

ANNEXURE D

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES:

I. Details of the listed entity

Sr. No	Particulars	Company Details
1	Corporate Identity Number (CIN) of the Listed Entity	L74140PN1982PLC026933
2	Name of the Listed Entity	MITCON Consultancy & Engineering Services Limited
3	Year of incorporation	1982
4	Registered office address	1st Floor, Kubera Chambers, Shivajinagar, Pune - 411005
5	Corporate address	1st Floor, Kubera Chambers, Shivajinagar, Pune - 411005
6	E-mail	cs@mitconindia.com
7	Telephone	020-66289135
8	Website	www.mitconindia.com
9	Financial year for which reporting is being done	FY 2025-2026
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange (NSE)
11	Paid-up Capital	₹17,41,84,180
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Dhawal Marghade dhawal.marghade@mitconindia.com +91 20 66289173
13	Reporting boundary	Disclosures made in this report are on a standalone basis pertaining to MITCON Consultancy & Engineering Services Limited
14	Name of assurance provider	-
15	Type of assurance obtained	-

II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity
1	Environment Management and Engineering Services	a. Environment Consultancy: Environmental Management & Engineering Division (EME) provides expert consultancy services for varied matrix of services in the field of environmental management. Thus, EME division partners with an organization in their efforts of achieving sustainable business model. Environment division is a full-service environmental consulting & engineering firm. Also, MITCON provides expertise in regulatory compliance, permitting, technical services, & the development of environmental programs. Our primary service includes obtaining environmental clearance (in accordance with the Environment Impact Assessment Notification, 2006) from the Ministry of Environment and Forest (MoEF) as well as from the State Environmental Impact Assessment Authority and NOC/consent from Pollution Control Board. Our other services include: • Baseline Environmental Monitoring • Environmental Impact Assessment (EIA) • Environmental Social Impact Assessment (ESIA) • Environment Management Plan (EMP) • Environmental Clearance (EC) • Environmental Due Diligence b. Laboratory Services: EME division of MITCON also provides like Air Quality Monitoring, Noise Level Monitoring, Water Quality Analysis, Illumination Survey, Compost & Fertilizer, Soil & Sludge Analysis, Food Testing etc. other Miscellaneous Services includes Bio-Assay Test, PAH, Pesticides, VOC, Dioxins & Furans, etc. analysis, Oil testing, Lead & Asbestos Containing Material (ACM) Survey, Solid Waste Characterization, Municipal Solid Waste Analysis, Hazardous Waste Analysis. c. Waste Management Services: The EME division of MITCON is actively involved in providing comprehensive Solid Waste and Liquid Waste management services. This includes Municipal and Industrial Solid Waste Management, Electronic Waste management, Plastic Waste management, Collection and Transportation services, Landfill management, Bio-mining, Waste to Energy solutions, Composting services, and Recycling initiatives. Additionally, the division also offers Liquid Waste management services, covering Effluent Treatment Plants (ETP), Sewage Treatment Plants (STP), and Common Effluent Treatment Plants (CETP). d. Water and Waste Water Management Service and Turnkey Solutions: The EME division of MITCON offer comprehensive Water and Wastewater Management Services and Turnkey Solutions, covering project preparation and feasibility studies, Design–Build–Operate (DBO) and EPC execution, operations, upgradation, troubleshooting, as well as monitoring, evaluation, and reporting. Our expertise extends to specialized technical studies, water audits, water neutrality assessments, pollution load mapping, industrial impact studies, performance benchmarking, and irrigation management planning. We also provide complete design and engineering services, technical consultancy, equipment supply, erection and commissioning, operation and maintenance (O&M), along with capacity building and training programs to ensure sustainable and efficient water management outcomes.

2	Business Financial Advisory	Financial Services encompass a diverse array of professionals, including certified financial planners, wealth managers, investment advisors, and certified public accountants, all dedicated to guiding the customers towards their financial goals with expertise and precision. Our Financial Advisory team offers comprehensive solutions tailored as per needs, empowering to seize opportunities and safeguard assets through mergers & acquisitions and restructuring. We offer services including preparation of: • Detailed Project Reports (DPR) and conduct appraisal Techno Economic Viability (TEV) studies • Technical/ financial and corporate debt restructuring • Loan syndication • Lender's engineer services • Assets and business valuation • Pre-feasibility studies • Market assessment and go-to market strategies • Techno economic viability reports • Owner Engineer Services for various industrial and service sector clients. We also provide services of conducting market research, comprising industrial, consumer and social research. One of the most recent developments in the financial counselling market is to cater exclusively to the demands of banks and lending institutions, government organizations, and large corporations, for which we have been appointed as their technical financial adviser. Services include a techno-economic viability study (TEVR), a detailed project report (DPR), a study for a greenfield project, project expansion, and debt restructure / resolution strategies. Lenders' Independent Engineers' (LIE) Services, Project Cost Vetting, Traffic Study for Highway Projects, Monitoring Agency for Specialized Monitoring Per IBA.
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3.	Skill Development	MITCON Skills and Training is a leading education provider in all fields of Entrepreneurship, Vocational Training and Skill Development. Our team of professionals brings in their experience and expertise to regularly develop industry oriented courses and update the curriculum as per the industry requirements. Our training programmes are focused towards skill building and imparting knowledge. MITCON conducts various entrepreneurship development programs sponsored by various government departments, such as Department of Industries, Government of Maharashtra, Department of Science and Technology (DST), Government of India and Ministry of Food Processing Industry, Government of India, Solar courses under SURYA MITRA by National Institute of Solar Energy (NISE), Electric Vehicle courses, Wind Energy by National Institute of Wind Energy (NIWE), Green Hydrogen Training Programme. We also conduct fee-based vocational training programs This technology based training programs such as Cyber Security, Data Analysis, Artificial Intelligence and GIS, are designed to cater the needs of multiple industries and are targeted towards enthusiasts of all age groups. Under the Skill Development division, MITCON aims towards empowering the youth with skills and trainings necessary for employment opportunities. Advanced skillset helps students in achieving their professional goals. Not only the best possible training and hands-on experience but sincere assistance in placements is also a priority at MITCON Skills. MITCON's consistent efforts to create a skilled human resource for the nation are recognized by prestigious awards and association with the government and other reputed institutions. MITCON Skills and Training is a leading education provider in all fields of training. A team of professionals brings in their valuable experience and expertise to regularly develop industry-oriented courses and update the curriculum as per the industry requirements. <u>Strengths</u> • Expert and experienced trainer • State-of-the-art computer labs • Convenient classes and a flexible schedule • Industry-oriented courses' content • Online, Offline, or Hybrid Learning Options • Practical-oriented approach • Project-based learning
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4.	Climate Change and Sustainability	MITCON's Climate Change and Sustainability (CCS) Division assists businesses in understanding the risks and opportunities associated with inevitable climate change caused by rising global warming temperatures. At MITCON CCS, we assist businesses to decarbonize and address their sustainability issues. We provide services such as preparation of Greenhouse Gas (GHG) inventories, developing carbon neutral strategies and implementation support, preparation of Sustainability Report as per GRI, BRSR, SASB, TCFD, TNFD frameworks and conducting product life cycle assessments. In addition, we develop Carbon Credit projects for our clients and provide them with the opportunity to commercialize the generated Carbon Credit, thereby increasing the viability of Low Carbon projects. Services provided by the division: - Detailed / Mandatory / Investment Grade Energy Audits - Organization Carbon Footprint Assessment - Product Carbon Footprint Assessment - Development of Carbon Neutral Strategies and Implementation Support - Carbon Border Adjustment Mechanism (CBAM) Reporting - Life Cycle Assessment of Product - Sustainability Reporting as per BRSR, GRI, CSRD, TCFD, TNFD frameworks - Ecovadis Consultancy - Biodiversity Assessment and Management - Development of Carbon Credit Projects - Arrangement of Sale of Carbon Credit Projects Between Seller and Buyer We provide one stop solution to our clients need, from measuring their carbon footprint, managing the footprint and providing them mitigation arrangements
5.	Biofuels and Green Chemistry Division	MITCON's Energy Transition team currently plays a key advisory role in delivering green fuel based projects to the industry. Clients benefit in terms of significant reduction in overall carbon footprint. MITCON encourages the energy transition towards alternative and green fuels like green H₂, Ethanol, Biogas, Biodiesel, etc. For the past 25+ years, MITCON's Biofuels and Green Chemistry Division has provided complete Front End Engineering & Designing (FEED) of projects in this area. The services range from concept to commissioning including basic and detailed engineering for bio-ethanol, Sugar mill, Sugar refineries, co-generation power projects based on coal, bagasse, biomass, etc. We shall be expanding our consultancy and engineering portfolio in the sustainable environment sector. This revolves around green chemistry. Our focus will be on developing technologies for producing chemicals from renewal and biobased raw materials, thus, providing alternative sustainable production technologies to fossil fuel based production. This will help in reducing the carbon footprint. The key highlights of this activity are as follows – Overall Business drivers - Awareness about CO₂ & GHG emissions - Energy transition to cleaner fuels (H₂; MeOH; SAF; DME) - Net zero strategy being implemented - Alternatives to small scale ethanol plants MITCON's Business interests - Carbon capture, utilization and sequestration projects - To be a Technology licensor and PMC for bio-fuels and green chemistry projects. - Circularity and waste valorization theme based projects. - Alternative bio-based technologies to produce mainstream chemicals.

		Biofuels • Bio-ether/Bio-diesel • Bio-ethanol	E-Fuels • CO₂ based Methanol • Sustainable Aviation Fuel (SAF)	Waste Valorization (Carbon Capture) • Bio-char plants • Bio-electrolyzer for green H₂	Green Chemicals • Organic Acid • Bio-Polymers
6.	Project Services	Since 1994, Solar segment of our Company is one of India's top leading comprehensive solar energy solutions provider - Concept to Commissioning. We assist clients with advisory or project management roles with comprehensive tailor-made service to meet client demands. We offer a newer approach to the traditional EPC business model to serve a new era in the power generation industry by providing a flexible and comprehensive suite of services for utility-scale and distributed generation renewable energy projects, energy storage and integrated solutions ranging from construction only to turnkey EPC. MITCON has been providing Engineering, Consultation & Project Management Services Committed to reduce the lifetime cost of energy, ensuring longer system life & high long-term performance. 2017 onwards we extended to Solar EPC with accelerated expansion plans. The company has a monumental portfolio of 5000+ MWp of renewable Energy. Other services provided under this division are as follows: • Soil Investigation including Geotech & ERT test • Contour survey & preparation of contour Map • Preparation of plant layout • Civil and structure design drawings • AC & DC Single Line Diagrams (SLD) • DC electrical design drawings • AC electrical design drawings • Instrumentation design drawings • Electrical major layouts • Erection key drawings including cable trench, earthing, LA layout etc. • Foundation drawings • Design of drainage system as per site condition • Design of module cleaning system with water storage			

7.	Wind & Solar Projects	a. Solar Power Generation Projects: Solar energy represents the future of power generation, it is an option for sustainable, green electricity. It has become an accessible means for generating electricity in residential properties, but also a resource to generate a part of a country's power supply. We provide a range of solutions for engineering consultancy to meet the needs of the client. Our services include DPR, TEV, Designs, Transaction Advisory, and EPC. We also help with Turnkey projects for our clients. Captive Open Access for renewable energy is an innovative solution that provides power during periods where it is most needed; increasing power security and lowering the cost of power supply. MITCON has Solar park through which the solar energy is been generated. MITCON Solar Park: A Solar Park is large chunk of land developed with common infrastructure facilities like transmission infrastructure, road, water, drainage, communication network etc. with all statutory clearances. Thus, the solar power consumer can set up solar projects hassle-free. The Solar Parks provide suitable developed land with all clearances, transmission system, water access, road connectivity, communication network, etc. The scheme facilitates and speed up installation of grid connected solar power projects for electricity generation on a large scale. Details of MITCON's Solar Parks: • MITCON purchased 19 Acre land in Solar Park at Sonalwadi, Tal Sangola Dist Solapur to commission 4.90MW Group Captive solar power project. The power generated from the project is sold to prospective customers for its captive use. The PPA has been signed with them for a period of 25 years with certain lock in period. • MITCON has also acquired 40 acre of land in a Solar Park situated in Kini, Tal Akkalkot, Dist – Solapur, total capacity of the solar park is of 10 MW. • Basic Features of MITCON Solar Park: • All required permissions & approvals in place. • Transmission line, Water storage & treated water pipeline • Ready substation for evacuation of power. • Sewage treatment • Proper drainage around plant periphery • Telecom network • Fire station • Access up to and around the site boundary for easy transport of equipment during and after construction. • Wire gauge fencing around the periphery. • Operation & Maintenance (O&M) including security for the park. Our Company has developed following solar power project: - MSPL Unit 1 Limited- 1.40 MW solar power generation project power being sold to one private hospital in Pune for its captive use, PPA signed for a period of 25 years. - MSPL Unit 2 Limited - 1.00 MW solar power generation project power being sold to one private hospital in Pune for its captive use, PPA signed for a period of 25 years. - MSPL Unit 3 Limited - 3.20 MW solar power generation project power being sold to one private hospital in Pune for its captive use, PPA signed for a period of 25 years. - MSPL Unit 4 Limited - 1.18 MW solar power generation project power being installed and power will be sold to one private hospital in Nagpur for its captive use, PPA signed for a period of 25 years - Krishna Windfarms Developers Private Limited: 10 MW solar power generation plant installed at Kharda - City Corporation Private Limited – 2.4 MW Solar Project, MITCON as EPC partner commissioned the project - Yaxis Structural Steels Private Limited – 2.5 MW solar power generation project power being sold to steel producers in Pune for its captive use, through power purchase agreement.
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		Wind Power Generation: Wind power, in layman's terms, is harnessing the power of the wind and is renowned renewable energy. It is a clean, domestic and sustainable energy source. The wind energy market continues to grow rapidly in terms of capacity, penetration, and innovation. Across the globe, countries are turning to wind power as a cost-effective source of electricity, for economic development and for environmental sustainability. MITCON engineering consultancy provides turnkey solutions including DPR, TEV, Designs, Transaction Advisory, Design of Substation & transmission line, etc. MITCON has a wind power generation project of 750 KW which was commissioned on 27th March, 2008 at Iduki, Kerala. The Power generated from the same is being sold to Kerala state electricity board. The power purchase agreement for the same has been signed with state electricity Board.
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17. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

Sr. No.	Name of Product/Service	NIC Code	Total Turnover (%)
1	Skill Training	Section P/Division 85/Group 853	28.86%
2	Solar Consulting & EPC	Section D/Group 351	27.19%
3	Engineering Consultancy	Section M/Division 71/Group 711	37.15%

I. 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	NA	09	09
International	NA	00	00

19. Markets served by the entity

a. Number of locations

Locations	Numbers
National (No. of States)	21
International (No. of Countries)	08

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

1.21%

c. A brief on types of customers

MITCON works with leading entities across the nation such as the Government & Semi Government departments, and systematically with Private entities

II. Employees

20. Details at the end of Financial Year: March 31, 2026

a. Employees and workers (including differently abled):

Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	221	166	75.11%	55	24.89%
2	Other than Permanent (E)	55	41	75.55%	14	25.45%
3	Total Employees (D+E)	276	207	75%	69	25%
WORKERS						
1	Permanent (F)	-	-	NA	-	NA
2	Other than Permanent (G)	-	-	NA	-	NA
3	Total Workers (F+G)	-	-	NA	-	NA

b. Differently abled Employees and workers:

MITCON Consultancy & Engineering Services Limited currently do not have "Differently Abled" employees in the company

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	08	02	25
Key Management Personnel	3	1	33.33

22. Turnover rate for permanent employees and workers

Particulars	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees (%)	22.8%	25%	23.3%	18.9%	54.1%	25.7%	23.5%	28.6%	24.4%
Permanent Workers	NA								

III. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of Holding/ Subsidiary/ Associate Companies/ Joint Ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of Share held by Entity	Does the entity indicated at column A, Participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	MITCON Sun Power Limited	Subsidiary	100	Yes
2	MITCON Solar Alliance Limited	Step Down Subsidiary	73.28	Yes
3	MITCON Credentia Trusteeship Services Limited	Subsidiary	55.45	Yes
4	Shrikhande Consultants Limited	Subsidiary	51	No
5	Krishna Windfarms Developers Private Limited	Subsidiary	100	Yes
6	MITCON Envirotech Limited	Subsidiary	100	Yes
7	MITCON Advisory Services Private Limited	Subsidiary	100	Yes
8	MITCON Biofuel and Green Chemistry Private Limited	Subsidiary	100	Yes
9	MITCON Water Limited	Subsidiary	100	Yes
10	MITCON Soil Health Limited	Subsidiary	100	Yes
11	MITCON Impact Asset Management Private Limited	Step Down Subsidiary	77	Yes
12	PlanetEye Infra-AI Limited	Step Down Subsidiary	51	No
13	MSPL Unit 1 Limited	Step Down Subsidiary	74	Yes
14	MSPL Unit 2 Limited	Step Down Subsidiary	74	Yes
15	MSPL Unit 3 Limited	Step Down Subsidiary	74	Yes
16	MSPL Unit 4 Limited	Step Down Subsidiary	74	Yes
17	MSPL Unit 5 Limited	Step Down Subsidiary	100	Yes
18	MSPL Unit 6 Limited	Step Down Subsidiary	100	Yes
19	MSPL Unit 7 Limited	Step Down Subsidiary	100	Yes
20	MITCON Nature Based Solutions Limited	Associate	50	Yes
21	PlanetEye Farm-AI Limited	Associate	50	No
22	MINVEN Solar 02 Private Limited	Associate	49	No
23	MINVEN Solar 03 Private Limited	Associate	49	No

IV. Corporate social responsibility CSR Details

Section	Details	Company Particulars
24. i)	Whether CSR is applicable as per section 135 of the Companies Act, 2013 CSR Activity: CSR funds were provided to the Institute of Chemical Technology (ICT), Mumbai, to support research on green hydrogen and sustainable methanol production. The project enhances students' practical learning, research capabilities, and exposure to clean energy technologies.	Yes ₹ 20 Lakhs
24. ii)	Turnover (in ₹) for MITCON	₹ 6,539.33 Lakhs
24. iii)	Net Worth (in ₹) for MITCON	₹ 15,893.52 Lakhs

V. Transparency and Disclosures Compliances

25. Complaints/Grievances 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) (If yes, then provide web-link for grievance redress policy)	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
		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 Investors (other than shareholders)	Yes	Nil	Nil	-	Nil	Nil	-
	Stakeholders-Relationship-Committee - Policy.pdf	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes Stakeholders-Relationship-Committee - Policy.pdf	Nil	Nil	-	Nil	Nil	-
Employees and workers	Yes Whistle-Blower-Policy-MITCON.pdf	Nil	Nil	-	Nil	Nil	-
Customers	Yes	Nil	Nil	-	Nil	Nil	-
Value Chain Partners	Stakeholders-Relationship-Committee - Policy.pdf	Nil	Nil	-	Nil	Nil	-

26. Overview of the entity's material responsible business conduct issues

Sr. No.	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)
1.	De-carbonization of Energy, Transportation and Industry	Opportunity	Our services focus on services related to energy transition including energy audit, carbon footprint, renewable energy, biofuels, etc	-	Our addressable market will see significant investment in respect of energy transition and thereby positively impacting our revenues/margin
2.	Evolving Carbon Markets	Opportunity	Generate additional return for Energy Transition projects thereby reducing viability gaps of such projects	-	Our addressable market will see significant investment in respect of energy transition and thereby positively impacting our revenues/margin
3	Climate Change & Environment Footprint	Risk	Amorphous market structure, compartmentalized market place (compliance and voluntary), Adoption of Article 6.4 mechanism	Development of projects with high integrity, additionality and permanence such as Afforestation, Bio char, Household Biogas, etc.	Negative
			Extreme weather conditions due to climate change poses a risk of disruption of company's operations and well-being of our employees. This can lead revenue disruptions and eventually risks the growth & profitability	Company's Management and the Head of the Departments has prepared a plan similar to Business Continuity Plan to ensure the business execution take place systematically with 100% customer satisfaction.	Negative
4.	Talent Management and Succession Planning	Risk	Risk that talent is not properly managed, which can lead to our inability to properly attract, retain and develop the best employees and maintain competitive edge in the market. Risk of failure can affect the company's ability to compete in the market and improve the revenues The risk that replacement of our key professionals is not adequately planned and leads to loss of skills and knowledge.	- Company's Human Resource Team has developed the succession planning metrics and consult with the employee's time-to-time to address the issues - Continue to focus on the development of potential successors. - Focus on employee retention through different planned initiatives, such as providing executive training at leading institute such as Indian institute of management & several in-house trainings.	Negative
5.	Waste Management	Opportunity	MITCON has registered themselves to Science-based Target Initiative (SBTi) aligning to seek opportunity to achieve the Sustainability goals and limit warming to 1.5 degrees	MITCON has taken initiatives such as installation of solar rooftop and utilization of day light for its operations, to reduce the carbon footprint. MITCON has installed Electric Vehicle chargers, encouraging employees to opt for EVs.	Positive

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6.	Waste management	Risk	Non-compliance of current & emerging regulations around the circular economy can result to Company's reputation damage	MITCON continues to reduce/replace the printing of papers, plastic cups, & water bottles.	Negative
7.	Health, Safety and Wellbeing	Risk	Risk that events or circumstances resulting in negative physical, mental, nutritional, social or financial wellbeing of our employees could adversely affect MITCON goals.	- Continually invest in employee capability enhancement - Continue to promote mental health and wellbeing for all employees - Ensure all employees have access to wellbeing programs such as care and dignity policy, WFH, flexi-hours etc.	Negative

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
Policy & Management Processes									
a. Whether your entity's policy/policies cover each principle & its core elements of the NGRBCs. (Yes/ No)	P1	P2	P3	P4	P5	P6	P7	P8	P9
Corporate Communication Policy	Yes			Yes			Yes		
Business Ethics & Integrity Policy	Yes								
Policy on Preservation of Documents	Yes								
Nomination Remuneration Committee Policy	Yes								
Audit Committee Policy	Yes								
Policy on obligation of Directors and Senior Management	Yes								
Policy on Criteria for making payment to NED	Yes								
Code of Conduct for Senior Managerial Personnel	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Code of conduct for Board of Directors	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Anti-Bribery & Anti-Corruption Policy	Yes						Yes		
Dividend Distribution Policy				Yes					
Succession Policy	Yes	Yes							
Board Diversity Policy	Yes								
Code of Conduct for fair disclosure of Unpublished Price Sensitive Information	Yes			Yes					
Code of Conduct for Independent Directors	Yes								
Risk Management Policy		Yes							
Climate Change and Sustainability Policy	Yes	Yes		Yes	Yes	Yes			Yes

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Environment, Occupational health and Safety Policy		Yes	Yes			Yes			
Quality Policy		Yes							Yes
Prevention of Sexual Harassment Policy at Workplace			Yes		Yes				
Code of Conduct for Prevention of Insider Trading	Yes			Yes					Yes
Related Party Transaction Policy				Yes					
Stakeholder Relationship Committee Policy				Yes					
Human Rights Policy			Yes		Yes				
Vigil Mechanism/Whistle Blower Policy	Yes		Yes	Yes	Yes		Yes		Yes
Care & Dignity Policy			Yes		Yes				
Corporate Social Responsibility Policy				Yes				Yes	
b. Has the policy been approved by the Board. (Yes/ No)	Yes								
c. Web link of the policies, if available.	https://www.mitconindia.com/policies/								
Whether the entity has translated the policy into procedures. (Yes/ No)	Yes								
Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes								
Name of the national and international codes/ certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, and Trust etc) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	P1	P2	P3	P4	P5	P6	P7	P8	P9
• ISO 9001	Yes	Yes		Yes					Yes
• ISO 45001:2018			Yes						Yes
• ISO/ IEC 17025:2017		Yes					Yes		Yes
• QCI NABET Accredited (EIA)						Yes			Yes
• Indian Accounting Standard	Yes			Yes					
• SEBI Listing Obligations Disclosure Requirement	Yes			Yes					
• BRSR	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
• SBTi						Yes			
• NSDC		Yes						Yes	Yes
• BEE ESCO						Yes			Yes
• Department of Science and Technology						Yes		Yes	Yes

Specific commitments, goals and targets set by the entity with defined timelines, if any.	Pillars		Targets	
	Environment			
	Climate Change	Reduction of GHG Emissions by 46% by 2030 from 2019 levels		
	Water	Achieve 25% reduction in water intensity by 2030		
	Circular Economy	Achieve 100% plastic recycling by 2030		
	Social			
	Diversity	33% women workforce		
		33% women directors on board		
		33% women workforce in decision making position		
	CSR	Cover 100 sq.km area for Wildfire Protection measures by 2030		
	Governance			
	R&D Technology	Increased investment to 1% of total turnover for developing sustainable/energy transition solutions by 2030		
	Independent Directors	50% Independent Director on board		
Performance of the entity against the specific commitments, goals & targets along-with reasons in case the same are not met.	▪ Per capita CO₂ reductions by 8% ▪ Increase in absolute CO₂ emission by 5% (due to increase in number of business establishments) ▪ 29% increase in female workforce ▪ MITCON invested Rs. 154.95 Lakh in Research and Development (2.37% of total turnover)			

Governance leadership & oversight

1. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets & achievements (listed entity has flexible regarding the placement of this disclosure)

Welcome to our 5th Business Responsibility and Sustainability Report. At MITCON we have entered the 5th decade of providing the solutions to our customers with Sustainability at the core. In recent times, numerous organizations have disclosed their sustainability strategies, established objectives, and made commitments. However, this is the point at which the actual work commences. This is the perfect scenario for MITCON to offer assistance to companies, by leveraging our distinctive combination of technical capabilities and implementation strategies that have been developed over the years. We work in partnership with clients to assist them in the rapid and large-scale implementation of sustainability.

Being a consulting firm offering “approachable expertise” to our clients’ sustainability requirements, focus on ESG is essential to creating positive impact for all stakeholder. We have a responsibility to embed ESG principles into everything we do – partnering with our clients and communities to solve their ESG challenges through innovation and fostering a culture where our employees can work on projects that deliver environmental and social value.

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We commit to regularly reporting our ESG actions with this report. Our services are aligned with the UN Sustainable Development Goals (SDGs):

Energy Transition	   
Environment	              
Business Advisory a. Agriculture b. Industry	       
Skill Development & Capacity Building	        
Infrastructure	   

Our business verticals energy transition, environment & sustainability, business advisory, infrastructure and skill development continues to create impact and contributes to SDG objectives for our clients.

While the world continues to face unprecedented challenges such as climate change, the pandemic and geopolitical tensions, we continued to our unwavering commitment to sustainable development and resilience across our work, improving social outcomes and achieving net-zero carbon emissions.

We continue to offer services enabling our clients steady march towards India's action plan comprising the following five nectar elements (Panchamrit):

- Reach 500 GW Non-fossil energy capacity by 2030.
- 50 per cent of its energy requirements from renewable energy by 2030.
- Reduction of total projected carbon emissions by one billion tonnes from now to 2030.
- Reduction of the carbon intensity of the economy by 45 per cent by 2030, over 2005 levels.
- Green hydrogen capacity of at least 5 MMT (Million Metric Tonne) per annum by 2030
- Improving the Biodiversity and Livelihoods

We are proud of our achievements and ongoing efforts to lead the change toward a more sustainable and equitable future.

Particular	FY 2025-26
No. of Energy Audits, including ESA, PAT, M&V Audits (Nos.)	119
Gross Energy Consumption Audited (TOE)	3,02,780
Savings Recommended/Achieved (TOE)	8,540
CO2 Emissions Avoided/Reduced (tCO2)	64,426
Carbon Footprint Assessment/CBAM/Green Steel Certification/ Life Cycle Assessment (Nos.)	28
Sustainability Reporting (Nos.)	6
Biodiversity Assessment (GRI/TNFD)	5
Baseline Audit of Jaggery Units	193
ESCO Projects	6

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Our Board of Directors recognizes that a diverse workforce and a culture of equity and inclusion helps us compete more effectively, sustain success, and build long-term shareholder value. The Nomination and Remuneration Committee considers a variety of diversity characteristics for board composition, including business experience, geography, age, gender. We believe that supporting and promoting a diverse and inclusive workplace brings new perspectives that can result in new ideas and help mitigate risk.

2. **Details of the highest authority responsible for implementation & oversight of the Business Responsibility policy (ies):**
Mr. Anand Chawade, Managing Director (MD).
3. Does the entity have a specific Committee of the Board/ Directors responsible for decision making on sustainability related issues? **(Yes/ No) If Yes, Provide details:**

Yes. MD and Stakeholders Relationship Committee

Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half Yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies & follow up action	Audit Committee and Board of Directors Stakeholder Relationship Committee Nomination and Remuneration Committee POSH Committee									Annually								
Compliance with statutory requirements of relevance to the principles, & rectification of any non-compliances										Quarterly								
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.										The certification under various national and international standards, including ISO 14001, ISO 45001/OHSAS 18001. These certifications also include assessment of the policies of the Company by relevant independent external assessors (BIS, QCI, etc.) and Policy compliance review is done by M/s. Galgali & Associates								

4. **If answer to the question (1) above is “No” i.e. not all Principles are covered by a policy, reason to be stated:**
Not Applicable

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	1	Principle 1 - 9	100%
Key Managerial Personnel	1	Principle 1 -9	100%
Employees other than BoD and KMPs	1	Principle 1 -9	100%
Workers	NA		

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, in the following format:

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	Nil	Nil	NA	NA	NA
Settlement	Nil	Nil	NA	NA	NA
Compounding Fee	Nil	Nil	NA	NA	NA
Non - Monetary					
Imprisonment	Nil	Nil	NA	NA	NA
Punishment	Nil	Nil	NA	NA	NA

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 institution
NA	NA

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 of the policy.

Yes. The Company has Anti-Corruption and Anti-Bribery policy. The web link of the policy is as follows [Anti-Bribery-Anti-Corruption-Policy](#)

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 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	FY 2025-2026 Current Financial Year		FY 2024-2025 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil		Nil	
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil		Nil	

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

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

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Number of days accounts payables	90	99

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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:

Parameter	Metrics	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	8.45	NA
	b. Sales (Sales to related parties / Total Sales)	11.36%	14%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments (Investments in related parties/Total Investments made)	100%	100%

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.**

	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R & D	Nil	Nil	- Automated biodiesel production from used cooking oil pilot plant. - Furnace for characterisation of biomass and biochar. - Modification in biochar production plant.
Capex	Rs.154.95 Lacs 2.37% of Total Turnover	Rs.101.89 Lacs 1.81% of Total Turnover	

2.

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

Yes. Our Supply Chain Management SOP lays out a clear and organised way of purchasing goods and services that puts an emphasis on working with vendors in an ethical way and promoting Medium, Small & Micro-Scale Enterprises (MSMEs). We make sure to be environmentally responsible by sourcing locally and economically reducing long distance transport emissions, by making sure that vendors follow KYC rules, and putting in place policies for managing scrap.

b. If yes, what percentages of inputs were sourced sustainably?

52.01% of Goods and Services to the total value were sourced from MSMEs.

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.

MITCON is a technology consulting firm that offers financial, marketing, and technical advice. This specific disclosure is not relevant because the Company does not carry out any manufacturing operations.

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.

Not Applicable

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:

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	166	166	100	166	100	0	0	0	0	0	0
Female	55	55	100	55	100	55	100	0	0	0	0
Total	221	221	100	221	100	55	100	0	0	0	0
Other than Permanent Employees											
Male	41	41	100	41	100	0	0	0	0	0	0
Female	14	14	100	14	100	0	100	0	0	0	0
Total	55	55	100	55	100	0	100	0	0	0	0

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

Not Applicable

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	1.72%	1.562%

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

Category	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	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%	100%	Y	100%	100%	Y
Gratuity	100%	100%	Y	100%	100%	Y
ESI	100%	-	Y	100%	-	-

2. 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.

The premises/offices of the Company, including the registered and corporate offices are located either on the ground floor or have elevators and infrastructure for differently abled individuals and most of the working locations are accessible to differently abled persons.

3. 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.

No

4. 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	NA	NA	NA	NA
Female	100%	0%	NA	NA
Total	-	-	-	-

5. 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.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Employees	Yes, the employees can send their issues/grievances to Human Resource (HR) team E-mail, after which within 24 hours the issues are addressed and further actions are initiated. Further, company has the following policies in place to receive and redress the grievances received with an objective to ensure each employee is treated with dignity, respect, compassion and care: i. POSH – https://www.mitconindia.com/wp-content/uploads/2023/11/Prevention-of-Sexual-harassment-Policy-at-Workplace.pdf ii. Environment, Occupational Health and Safety Policy - https://www.mitconindia.com/wp-content/uploads/2023/02/Environment-Occupational-health-and-Safety-Policy.pdf iii. Human Rights Policy – https://www.mitconindia.com/wp-content/uploads/2023/02/Environment-Occupational-health-and-Safety-Policy.pdf iv. Care & Dignity Policy – https://www.mitconindia.com/wp-content/uploads/2021/10/Care-Dignity-Policy.pdf

6. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

In MITCON, there is no association or union, hence this section is not applicable.

7. Details of training given to employees and workers:

Category	FY 2025-2026 Current Financial Year					FY 2024-2025 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No.(B)	%(B/A)	No. (C)	% (C/A)		No. (E)	%(E/D)	No. (F)	% (F/D)
Employees										
Male	207	207	100	207	100	159	159	100	159	100
Female	69	69	100	69	100	41	41	100	41	100
Total	276	276	100	276	100	200	200	100	200	100
Workers										
Male	NA									
Female	NA									
Total	NA									

8. Details of performance and career development reviews of employees and worker:

Category	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	207	207	100	159	159	100
Female	69	69	100	41	41	100
Total	276	276	100	200	200	100
Workers						
Male	NA					
Female	NA					
Total	NA					

9. 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, Environmental testing laboratory is accredited by ISO 45001: 2018, Occupational health and safety management systems. Quality manual and Procedure manual of ISO 45001: 2018 are being implemented

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

This is not directly applicable given the nature of business. However, Hazzard Identification, Risk Assessment (HIRA) is carried out every year by considering severity and occurrence rating.

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

No, since it is not directly applicable given the nature of business

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

Yes, all the employees of MITCON are covered under group medical insurance and accident policy

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

Safety Incident/Number	Category	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers		
Total recordable work-related injuries	Employees	Nil	Nil
	Workers		
No. of fatalities	Employees	Nil	Nil
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers		

11. Describe the measures taken by the entity to ensure a safe and healthy workplace.

MITCON emphasizes the importance of providing a safe and healthy working environment for all employees working in premises. MITCON constantly evaluates the health, safety, and environmental performance of all of its locations.

In addition, an employee awareness programme in accordance with ISO 45001:2018 is being implemented. Mock drills are also carried out in accordance with the ISO 45001:2018 manual.

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

	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions		Nil			Nil	
Health & Safety		Nil			Nil	

13. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%*
Working Conditions	Nil [#]

* Certificate of Compliance: ISO 45001:2018, Reassessment Date: July, 2025.

[#]Assessment of ventilation, illumination, Volatile Organic Compound, drinking water and housekeeping checks done regularly.

14. 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.

MITCON has been following standard operating procedures in order to comply with state/local level extant regulations and ensure safety and hygiene protocols, as well as necessary social distancing, are followed by employees, customers, and other visitors on any of the MITCON's premises.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

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

The processes for identifying key stakeholder groups of the entity:

- Reviewing the stakeholders
- Understanding the purpose behind identifying key stakeholders
- Determining their impact on our operations
- Learning their needs in relation to our business
- Prioritizing our list

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We continually redefine our stakeholders in following matrix –

- Direct Interaction
- Indirect Interaction
- Within Sphere of Influence

	Direct	Indirect Interaction	Within Sphere of Influence
Resource Providers			
Capital	Shareholders; Lenders; Depositors	Shareholder Families	Prospective Investors, Lenders and Depositors
Talent/Skills	Employees	Employee Families; Employee indirect connect	Past Employees; Prospective Employees
Goods/Service Suppliers: Individual/Incorporated Entities	Supplier Entity	Entity Owners, Entity Employees/Suppliers	Entity Competitors
Public Utilities	Utility Provider	Utility Owners; Utility Employees /their families and connects	Co-users of utility
Resource Users			
Goods/Service Users: Individual/Incorporated Entities	User Entity	User Entity Family/Owners; User Entity Employers/Customers	Distribution Network
Others			
Governing Bodies/Influencers	Government; Regulators; Social Media Influencers		Colleges/Schools (Talent Pool Suppliers)

We continue to develop actions plans for creating positive impact for our stakeholders and achieve sustainable development goals.

Key stake holders and types of engagement pursued by the Company are as under:

Employees	• Employee surveys • Town hall meetings and other information from leaders • Interactive webcasts • Internal communications • One to one meetings with Managing Director
Shareholder/Directors	• Investor meetings • Financial reports • Press releases/media relations • Annual Information Form • Annual meeting of shareholders
Clients (Suppliers/Customers)	• Project communications • Project feedback • Client interviews • Thought leadership Workshops/panels during events

The first step in the stakeholder identification process is identifying the important stakeholders and learning about their requirements and expectations. In order to do this, stakeholders are categorised according to their degree of interest and influence, and any risks and effects must be assessed. After identifying the stakeholders, objectives and strategies are created to successfully address their demands. Concerns are resolved when stakeholders are engaged and consulted through ongoing communication and input. Last but not least, in order to preserve openness and guarantee continuous conformity with stakeholder expectations, outcomes are communicated and progress is tracked, cultivating fruitful and solid connections all along the way.

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, Frequency of Purpose and scope of Board, Website), Other 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	Meetings, emails, SMS, one to one discussions, group discussions, L & D Sessions, Seminars	Day in and out	•MITCON follows an open door policy
Customers/ Clients	No	Meetings, emails, SMS, one to one discussions, digital platform	Day in and out	•Understanding client, industry and challenges •Identifying opportunities to improve MITCONs services
Shareholders/ Investors	No	Meetings, emails, SMS, one to one discussions, notice board, websites, newspaper advertisements	Quarterly	•Educating the shareholders about the MITCON's integrated business model and strategy for long term •Understanding the shareholder expectations
Department Managers	No	Meetings, emails, SMS, one to one discussions, Video Conference Calls	Quarterly	•Review of Business activity •Review of Pipeline projects •Review of feedback received from clients
Partners & Collaborators	No	Meetings, emails, SMS, one to one discussions, Video Conference Calls	As and When Required	•Strong Partnership •Fair Business Practices

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

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

Essential Indicators

Category	FY 2025-2026			FY 2024-2025		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	221	221	100	200	200	100
Other than permanent	55	55	100	40	40	100
Total Employees	276	276	100	240	240	100
Workers						
Permanent	NA					
Other than permanent	NA					
Total Employees	NA					

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

Category	FY 2025-2026					FY 2024-2025				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No.(C)	% (C/A)		No.(E)	% (E /D)	No. (F)	% (F /D)
Employees										
Permanent	221	0	0	221	100	200	0	0	200	100
Male	166	0	0	166	100	159	0	0	159	100
Female	55	0	0	55	100	41	0	0	41	100
Other than permanent	55	0	0	55	100	40	0	0	40	100
Male	41	0	0	41	100	30	0	0	30	100
Female	14	0	0	14	100	10	0	0	10	100
Workers										
Permanent	NA									
Male	NA									
Female	NA									
Other than permanent	NA									
Male	NA									
Female	NA									

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

a) Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (in Rs.)	Number	Median remuneration/ salary/ wages of respective category (in Rs.)
Board of Directors (BoD) (other than KMP)	5	3,20,000	2	3,35,000
Key Managerial Personnel	2	90,88,170	1	14,95,500
Employees other than BoD and KMP	166	5,69,688	55	4,56,828

b) Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Gross wages paid to females as % of total wages	15.89%	15.75%

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, Human Resource Department is primarily responsible for addressing the issues arising out of impact, if any, caused by the business.

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

Yes, the company has in place the Stakeholder Relationship Committee, duly constituted by the Board of Directors for addressing any human rights issues caused or contributed by the business.

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

	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

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

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
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.

MITCON has a Vigil Mechanism and Whistle-blower policy, and a Prevention of Sexual Harassment policy to prevent any adverse consequences.

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

Yes, wherever applicable

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	MITCON monitors internally for all the relevant laws pertaining to these issues. There have been no observations by local statutory/third party in FY 2025-26
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 9 above.

There were no significant risks / concerns arising from the human rights assessment.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2025-2026	FY 2024-2025
From Renewable		
Total electricity consumption (A)	2,65,17,24,00,000 J	2,94,93,56,52,000 J
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumption from renewable sources (A+B+C)	2,65,17,24,00,000 J	2,94,93,56,52,000 J
From non-renewable sources		
Total electricity consumption (D)	5,91,85,08,00,000 J	5,46,35,04,00,000 J
Total fuel consumption (E)	4,95,65,26,18,800 J	5,56,91,77,02,148 J
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	10,87,50,34,18,800 J	11,03,26,81,02,148 J
Total energy consumed (A+B+C+D+E+F)	13,52,67,58,18,800 J	13,98,20,37,54,148 J
Energy intensity per rupee of turnover (Total energy consumption (J) / turnover in rupees Lacs)	2,068.52	2,491.05
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total energy consumed / Revenue from operations adjusted for PPP)	42,239.25	50,931.27

* Kindly note the PPP value has been referred from World Bank for India which is 20.42 for the year 2025

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

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	2,275	2,475
(ii) Ground water	0	0
(iii) Third party water	0	0
(iv) Sea water / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	2,275	2,475
Total volume of water consumption (in kilolitres)	2,275	2,475
Water intensity per rupee of turnover (Water consumed / turnover) (kL per ₹Lac of revenue)	0.35	0.44
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue from operations adjusted for PPP) (kL per ₹Lac of revenue)	0.000071	0.0001

* Kindly note the PPP value has been referred from world bank for India which is 20.42 for the year 2025

4. Provide the following details related to water discharged:

Parameter	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of	0	0
(iv) Sent to third-parties		
- No treatment	2,275	2,475
- With treatment – Wastewater treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment –	0	0
Total water discharged (in kilolitres)	2,275	2,475

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

No.

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

Parameter	Please specify unit	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
NOx	mg/Nm ³	0.088	0.096
SOx	mg/Nm ³	60.72	66.64
Particulate matter (PM)	mg/Nm ³	0.0010	0.0011
Persistent organic pollutants (POP)	mg/Nm ³	0	0
Volatile organic compounds (VOC)	mg/Nm ³	0	0
Hazardous air pollutants (HAP)	mg/Nm ³	0	0

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	67.5	44
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	116.7	110
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e per ₹ Lac of revenue	0.026	0.028
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO ₂ e per revenue from operations adjusted for PPP	0.0000058	0.000006

* Kindly note the PPP value has been referred from world bank for India which is 20.42 for the year 2025

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

- MITCON has installed 70kW (AC) solar PV rooftop grid connected plant, avoiding approximately 60-65 tCO₂e emissions every year
- MITCON has installed a 750 kW Wind Turbine Generator located in Idukki, Kerala, supplying green power to the national grid. On an average, this project avoids emission of 1,440 tCO₂e every year

9. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.75	0.75
E-waste (B)	-	0.186
Bio-medical waste (C)	-	-
Battery waste (E)	-	0.235
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	16	16
Total (A+B + C + D + E + F + G + H)	16.8	17.2
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/ ₹ Lac of revenue)	0.002	0.003
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated / Revenue from operations adjusted for PPP)	0.00000052	0.00000063
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0	0.42
(ii) Reused	-	-
(iii) Other recovery operations	0	0.75
Total	0	1.17
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	16	16
(iii) Other disposal operations	-	-
Total	16	16

* Kindly note the PPP value has been referred from world bank for India which is 20.42 for the year 2025

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.

MITCON being a technical consultancy organization, do not produce or manufacture any physical products, hence there is no usage of hazardous and toxic chemicals. However, MITCON has reduced the paper consumption through digitisation and eliminated the use of plastic bottles, plastic cups, other single use plastic materials in office campus.

- 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:**

All the MITCON's offices are located in premises which have the requisite building permits, and any other necessary approvals.

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

Not Applicable

- 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, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Yes. The company is compliant with applicable laws, regulations and guidelines.

Leadership Indicators

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

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Scope 3 emissions [#]	Metric tonnes of CO ₂ equivalent	267.9 tCO _{2eq}	126 tCO _{2eq}
Total Scope 3 emissions per rupee of turnover	tCO _{2eq} /Rs. In Lacs	0.0410 tCO _{2eq} /Rs. In Lac	0.0225 tCO _{2eq} /Rs. In Lac

[#] Waste, Business Travel and Employee commute is considered

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.

2. 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	Outcome of the initiative
1	Company Owned Electric Vehicle	MITCON has purchased Electric Vehicle to minimize the Diesel Consumptions	Annual Saving of ~3 tCO ₂ Emissions
2	Rooftop Solar PV	Installed rooftop Solar PV on Head office and Agri Campus in Pune	Annual Saving of more than 60 tCO ₂ Emissions
3	Stack height of DG set is as per CPCB guidelines	CPCB guidelines are followed for stack height and emissions from the DG sets	Control of emissions
4	Periodic maintenance of vehicles	Complying with PUC, regular maintenance of vehicles for control of emissions	Control of emissions

3. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link:
The whole process involves a preparation plan for the impending disaster, action in response to a disaster, and support and strength to rebuild a community after the occurrence of a disaster. Establish role and responsibility and action to be taken by employees, service & support, security staff. To address all the objectives of DMP and Risk management, activities are conducted as per guidelines of ISO 45001:2018. We are addressing HEALTH AND SAFETY MANAGEMENT SYSTEM in Quality Management System and OHS Manual of the company. Risk management / Health and safety committee has been formed for regular monitoring and implementation of any associated risk, impart trainings, conducting mock drills and executing various awareness programs.

The organization has established implemented and maintained processes to:

- a. Assess OH&S risks from the identified hazards taking into account applicable legal requirements and other requirements and the effectiveness of existing controls;
- b. Identify and assess the risks related to the establishment, implementation, operation and maintenance of the OH&S management system that can occur from the issues identified in the organization context and the needs and expectations of the interest parties.
- c. The organization’s methodology and criteria for assessment of OH&S risks is defined with respect to scope, nature and timing, to ensure it is proactive rather than reactive and used in a systematic way. These methodologies and criteria is maintained and retained as documented information.

As a consultancy services organization, the Company believes its financial exposure to acute physical impacts from climate change and/or other disasters is limited. However, there is the potential that changes in climate such as extreme weather events, storm-related flooding or extended drought could disrupt its clients’ projects and its work, namely its IT systems and the ability of its employees to travel, particularly in locations near or at sea level.

Generally, the Company occupies modern offices in well-connected locations. It also has significant regional and national presence to ensure that all offices would not be dis rupted by adverse climate impacts.

Business continuity procedures, as well as the diverse geography of the Corporation’s locations, enable employees to work from other offices, which minimizes operational disruptions and keeps productivity losses to a minimum.

In addition, the Company revenues are not concentrated in one specific region, which prevents regional disruptions from unduly influencing its operations. However, the Company does conduct outdoor field activities in the course of its projects, including but not limited to professional surveying, Owner engineer services, Project Management Services, field data surveys and collection, geotechnical investigations and construction oversight and inspection, and plant start-up, testing and operations. Extreme weather events may hinder the ability of its field employees to perform their work, which may result in delays or loss of revenues, while certain costs continue to be incurred. On Health and Safety front, we reported zero fatalities and accidents during the year

IT Infrastructure and Cyber Security	Objective: adequate infrastructure, resources and support that enable our teams to access systems and data. Recovery time that is optimized through proper backup/redundancy, clear procedures and trained personnel.
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Policies: ISO SOP for a) Information Classification and Handling Policy b) Technical Security Policy (Acceptable Computer Usage, Information Classification and Handling, Incident Management, Clear Desk and Screen, Remote and Home Working, Mobile Device, Information Security Awareness, Technical Security. Accountability: Chief Operating Officer	Actions During the Year - Completed implementation of new storage and backup infrastructure in multiple office locations - promotion of data centralization. - Completed access through VPN for all our team members. - Transformed our network to maximize our secure hybrid working capabilities. - Digitalization of all physical documents and search capabilities - Company's internal team has taken a holistic and comprehensive approach to address the need of securing the employees' laptops, their smartphones, the corporate network and the confidential data through VPN Connections against inadvertent and malicious attacks, including the customer-specific security requirements. - Specific steps include allocation of laptops to every employee, installation of disk encryption and next generation antivirus solution, enhanced data leakage prevention solutions covering laptops and cloud assets, implementation of Multi Factor Authentication and security controls on personal smartphones. - The team has also provisioned critical data backup, improved incoming email scanning and enhanced the security and network monitoring solutions. - Periodic external security assessments and proactive security drills help us stay vigilant to security threats. - Mandatory annual employee awareness training to reinforce the security imperatives is key to keeping your Company safe.
Hazards/ Catastrophic Loss (i.e. Crisis Management, BCPs)	Objective: Ensure business continuity during man-made major events and/or natural disasters through documented plan.
Policies: Global and regional crisis management policies Accountability: Chief Operating Officer	Business Continuity Plan (BCP) finalized and communicated; Actively seeking opportunities to integrate digital technologies into our client offering across all our end market sectors.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

- 1)
 - a. **Number of affiliations with trade and industry chambers/ associations.**
- 07

CONSULTANCY & ENGINEERING SERVICES LIMITED

- 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	Indian Merchant Chambers	National
2	Chemexcil	National
3	Indian Chemical Council	National
4	Federation Of Indian Export Organisations	National
5	Bombay Chamber of Commerce & Industry	National
6	Indo American Chamber of Commerce	National
7	Thane Belapur Industries Association	State (Regional)

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

There were no issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities. Hence, no corrective actions were required.

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

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

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:

Not Applicable

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

The Company has in place Stakeholder Engagement Policy to interact with community leaders to understand and address their concerns, if any.

4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers:**

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Directly sourced from MSMEs/ small producers	Rs. 1,469.60 Lakhs (52.01%)	Rs. 524.17 Lakhs (63%)
Sourced directly from within the district and neighbouring districts	Rs. 2,198.57 Lakhs (78%)	Rs. 605.37 Lakhs (73%)

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**

Location	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Rural	0.94%	1.56%
Semi-urban	1.00%	1.56%
Urban	3.42%	10.50%
Metropolitan	95.45%	85.96%

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

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

In order to guarantee efficient communication and cooperation with all stakeholders, the company has put in place a Stakeholder Engagement Policy. The Company has a policy to obtain feedbacks from Customers.

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% of Total Turnover
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-2026 Current Financial Year			FY 2024-2025 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy		Nil			Nil	
Advertising		Nil			Nil	
Cyber- Security		Nil			Nil	
Delivery of essential services		Nil			Nil	
Restrictive Trade Practices		Nil			Nil	
Unfair Trade Practices		Nil			Nil	
Other		Nil			Nil	

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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 entity has a framework policy on cyber security and risks related to data privacy.

The goal of MITCON's strong data protection and information security policy is to maintain the availability, confidentiality, and integrity of all data and information assets inside the company. In order to handle new risks, the policy is updated often and also regulates third-party security procedures. Furthermore, in order to proactively avoid security breaches and guarantee a robust information security culture, MITCON provides periodic awareness training to its staff.

The Company has also conducted Vulnerability Penetration Testing (VPAT) during the reporting year through a authorised third party agency.

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.

There were no issues relating to advertising, delivery of essential services, cyber security and data privacy of customers. There was no re-occurrence of product recall. No penalty was levied or action was taken by any regulatory authority on account of any deficiency relating to safety of products / services in the financial year.

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

Nil

c) Impact, if any, of the data breaches

Nil