote access to critical systems through VPN connectivity. The Company aims to resume key business activities within two weeks of a disruption by utilizing suitable alternative arrangements where necessary.

The plan is periodically reviewed and updated by the designated BCP management team to ensure its effectiveness and relevance. Regular training programs, awareness sessions, and mock drills are conducted to strengthen employee preparedness and response capabilities. In addition, critical business data is routinely backed up on cloud-based platforms and external storage media, while emergency contact lists, communication protocols, and response resources are maintained to facilitate effective crisis management and the rapid restoration of operations.

**6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?**

The Company has not identified any significant adverse environmental impacts arising from its value chain during the reporting period.

**7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.**

DCX Ltd. engages solely with value chain partners who demonstrate compliance with all applicable statutory and regulatory requirements.

**8. How many Green Credits have been generated or procured?<sup>23</sup>**

a) By the listed entity- Nil

b) By the top ten (in terms of value of purchases and sales, respectively) value chain partners- Nil

<sup>23</sup> The above disclosure is made as per the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dt. 28th March 2025.

## Principle 07

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Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

**PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent**

**ESSENTIAL INDICATORS**

**1. a) Number of affiliations with trade and industry chambers/ associations.**

The Company is only affiliated with 1 (One) trade and industry chambers/associations.

**b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.**

| S.No. | Name of the trade and industry chambers/ associations           | Reach of trade and industry chambers/ associations (State/National) |
|-------|-----------------------------------------------------------------|---------------------------------------------------------------------|
| 1.    | Society of Indian Aerospace Technologies and Industries (SIATI) | National                                                            |

**2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities**

| Name of authority | Brief of the case | Corrective active taken |
|-------------------|-------------------|-------------------------|
|-------------------|-------------------|-------------------------|

During the reporting period, the Company was not subject to any adverse orders from regulatory authorities or any instances of anti-competitive conduct. So, no corrective actions were necessary.

**LEADERSHIP INDICATORS**

**1. Details of public policy positions advocated by the entity:**

| Sr. No | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify) | Web Link, If available |
|--------|-------------------------|-----------------------------------|----------------------------------------------------------|-------------------------------------------------------------------------------------------|------------------------|
|--------|-------------------------|-----------------------------------|----------------------------------------------------------|-------------------------------------------------------------------------------------------|------------------------|

Nil

## Principle 08

Businesses should promote inclusive growth and equitable development.



**PRINCIPLE 8: Businesses should promote inclusive growth and equitable development****ESSENTIAL INDICATORS**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

| Name and Brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) | Relevant Web Link |
|-----------------------------------|----------------------|----------------------|-----------------------------------------------------------|------------------------------------------------|-------------------|
|-----------------------------------|----------------------|----------------------|-----------------------------------------------------------|------------------------------------------------|-------------------|

Not Applicable

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

| S. No. | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | 5 of PAFs covered by R&R | Amounts paid to PAFs in the FY (in INR) |
|--------|------------------------------------------|-------|----------|-----------------------------------------|--------------------------|-----------------------------------------|
|--------|------------------------------------------|-------|----------|-----------------------------------------|--------------------------|-----------------------------------------|

Not Applicable

3. Describe the mechanisms to receive and redress grievances of the community.

The Company has established mechanisms for receiving and addressing grievances from stakeholder groups. A Register of Grievances is maintained by the Human Resources (HR) department to record and address concerns raised by community members and other stakeholders, in addition, the Company has adopted a Whistle blower Policy that provides employees, vendors, and external stakeholders with a formal channel to report grievances or unethical conduct in a confidential manner. These mechanisms reflect the Company's commitment towards the transparency, accountability and stakeholder engagement. The Whistle blower Policy is available on the Company's website at: <https://dcxindia.com/investors/policies/>

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:<sup>24</sup>

|                                              | FY 2025-26 | FY 2024-25 |
|----------------------------------------------|------------|------------|
| Directly sourced from MSMEs/ small producers | 0.88       | 0.02       |
| Directly from within India                   | 53.38      | 26.09      |

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost<sup>25</sup>

| Location     | FY 2025-26 | FY 2024-25 |
|--------------|------------|------------|
| Rural        | Nil        | Nil        |
| Semi-Urban   | Nil        | Nil        |
| Urban        | 100.00     | 100.00     |
| Metropolitan | Nil        | Nil        |

**LEADERSHIP INDICATORS**

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

| Details of negative social impact identified | Corrective action taken |
|----------------------------------------------|-------------------------|
|----------------------------------------------|-------------------------|

Not Applicable

<sup>24</sup> The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

<sup>25</sup> The above calculations are in accordance with Part B, Attribute 7 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.

**2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

| S. No.                                                                  | State | Aspirational District | Amount spent (In INR) |
|-------------------------------------------------------------------------|-------|-----------------------|-----------------------|
| The company has no ongoing projects in any of the aspirational district |       |                       |                       |

**3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups? (Yes/No)**

Procurement decisions are guided by factors such as quality, cost, technical requirements, and supplier capabilities, as specified by OEMs. As the Company operates in the defence and aerospace sector, sourcing is carried out through preapproved supplier lists provided by OEMs. Consequently, a separate preferential Procurement Policy for suppliers from marginalized or vulnerable groups is not presently in place.

**(b) From which marginalized /vulnerable groups do you procure?**

Not applicable

**(c) What percentage of total procurement (by value) does it constitute?**

Not applicable

**4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:**

| S. No. | Intellectual Property based on traditional knowledge | Owned/ Acquired (Yes/No) | Benefit shared (Yes / No) | Basis of calculating benefit share |
|--------|------------------------------------------------------|--------------------------|---------------------------|------------------------------------|
|--------|------------------------------------------------------|--------------------------|---------------------------|------------------------------------|

The Company is a build to print manufacturer and system integrator and does not own any intellectual property rights (IPR) in the product it manufactures. Its main activity is the production of electromechanical assemblies to Original Equipment Manufacturers (OEMs) specifications for its customers, adding value to them.

**5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

| Name of authority | Brief of the case | Corrective Action taken |
|-------------------|-------------------|-------------------------|
| Not Applicable    |                   |                         |

**6. Details of beneficiaries of CSR Projects:**

| S. No | CSR Project                                    | No. of persons benefitted from CSR projects                                                                                                                                                                                                                                   | % of beneficiaries from vulnerable and marginalized groups                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|-------|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.    | Jagadguru Sri Sivarathreeswara Mahavidyapeetha | The Company's CSR initiatives were undertaken with the objective of creating positive social impact and supporting underserved communities across key focus areas such as education, hunger alleviation, women's empowerment, child welfare, and support for senior citizens. | The Company's CSR initiatives are a reflection of its commitment to build a better and sustainable society, during the year CSR funds were used to support children's education, to promote opportunities for higher education to differently able children and to aid Vrudhashramas for underprivileged Individuals.<br><br>These initiatives have positively impacted a significant number of people, including vulnerable and marginalized groups, though the exact number of beneficiaries cannot be quantified. |
| 2.    | Sri Vyasateertha Vidyapeeta Trust              |                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 3.    | Shri Soda Vadiraja Mutt Education Trust        |                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 4.    | Keshavlal V. Bodani Education Foundation       |                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

## Principle 09

Businesses should engage with and provide value to their consumers in a responsible manner.



## PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

### ESSENTIAL INDICATORS

#### 1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has implemented a robust Quality Management System in accordance with AS 9100 standards. Customer feedback and complaints, if any, are addressed through established procedures to ensure timely and effective resolution.

#### 2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about:

|                                                             | As a percentage to total turnover |
|-------------------------------------------------------------|-----------------------------------|
| Environmental and social parameters relevant to the product | 100.00                            |
| Safe and responsible usage                                  | 100.00                            |
| Recycling and/or safe disposal                              | 100.00                            |

#### 3. Number of consumer complaints in respect of the following:

|                                | FY 2025-26               |                                   | Remarks | FY 2024-25               |                                   | Remarks                                                               |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|-----------------------------------------------------------------------|
|                                | Received during the Year | Pending resolution at end of year |         | Received during the Year | Pending resolution at end of year |                                                                       |
| Data Privacy                   |                          |                                   |         |                          |                                   |                                                                       |
| Advertising                    |                          |                                   |         |                          |                                   |                                                                       |
| Cyber-security                 |                          |                                   |         |                          |                                   |                                                                       |
| Delivery of essential services |                          |                                   |         |                          |                                   | Nil.                                                                  |
| Restrictive Trade Practices    |                          |                                   |         |                          |                                   | No such complaints were received during either of the reporting year. |
| Unfair Trade Practices         |                          |                                   |         |                          |                                   |                                                                       |
| Other                          |                          |                                   |         |                          |                                   |                                                                       |

#### 4. Details of instances of product recalls on account of safety issues:

|                   | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | Nil    | None               |
| Forced recalls    | Nil    | None               |

#### 5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, the Company recognised the importance of protecting its information and digital assets. To strengthen cyber security, it has implemented a Cyber Security Policy that outlines the measures to safeguard sensitive information, prevent unauthorized access, and manage cyber security risks across the organization. The policy is accessible through the Company's internal portal and serves as a guiding framework for employees to ensure secure information handling and support the continuity of business operations.

#### 6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable

**7. Provide the following information relating to data breaches:**

- a. **Number of instances of data breaches:** Nil
- b. **Percentage of data breaches involving personally identifiable information of customers:**<sup>26</sup> Nil
- c. **Impact, if any, of the data breaches:** Not Applicable

**LEADERSHIP INDICATORS****1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Information about the products and services offered by the Company is accessible through multiple channels and platforms. Comprehensive details can be found on the Company's official website at <https://www.dcxindia.com>

**2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

The Company supplies its products directly to Original Equipment Manufacturers (OEMs), who are responsible for integrating them into the final products delivered to end customers. As a result, the Company does not have direct interaction with end users and therefore has limited opportunities to communicate with them regarding the safe and responsible use of its products.

**3. Mechanisms in place to inform consumers of any risk of disruption/ discontinuation of essential services.**

The Company has established contingency measures to address potential disruptions to critical services and minimize their impact on customers. It follows a proactive approach to identifying and resolving operational issues at an early stage while working closely with customers to ensure timely and effective solutions. The Company also keeps stakeholders informed through its regularly updated website, which serves as a platform for sharing important announcements, operational updates, and other relevant information.

**4. (Yes/No/Not Applicable) Does the entity display product information on the product over and above what is mandated as per local laws? If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Considering the confidentiality requirements associated with the defence and aviation sectors, which are closely linked to national security, the Company restricts the disclosure of product information to the extent required under applicable laws and regulations.

<sup>26</sup> The above calculations are in accordance with Part B, Attribute 8 of the Industry Standards Note (December 2024) on the Business Responsibility and Sustainability Report (BRSR) Core, jointly issued by ASSOCHAM, CII, and FICCI, pursuant to Regulation 34(2) of the SEBI (LODR) Regulations, 2015, and as per SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122.