

Business Responsibility and Sustainability Reporting (BRSR)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L72200TG1993PLC015939
2.	Name of the Listed Entity	Zen Technologies Limited
3.	Year of incorporation	June 29, 1993
4.	Registered office address	B-42 Industrial Estate, Sanathnagar, Hyderabad - 500018, Telangana, India
5.	Corporate address	B-42 Industrial Estate, Sanathnagar, Hyderabad - 500018, Telangana, India
6.	E-mail	cosec@zentechnologies.com
7.	Telephone	+91-40-2381 4894/3294
8.	Website	www.zentechnologies.com
9.	Financial year for which reporting is being done	2024-25
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 9,02,90,356
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. Sourav Dhar Company Secretary & Compliance Officer Ph. No: 040-2381 4894/3294. cosec@zentechnologies.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).	Standalone Basis
14.	Name of assurance provider	Not Appointed
15.	Type of assurance obtained	Not Obtained

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 (FY 25)
a.	Designing, Developing and Manufacturing of Combat Training Solutions for Homeland Security and Counter Drone Technology	Computer, electronic, Communication and scientific measuring & control equipment	100%

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

S. No.	Product/Service	NIC Code	% of total turnover contributed (FY 25)
a	Training Solutions, Counter – Drone Solutions and Operational Equipment	26700	96%

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	1	3	4
International	–	2	2

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States/UTs)	All states
International (No. of Countries)	8 countries

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

The contribution of exports as a percentage of total turnover is 37.97%.

c. A brief on types of customers

Zen Technologies Limited ("Zen") has been in operation since 1993, focusing on the Designing, Developing and Manufacturing of training systems and counter-drone solutions. We provide these advanced resources to esteemed entities such as the Ministry of Defence (MOD, Government of India), allied foreign armed forces, state police units, security forces, and paramilitary organizations. Committed to delivering top-notch services, we address the varied requirements of our valued clients, playing a crucial role in improving their training and security capabilities both domestic and international.

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)	395	330	84%	65	16%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total employees (D + E)	395	330	84%	65	16%
Workers						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	344	232	67%	112	33%
6.	Total workers (F + G)	344	232	67%	112	33%

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)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D + E)	0	0	0%	0	0%
Differently Abled Workers						
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F + G)	0	0	0%	0	0%

VII. 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 red)	FY 2025 (Current Financial Year)			FY 2024 (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	Yes	0	0	NA	0	0	NA
Investors (other than shareholders)	https://www.zentechnologies.com/investor-contacts	0	0	NA	0	0	NA
Shareholders	https://www.zentechnologies.com/investor_relations/WhistleBlower-Policy.pdf https://www.zentechnologies.com/Zen-Technologies-SHP.pdf	1	0		0	0	As per the report submitted to Stock Exchanges on Quarterly basis
Employees and workers		0	0	NA	0	0	NA
Customers		0	0	NA	0	0	NA
Value Chain Partners		0	0	NA	0	0	NA
Other (please specify)		0	0	NA	0	0	NA

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

Please indicate material responsible business conduct and sustainability 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:

Sr. no	Material issue identified	Indicate whether risk or opportunity	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	Technological Advancements and Innovation	Opportunity	Recognizing and leveraging technological advancements while promoting innovation can provide Zen Technologies Limited with a competitive advantage, resulting in the creation of state-of-the-art products and services, a larger market share, and enhanced customer satisfaction.	NA	Positive: Possible revenue expansion, cost reductions through enhanced efficiency, and greater profitability.
2	Government Regulations and Policies	Risk and Opportunity	Compliance with government regulations is essential to prevent penalties and sustain a positive business environment. Whereas, supportive policies can create opportunities for Zen Technologies Limited to obtain government contracts and incentives.	Keep up to date with evolving regulations, ensure compliance, and proactively interact with policymakers to promote beneficial policies.	Negative: Failure to comply can result in fines and harm to reputation. Positive: Adherence to regulations can create more business opportunities and possible cost reductions.
3	Customer Satisfaction and Retention	Opportunity	Satisfied customers are more inclined to remain loyal and endorse Zen Technologies Limited's products and services to others, resulting in higher sales and an enhanced brand reputation.	NA	Positive: Improved customer retention can result in greater recurring revenue and lower marketing expenses for attracting new customers.

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

Sr. no	Material issue identified	Indicate whether risk or opportunity	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)
4	Cybersecurity and Data Privacy	Risk	As a defense sector organization entrusted with sensitive information, the risk of cybersecurity breaches and data privacy violations can lead to legal repercussions, reputational damage, and substantial financial losses.	The Company has established a robust Cyber Risk Management framework, perform regular security assessments, and adhere to data protection regulations. Data access is strictly controlled and data encryption is employed to ensure security.	Negative: Data breaches can lead to financial losses, legal repercussions, and harm to the Company's reputation.
5	Talent Acquisition and Retention	Opportunity and Risk	Attracting and keeping skilled and talented employees is essential for the Company's growth and success. Whereas high employee turnover can result in higher recruitment expenses and the loss of valuable expertise.	Provide attractive compensation packages, opportunities for career advancement, and cultivate a positive workplace culture.	Positive: Efficient talent management can lead to enhanced productivity and decreased recruitment costs. Negative: High turnover can result in increased expenses and lower productivity.
6	Supply Chain Disruption	Risk	Recognizing the risk of supply chain disruptions is essential, as it can result in production delays, higher costs, and customer dissatisfaction.	The Company keeps a diverse supplier network, carries out regular risk assessments, and creates contingency plans to alleviate supply chain disruptions. Additionally, fostering collaborative relationships with suppliers and utilizing real-time monitoring helps ensure prompt responses to potential issues.	Negative: Effective risk management reduces financial losses linked to supply chain disruptions, including production downtime and rising operational costs.
7	Energy and Emissions	Risk	High energy consumption and associated emissions pose operational and regulatory risks, especially given the evolving defence procurement norms emphasizing sustainability.	The Company is investing in energy-efficient technologies and renewable energy integration across our manufacturing processes.	Negative: Energy and emissions-related risks may lead to increased operational costs due to rising energy prices, carbon taxes, and compliance expenditures.

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.

S.No.	Principal Description	Reference of Policies
P1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable	<ul style="list-style-type: none">Business Responsibility PolicyRisk Management PolicyCode of Conduct
P2	Businesses should provide goods and services in a manner that is sustainable and safe	<ul style="list-style-type: none">Business Responsibility Policy
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains	<ul style="list-style-type: none">Business Responsibility PolicyHealth & Safety PolicyCode of Conduct
P4	Businesses should respect the interests of and be responsive to all its stakeholders	<ul style="list-style-type: none">Business Responsibility PolicyHealth & Safety PolicyCode of Conduct
P5	Businesses should respect and promote human rights	<ul style="list-style-type: none">Human Rights PolicyPolicy on Sexual Harassment of Women at Workplace
P6	Businesses should respect and make efforts to protect and restore the environment	<ul style="list-style-type: none">Environment Policy
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	<ul style="list-style-type: none">Business Responsibility Policy
P8	Businesses should promote inclusive growth and equitable development	<ul style="list-style-type: none">Business Responsibility PolicyCorporate Social Responsibility Policy
P9	Businesses should engage with and provide value to their consumers in a responsible manner	<ul style="list-style-type: none">Business Responsibility Policy

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally and ethically responsible.

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	Percentages of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	4	Familiarization programmes for the Board of Directors/KMPs of the Company are done periodically. The topics of the programmes	100%
Key Managerial Personnel (KMPs)	4	includes business and industry updates, risk management, important regulatory changes and compliances of various statutory requirements, updating on various Codes/Policies of the Company, environmental, social and governance parameters, legal cases, etc	100%
Employees other than BoD and KMPs	77	<ul style="list-style-type: none"> • Posh Act • Fire Mock Drill • Six Sigma -Green Belt • ISMS 27001:2022 Process • Time Management • Supplier selection process • PIT Training • Human rights 	100%
Workers	6	<ul style="list-style-type: none"> • Health & Safety • POSH Act • Human rights • ISO Guidelines 	100%

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 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

a. Monetary					
Particulars	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					
Compounding fee			Nil		
Settlement					
b. Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ Enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment					
Punishment			Nil		

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	

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.

Zen Technologies has adopted a robust commitment to the highest standards of ethical and lawful business conduct. The Company maintains a zero-tolerance stance toward all forms of bribery, corruption, and unethical practices. Although we do not have a separate policy however, these principles are firmly embedded in our Code of Conduct, which applies to all employees, suppliers, contractors, business partners, and other stakeholders.

The Code of Conduct outlines a clear stance against any form of bribery, corruption, or unethical behavior. It prohibits all employees and associated parties from offering, accepting, or soliciting any undue advantage, gift, payment, or favour that may improperly influence business decisions.

These standards are communicated during onboarding and ongoing engagements with internal and external stakeholders to ensure to act in alignment with the Company's values. Through these mechanisms, Zen Technologies upholds its commitment to ethical business practices and compliance with applicable laws and regulations across all its operations.

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

Particulars	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Particulars	FY 2025 (Current Financial Year)		FY 2024 (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				

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 there have been no issues concerning fines, penalties, or actions taken by regulators, law enforcement agencies, or judicial institutions regarding cases of corruption and conflicts of interest.

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

Particulars	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Number of days of accounts payables	5	22

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 (Current Financial Year)	FY 2024 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	9%	12.2%
	b. Number of trading houses where purchases are made from	117	109
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	72.75%	91.05%
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	0	0
	b. Number of dealers/distributors to whom sales are made	0	0
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributor	0	0
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	45.05%	13.26%
	b. Sales (Sales to related parties/Total Sales)	0.02%	3.02%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0	0
	d. Investments (Investments in related parties/Total Investments made)	39.58%	1.28%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
2	Zen's business strategy along with our expectations regarding quality from the vendor partners	2%

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.

Zen Technologies has established a comprehensive Code of Conduct that is applicable to all employees, senior management, and the Board of Directors. This Code includes clear provisions related to conflicts of interest, ensuring that all individuals are aware of their responsibilities to avoid situations that may compromise their impartiality or integrity.

All the policies are available at: <https://www.zentechnologies.com/policies-and-code-of-conduct>

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.

	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	14.2%	3.18%	As a defence simulators manufacturer, we prioritize sustainability in our products. We use natural gas compressors instead of CO ₂ for weapon recoil, reducing emissions. Visuals are projected onto walls rather than synthetic materials, cutting down plastic use. HVAC systems in container shooting ranges capture smoke for cleaner air, and lead from fired bullets is recovered and reused, promoting resource efficiency and environmental safety.
Capex	-	-	

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

The entity has no set procedure in place for sustainable sourcing however, Vendors are onboarded after due diligence to ensure alignment with our expectations, including labor standards, data security, and environmental compliance. Regular assessments and engagement initiatives are conducted to promote awareness and strengthen sustainable practices across the supplier ecosystem.

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

Not Applicable

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.

As a leading provider of advanced combat training solutions for defence and security forces worldwide, we aim to be transparent with our stakeholders regarding our waste management practices. The waste generated at the end of the life of the product is being managed by the customers. At present, we do not have a system established for reclaiming products for reusing, recycling and disposing at the end of life after they have been sold.

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 Zen Technologies

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 (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Not Available					

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
Not Available		

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 (Current Financial Year)	FY 2024 (Previous Financial Year)
Not Available		

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:

Particulars	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)						
E-waste						
Hazardous waste						
Other waste						

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 % of total products sold in respective category

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	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent employees											
Male	330	330	100%	330	100%	0	0%	0	0%	0	0%
Female	65	65	100%	65	100%	65	100%	0	0%	0	0%
Total	395	395	100%	395	100%	65	100%	0	0%	0	0%
Other than Permanent employees											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent workers											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%
Other than Permanent workers											
Male											
Female											
Total											

All eligible workers are covered under ESI Act

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

	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the Company	7.46%	12.27%

Particulars		Yes/No (If yes, then give details of the mechanism in brief)
Permanent Employees	Yes	Yes, a Grievance Redressal Mechanism has been constituted to hear and redress individual grievances.
Other than Permanent Employees	NA	The Company has formulated Whistle Blower Policy for redressing grievances related to unethical behavior, actual or suspected fraud or a violation of a Company's Code of Conduct.
Permanent Workers	NA	
Other than Permanent Workers	Yes	As per this Policy, the concerns can be sent to the Whistle Officer or directly to the Chairman of the Audit Committee. The policy can be accessed at https://www.zentechнологies.com/investor_relations/Whistle-Blower-Policy.pdf

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

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	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	330	0	0	285	0	0
Female	65	0	0	57	0	0
Total Permanent Workers						
Male	Not Applicable					
Female						

8. Details of training given to employees and workers:

Category	FY 2025 (Current Financial Year)					FY 2024 (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)
Permanent Employees										
Male	330	310	94	301	97	285	265	94%	260	76%
Female	65	62	95	61	98	57	56	98%	50	88%
Total	395	372	95%	362	98%	342	321	94%	310	91%
Permanent Workers										
Male	Not Applicable									
Female										
Total										

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

Category	FY 2025 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Permanent Employees						
Male	330	276	83.6	285	150	53
Female	65	47	72.3	57	30	53
Total	395	323	78	342	184	54
Permanent Workers						
Male	Not Applicable					
Female						
Total						

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, what is the coverage of such a system?

Yes, Zen Technologies has implemented a robust Occupational Health and Safety Management System (OHSMS) across all units and supported by its Health and Safety policy. The system includes safety manuals, procedures, emergency plans, and regular plant-level safety committee meetings. The Company is committed to continuous improvement and adopting best practices to ensure employee well-being.

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

Zen Technologies follows a structured process to identify and assess work-related hazards on both routine and non-routine tasks. Regular meetings, safety drills and open communication with on-site personnel help evaluate risks and improve safety protocols. This proactive approach ensures continuous improvement and reflects the Company's commitment to employee safety and well-being.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

Yes, Zen Technologies has systems in place for workers to report hazards and remove themselves from unsafe situations without fear of retaliation. The Company actively monitors risks, values employee feedback, and takes prompt action to improve safety measures reinforcing its commitment to a safe and productive workplace.

d. Do the employees/workers of the entity have access to non-occupational medical and healthcare services?

Yes, Zen Technologies places a high priority on providing non-occupational medical and healthcare services for its employees. The Company ensures access to these services either on-site or through partnerships with reputable nearby medical facilities. Furthermore, Zen emphasizes the significance of training its staff to effectively respond to medical emergencies.

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

Safety Incident/Number	Category	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

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

Zen Technologies is committed to maintaining a safe and healthy workplace through a comprehensive set of policies and practices. Our business responsibility policy encompasses essential areas such as competence development, training, occupational health, inspection systems, audits, procurement, contractor management, and risk assessments. These policies are carefully crafted to proactively identify, assess, and mitigate potential risks.

We prioritize compliance with all relevant statutory requirements related to preventive healthcare and occupational health and safety. Zen Technologies has implemented a proactive process that systematically identifies hazards, determines appropriate controls to eliminate or reduce risks to acceptable levels, and recognizes relevant risks and opportunities within the occupational health and safety management system.

Additionally, we conduct regular safety drills and training sessions to ensure our employees are well-prepared for emergency situations. We also maintain open communication channels for employees to promptly report any safety concerns. By fostering a culture of safety and continuous improvement, Zen Technologies reaffirms its steadfast commitment to the well-being of its workforce, ensuring a secure and healthy working environment.

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

Particulars	FY 2025 (Current Financial Year)			FY 2024 (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	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessments for the year

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

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.

There were no incidents reported during the year however, to ensure a safe and secure work environment we take proactive steps which includes:

- Prominently displaying Standard Operating Procedures (SoPs) throughout our facilities to raise employee awareness of safety protocols.
- Organizing regular safety training programs to educate our workforce on the latest safety practices and ensure adherence to Personal Protective Equipment (PPE) requirements.
- Providing clear work instructions and safe practices that are easily accessible to guide employees; conducting frequent safety inspections and thorough accident investigations to quickly identify and mitigate hazards.
- Holding regular safety committee meetings and inspections to actively manage risks; and implementing recommendations from regulatory authorities to ensure compliance with safety audits and regulations.

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).

Yes, the Company extends life insurance coverage for works related death to its permanent employees.

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

Periodical reviews are conducted with value chain partners to verify their compliance with statutory obligations, laws, and the timely payment of duties and taxes. All orders include "Standard Terms & Conditions," which are binding for value chain partners and mandate the clearance of payment dues.

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:

Particulars	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 (Current Financial Year)	FY 2024 (Previous Financial Year)	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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)

Yes, the entity provides transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment. This is achieved through On-the-Job Training, where employees gain valuable skills during their employment and various training programs attended. We ensure that all statutory dues and final settlements are processed in accordance with applicable laws. Employees exiting are supported through a structured handover and exit process, and reference letters are provided upon request.

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0%
Working Conditions	0%

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 conditions of value chain partners.

Not Applicable

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

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

We consider individuals, groups, institutions, or entities that contribute to shaping our business, that add value or constitute a core part of the business value chain as key stakeholders. Our stakeholders are both internal and external, and direct as well as indirect. Our process of identification and classification of the stakeholders is defined by their interest, impact and participation in operations of the Company including engagement on various environmental, social and governance matters. Delivering on stakeholder needs, interests and expectations are integral to the way we operate. We keenly listen to our stakeholders and have established various touchpoints and tools for communication, advocacy and engagement. Our key stakeholders include employees, investors, suppliers and partners, customers, government authorities.

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 and Workers	No	We use digital as well as physical channels of communication including but not limited to e-mails, newsletters, intranet, townhalls and leadership touchpoints, pulse surveys for employee feedback and redressal, and appraisal and training programmes for personal and professional growth.	Regular (daily/weekly)	Through multiple physical and digital channels of communication, we aim to provide our employees a safe, inclusive and empowering workplace that encourages transparent engagement and the freedom to act, innovate and grow as professionals and individuals. Employees can share concerns in the open Forum. The focus is on employee development, benefits, employee issues, and career growth.
Customers and Suppliers	No	Engaging in one-on-one interactions, conducting customer satisfaction surveys, and making follow-up calls after resolving complaints. Offering a customer service helpline and various communication channels, including email, phone, and in-person meetings as required. Utilizing emails, supplier portals, collaborative platforms, supplier forums, and regular face-to-face meetings to ensure effective engagement.	Fortnightly	Responding to customers improves satisfaction and brand image. Understanding needs helps to improve products. Supplier feedback boosts quality and collaboration. Supporting growth and ensuring ethical practices strengthens the supply chain.

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

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
Shareholders	No	Annual General Meetings, emails, Stock Exchange (SE) notifications, investor and analyst meetings or conference calls, annual reports, quarterly results, media releases, Company/ SE website, emails, notices, investor calls, and newspaper advertisements.	Quarterly/annually and whenever required	Understand their requirements and expectations. Key focus areas share price trends, risk management, and confidence. Key concerns include market volatility, inconsistent returns, low profitability, and financial risks.
Bankers	No	Periodical Meetings	Need basis	Grasping banking compliance, fostering relationships with bankers, and overseeing banking and credit facilities are essential. Key areas of focus include regulations, compliance, credit facilities, and relationship management. Concerns include non-compliance, strained relationships, and restricted access to credit facilities.
Government/Regulatory Authorities	No	E-mails and letters, Conferences, Industry forums, regulatory filings, meetings with officials, and representations.	On periodical basis whenever required	Zen actively engages with government and regulatory bodies, aiming to understand and contribute to meaningful discussions related to responsible business and ethical business practices.

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 actively engages with stakeholders to enhance performance and create value for both the ecosystem and its operations. Direct consultations are conducted by senior functional leaders, and the feedback and insights collected are formally presented to the Board during periodic meetings and strategic review sessions. Material concerns, stakeholder expectations, and emerging risks identified through these interactions are escalated to the Board for consideration in policy development and strategic decision-making.

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 engages with stakeholders through a materiality assessment to determine and prioritize the various economic, environmental, and social concerns.

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

We implement several CSR programmes through our CSR arm, Veer Sammaan Foundation in the areas of education, skilling and livelihood, health and environmental sustainability through partners and local NGOs for marginalised sections of communities. The Company engages with marginalized communities to address their specific needs. These initiatives are designed in collaboration with implementation partners based on ground-level feedback and are reviewed regularly to ensure they are impactful, inclusive, and aligned with Schedule VII of the Companies Act, 2013.

Principle 5: Businesses should respect and promote human rights

Essential 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 (Current Financial Year)			FY 2024 (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	395	395	100%	342	342	100%
Other than permanent	-	-	-	-	-	-
Total employees	395	395	100%	342	342	100%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	344	344	100%	382	382	100%
Total workers	344	344	100%	382	382	100%

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

Category	FY 2025 (Current Financial Year)					FY 2024 (Previous Financial Year)				
	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										
Male	330	-	-	330	100%	285	-	-	285	100%
Female	65	-	-	65	100%	57	-	-	57	100%
Total	395	-	-	395	100%	342	-	-	342	100%
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-
Workers										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	232	-	-	232	100%	265	-	-	265	100%
Female	112	-	-	112	100%	117	-	-	117	100%
Total	344	-	-	344	100%	382	-	-	382	100%

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

a. Median remuneration/wages:

Particulars	Gender	Total Number	Median remuneration/salary/wages of respective category (INR)
Board of Directors (BoD)	Male	7	74,07,435
	Female	2	31,15,719
Key Managerial Personnel	Male	2	51,12,505
	Female	0	-
Employees other than BoD and KMP	Male	325	4,89,600
	Female	64	4,56,563
Workers	Male	232	1,92,186
	Female	112	1,70,664

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

	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Gross wages paid to females as % of total wages	12.73	11.20

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)

At Zen Technologies the Internal Complaints Committee (ICC) is the designated focal point for addressing human rights-related issues. The ICC is responsible for ensuring adherence to ethical workplace practices, promoting diversity and inclusion, and addressing any concerns related to discrimination, harassment, or unfair treatment. This responsibility is supported by clearly defined internal policies and reporting mechanisms that enable timely resolution of human rights concerns across the organization.

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

Zen has established robust internal mechanisms to effectively address grievances related to human rights issues. Employees and stakeholders are encouraged to report any concerns regarding human rights violations through multiple channels, including direct communication with their managers, the Head of the Department, the HR Manager, or the Compliance Officer.

Upon receiving a grievance, Zen follows structured procedures outlined in our policies, ensuring confidentiality and sensitivity throughout the investigation. We prioritize prompt and impartial handling of grievances to uphold our commitment to ethical conduct and respect for human rights. Our goal is to resolve issues swiftly and appropriately, fostering a workplace environment where human rights are safeguarded and respected.

Also, the Company has a Whistle Blower Policy with defined procedures to report instances of unethical behavior, actual or suspected fraud, or violation of the Code of Conduct to the Whistle Officer/Chairman of the Audit Committee. The Policy is available on the Company's website.

As per the requirement of the Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 ('POSH Act') and rules made thereunder, our Company has formed an Internal Complaints Committee (ICC) for its workplaces to address complaints about sexual harassment under the POSH Act. We have a detailed policy for preventing sexual harassment at the workplace, which ensures a free and fair inquiry process with clear timelines for resolution.

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

Particulars	FY 2025 (Current Financial Year)			FY 2024 (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	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

Particulars	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees/workers	0	0
Complaints on POSH upheld	0	0

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

The Internal Complaints Committee maintains a formal register to record all complaints received. The detail of each complaint is treated with strict confidentiality, especially if requested by the complainant. Information from the register is used solely for the purpose of conducting a discreet and impartial investigation, ensuring that the complainant's identity and concerns are protected throughout the process.

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

No, currently human rights requirements do not form part of our business agreements and contracts. However, we are planning to incorporate it in our future agreements and contracts.

10. Assessments of the year

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

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, as no risks/concerns observed across the above parameters.

Leadership Indicators

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

As the Company has not received any major human rights grievances/complaints, there was no need to modify/introduce any business process.

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

Human rights due - diligence was not conducted during the year.

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

Yes, the Company actively promotes an inclusive accessibility framework and has established necessary infrastructural changes to meet the needs of individuals with disabilities.

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	Zen internally monitors compliance with all relevant laws and policies pertaining to these issues.
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 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	Unit of measurement	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
From renewable sources			
Total electricity consumption (A)	GJ	510.42	52.32
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
Total energy consumed from renewable sources (A+B+C)	GJ	510.42	52.32
From non-renewable sources			
Total electricity consumption (D)	GJ	2737.98	2385.27
Total fuel consumption (E)	GJ	551.11	281.48
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	3289.09	2666.76
Total energy consumed (A+B+C+D+E+F)	GJ	3799.51	2719.07
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations)	GJ/INR Cr	4.08	6.32
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP in Million USD)	GJ/Million USD	8.43	14.16
Energy intensity in terms of physical output	-	-	-
Energy intensity (optional) - the relevant metric may be selected by the entity	-	-	-

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. 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 (Current Financial Year)	FY 2024 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	6087.80	6104.00
(iii) Third party water (Municipal water supplies)	0	0
(iv) Seawater/desalinated water	0	0

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

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
(v) Others (water cans for drinking and cooking purposes)	507.16	333.24
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	6594.96	6437.24
Total volume of water consumption (in kiloliters)	6594.96	6437.24
Water intensity per rupee of turnover (Total water consumption/Revenue from operations) (in KI/INR Cr)	7.09	14.96
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP in USD) (in KI/Million USD)	14.64	33.51
Water intensity in terms of physical output	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

4. Provide the following details related to water discharged:

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilo liters)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties (GHMC)		
- No treatment	60	60
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment– please specify level of treatment	0	0
Total water discharged (in kiloliters)	60	60

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

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

Though there is no specific mechanism for Zero Liquid Discharge, we have processes in place to ensure that water is utilized conservatively, economically and in an environmentally conscious manner.

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

Parameter	Please specify unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
NOx	MT		
SOx	MT		
Particulate matter	MT		
Persistent organic pollutants (POP)	MT		Not Available
Volatile organic compounds (VOC)	MT		
Hazardous air pollutants (HAP)	MT		

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

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

Parameter	Unit	FY 2025 (Current Financial Year)	FY 2024 (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)	Metric tons of CO ₂ equivalent	39.39	20.14
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)	Metric tons of CO ₂ equivalent	552.92	481.69
Total Scope 1 and Scope 2 emissions	Metric tons of CO ₂ equivalent	592.31	501.84
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	MTCO ₂ e/INR Cr	0.64	1.17
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 in Million USD)	MTCO ₂ e/ Million USD	1.31	2.61
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

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

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

Our new line of simulators is designed to be more energy-efficient and eco-friendly, aligning with our sustainability objectives. We are dedicated to further reducing the carbon footprint of our products.

Additionally, we are adopting energy-efficient practices throughout our manufacturing processes, which includes optimizing energy consumption.

Compliance with applicable regulations is of utmost importance to us, and we strictly adhere to safety measures such as proper storage, labelling, and segregation of chemicals to prevent accidents. Comprehensive employee training ensures the safe handling and disposal of waste materials.

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	Type 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
Nil					

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:

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 action taken, if any
Nil				

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilo liters): For each facility/plant located in areas of water stress, provide the following information:

Not Applicable

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

Parameter	Unit	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	768.69*	Not Available
Total Scope 3 emissions per Crore of turnover	MTCO ₂ e/ INR Cr	0.83	Not Available

* Scope 3 emissions include from Business travel and Employee Commute

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

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.

Not Applicable

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:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Installation of rooftop solar	Rooftop solar with the capacity of 120 kWp has been installed at our manufacturing plant situated at Maheshwaram, Telangana.	Reduced 103 MTCO ₂ e emissions in FY25
2	Installation of water meters	Installed the water meters in our manufacturing plant	Better monitoring and management of water resources

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

The Company has established a comprehensive Business Continuity and Disaster Recovery Plan (BCP) that covers:

- a) **Identification of Critical Data Systems:** The plan defines what constitutes critical and impactful data systems. These systems are identified and ranked based on their significance to business operations and potential impact on the organization.
- b) **Defined Responsibilities:** Clear responsibilities related to business continuity planning and implementation are outlined within the plan, ensuring accountability and effective execution of continuity strategies.
- c) **Guidelines for BCP Development:** The plan provides detailed guidelines for the development, testing, maintenance, and implementation of business continuity plans, ensuring that all aspects of continuity are systematically addressed.
- d) **Monitoring and Enforcement Methods:** Methods for monitoring compliance with these guidelines and enforcing adherence to the BCP are established, promoting ongoing effectiveness and readiness in the face of potential disruptions.

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.

There has been no significant adverse impact on the environment resulting from Zen Technologies’ value chain.

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

Nil

8. How many Green Credits have been generated or procured.

a) by the listed entity

Zen Technologies has not generated or procured any Green Credits as per the GCP Rules notified by the Government of India.

b) by top ten (in terms of value of purchases and sales, respectively) value chain partners: Nil

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 and industry chambers/associations.

Zen Technologies has established partnerships with five trade and industry chambers/associations.

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
1	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
2	Confederation of Indian Industry (CII)	National
3	Society of Indian Defence Manufacturers (SIDM)	National
4	The Federation of Telangana Chambers of Commerce and Industry (FTCCI)	State
5	Aerospace & Defence Consultants Association of India	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 action taken
Nil		

Leadership Indicators

1. Details of public policy positions advocated by the entity

S. No	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/Others – please specify)	Web Link, if available
None					

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
Nil					

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)	% 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.

Zen Technologies Limited has established the Veer Sammaan Foundation, a registered trust specifically constituted to carry out the Company's Corporate Social Responsibility (CSR) initiatives. Through this foundation, the Company actively engages with local communities to understand their concerns and address grievances in a structured and responsive manner.

The Foundation serves as a formal channel for receiving feedback and complaints from community members.

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

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Directly sourced from MSMEs/small producers	56.76%	61.08%
Directly from within India	94.00%	57.31%

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 (Current Financial Year)	FY 2024 (Previous Financial Year)
Rural	2%	1%
Semi-urban	9%	9%
Urban	35%	27%
Metropolitan	55%	62%

(Place to be categorized as per RBI Classification System - rural/semi-urban/urban/metropolitan)

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).

Not Applicable

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)
		Nil	

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

No

(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
				Not Applicable

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 Projects	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Promoting Education (including Science Education)	7,249	100%
2.	Promotion of Sports for Social Development	63	100%

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.

Zen Technologies Limited prioritizes customer satisfaction and has implemented strong mechanisms to receive and address consumer complaints and feedback. Customers can express their concerns through various channels, including dedicated customer service hotlines, email, online portals, and in-person meetings. Each complaint or feedback is promptly acknowledged and assigned to the appropriate team for resolution.

Upon receiving a complaint, a thorough investigation is conducted to determine the root cause, followed by the development of a detailed action plan to resolve the issue. Throughout this process, we maintain regular communication with the customer to keep them updated on progress and ensure their concerns are adequately addressed.

Furthermore, Zen Technologies values customer feedback as a vital part of our continuous improvement efforts. We actively solicit feedback through surveys, follow-up calls, and customer meetings. This feedback is utilized to refine our processes, enhance our products and services, and ensure we meet and exceed customer expectations.

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

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%, All our products carry information about safe and responsible usage
Recycling and/or safe disposal	-

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

Particulars	FY 2025 (Current Financial Year)			FY 2024 (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						
Advertising						
Cyber-security						
Delivery of essential services						Nil
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

Particulars	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, Zen Technologies has established a thorough framework and policy for cybersecurity and data privacy. Our policy aims to protect our digital assets, information systems, and sensitive data from cyber threats and unauthorized access. It covers several essential areas, including network security, data protection, user access controls, incident response, and compliance with applicable legal and regulatory requirements. All personnel, including employees, contractors, and interns, are required to follow this policy to maintain a secure operational environment.

7. 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.

Zen Technologies Limited has not experienced any reported incidents concerning issues such as advertising and delivery of essential services, cybersecurity, customer data privacy, repeated product recalls, or penalties/actions imposed by regulatory authorities regarding product/service safety.

8. 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:

Not Applicable

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).

Details on products and services of the Company can be accessed on the website of the Company at <https://www.zentechnologies.com/products>

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

We provide comprehensive training for our customers that emphasizes the safe handling and proper usage of our products. Before any product reaches our consumers, our dedicated team ensures that every aspect of its handling is thoroughly educated to consumers. This training includes detailed instructions on how to use the product effectively and safely, minimizing any potential risks. Furthermore, after the sale, our Zen team conducts follow-up training sessions to reinforce these principles, ensuring that consumers are well-equipped to utilize the product to its fullest potential.

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

We have established mechanisms to promptly inform consumers about any potential risks of disruption or discontinuation of essential services. This includes proactive communication through various channels, ensuring that customers are kept informed and can make necessary adjustments in a timely manner.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

Not Applicable. We manufacture the products specifically for the defence industry; hence we strictly adhere to the instructions provided by our clients in accordance with their requirements and regulations.

5. 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)

Yes, Zen Technologies conducted a survey with regards to consumer satisfaction relating to our products.