Certified ISO 9001:2015, ISO 27001:2022, CMMI ML5
Regd. Office: B-42, Industrial Estate, Sanath Nagar
Hyderabad - 500 018, Telangana, India
Phone: +91 40 2381 3281/3294/2894/4894
Fax: +91 40 2381 3694
Email: info@zentechnologies.com, Website: www.zen.in
Corporate Identity Number: L72200TG1993PLC015939

August 06, 2026

To
Listing Department
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex,
Bandra (E), Mumbai – 400051

To
Dept. of Corp. Services
BSE Limited
Phiroze Jeejeebhoy Towers
Dalal Street
Mumbai- 400001

Symbol ID: ZENTEC

Security Code: 533339

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report of the Company for the FY 2026

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are hereby submitting the copy of Business Responsibility and Sustainability Report ('BRSR') for the Financial Year 2025-26.

The BRSR forms an integral part of the Annual Report for FY 2025-26 of the Company. The BRSR is also available on the Company's website and can be accessed at the following link www.zentechnologies.com/brsr-business-responsibility-and-sustainability-report

This is for your kind information and records.

Thanking you

Yours faithfully,
For Zen Technologies Limited

SOURAV DHAR
Digitally signed by SOURAV DHAR
Date: 2026.08.06 22:16:04 +05'30'

Sourav Dhar
Company Secretary & Compliance Officer

Business Responsibility & 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	2025-26
10.	Name of the Stock Exchange(s) where shares are listed	1. BSE Limited 2. 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	Name: Mr. Sourav Dhar Company Secretary & Compliance Officer Telephone: 040-2381 4894/3294 Email id: 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).	Disclosures made in this report are on standalone basis
14.	Name of assurance provider	TUV India Private Limited
15.	Type of assurance obtained	Reasonable assurance for BRSR core indicators

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 total turnover contributed
1	Designing, Developing and Manufacturing 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
1	Training Solutions, Counter – Drone Solutions and Operational Equipment	26700	91.18%

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	0	3	3

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States/UTs)	All 28 states of India
International (No. of Countries)	10 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 0.14%.

c. A brief on types of customers

Zen Technologies Limited ("Zen") has been in operation since 1993, focusing on the development 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 domestically and internationally.

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)	421	356	84.56%	65	15.43%
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total employees (D + E)**	**421**	**356**	**84.56%**	**65**	**15.43%**
			Workers			
4.	Permanent (F)	0	0	0%	0	0%
5.	Other than Permanent (G)	366	235	64.20%	131	35.80%
6.	**Total workers (F + G)**	**366**	**235**	**64.20%**	**131**	**35.80%**

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%**

21. Participation/Inclusion/Representation of women:

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors (BOD)	6	2	33.33%
Key Management Personnel (KMP)	2	0	0%

22. Turnover rate for permanent employees and workers:

Category	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	9.50%	4.51%	14.01%	14.43%	2.53%	16.96%	8.85%	3.00%	11.85%
Permanent Workers	Not Applicable								

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

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

S. No.	Name of the holding/subsidiary/ associate companies/joint ventures (A)	Indicate whether holding/ Subsidiary/Associate/ Joint Venture	% of shares held by listed Entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Zen Technologies Inc, USA	Subsidiary	100%	No
2	Zen Medical Technologies Private Limited	Subsidiary	100%	No
3	Unistring Tech Solutions Private Limited	Subsidiary	51%	No
4	Zen Defence Technologies LLC	Subsidiary	99%	No
5	AiTuring Technologies Private Limited	Associate	49%	No
6	Bhairav Robotics Private Limited	Associate	45.33%	No
7	ARI Labs Private Limited	Subsidiary	100%	No
8	Applied Research International Private Limited	Subsidiary	76%	No
9	Vector Technics Private Limited	Subsidiary	51%	No
10	TISA Aerospace Private Limited	Subsidiary	76%	No
11	Anawave Systems and Solutions Private limited	Subsidiary	76%	No

VI. CSR Details

24.

(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes, CSR is applicable to Zen Technologies Limited

(ii) Turnover (in ₹): INR 423.76 Crores

(iii) Net worth (in ₹): INR 1,821.96 Crores

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 redress policy)	FY 2025-26 Current Financial Year			FY 2024-25 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
Investors (other than shareholders)	Yes, https://www.zentechnologies.com/investor-contacts	0	0	-	0	0	
Communities		0	0	-	0	0	
Shareholders	https://www.zentechnologies.com/investor_relations/Whistle-Blower-Policy.pdf	1	0	All the grievance has been resolved and closed	1	0	All the grievance has been resolved and closed
Employees and workers		0	0	-	0	0	-
Customers		0	0	-	0	0	-
Value Chain Partners		0	0	-	0	0	-
Others		0	0	-	0	0	-

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 (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	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, performed regular security assessments, and adhered 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.

BRSR Principles	Principal Description	Reference of Policies
Principle 1	Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable	• Business Responsibility Policy • Risk Management Policy • Code of Conduct
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe	• Business Responsibility Policy
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains	• Business Responsibility Policy • Health and Safety Policy • Code of Conduct
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders	• Business Responsibility Policy • Health and Safety Policy • Code of Conduct
Principle 5	Businesses should respect and promote human rights	• Human Rights Policy • Policy on Sexual Harassment of Women at Workplace
Principle 6	Businesses should respect and make efforts to protect and restore the environment	• Environment Policy
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	• Business Responsibility Policy
Principle 8	Businesses should promote inclusive growth and equitable development	• Business Responsibility Policy • Corporate Social Responsibility Policy
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner	• Business Responsibility Policy

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES (Contd.)

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes, the statutory policies are approved by the Board/Board Committees, as applicable. Other applicable policies are either approved by the Board or by the appropriate authority.								
c. Web Link of the Policies, if available	All the policies are available at: https://www.zentechnologies.com/policies-and-code-of-conduct								
2. Whether the entity has translated the policy into procedures. (Yes/ No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/certifications/ labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) mapped to each principle.	Zen Technologies aligns its policies with internationally recognized standards and practices, including ISO 9001:2015 for quality management systems and ISO/ IEC 27001:2013 for information security management systems. By following these global standards, the Company showcases its dedication to delivering high-quality products and services while protecting sensitive information through strong security measures.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Sustainability is a fundamental priority for Zen Technologies, as we recognize its critical importance in fostering long-term growth and resilience. We believe that integrating sustainable practices into our operations not only benefits the environment but also enhances our social responsibility and strengthens our reputation in the marketplace. We are actively engaging with relevant teams and stakeholders to ensure that our goals are measurable, achievable, and impactful. The entity has outlined its key commitments and objectives in line with its strategic priorities. These encompass initiatives to enhance operational efficiency, advance sustainability practices, accelerate digital adoption, strengthen customer-centric approaches, and ensure compliance with applicable laws and regulations. The timelines for achieving these objectives vary based on the scope and nature of each commitment and are generally categorised into short-term, medium-term, and long-term goals.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The entity regularly monitors and evaluates its progress against defined goals through structured internal performance reviews. Most targets are either achieved or progressing in line with the prescribed timelines. In cases where targets remain unmet, the underlying reasons may include macroeconomic challenges, unforeseen operational constraints, or changes in regulatory and market conditions. The entity has established continuous improvement mechanisms to identify gaps, implement corrective measures, and realign efforts, wherever necessary.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	At Zen Technologies Limited, sustainability and responsible business conduct are integral to our operations and long-term value creation. During the year, the Company focused on key ESG priorities including technological innovation, regulatory compliance, customer satisfaction, cybersecurity and data privacy, talent retention, supply chain resilience, and energy and emissions management. We continued to strengthen governance through policies aligned with the NGRBC principles, grievance mechanisms, CSR applicability, and recognised systems such as ISO 9001:2015 and ISO/IEC 27001:2013, while investing in energy-efficient technologies, exploring renewable energy integration and enhancing cyber risk controls. Our framework is externally benchmarked through the S&P Global Corporate Sustainability Assessment, which underlies the Dow Jones Sustainability Index and measures performance against industry-specific criteria. Going forward, we remain committed to embedding responsible business practices across our operations and creating sustainable value for our stakeholders through innovation, operational excellence and strong governance.								

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES (Contd.)

<table>
<tr><th colspan="2">Disclosure Questions</th><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th></tr>
<tr><td>8.</td><td>Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy/policies</td><td colspan="9">Mr. Ashok Atluri
Chairman & Managing Director
+91 40 23813281
E-mail: cosec@zentechnologies.com</td></tr>
<tr><td>9.</td><td>Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details.</td><td colspan="9">No</td></tr>
</table>

10. Details of Review of NGRBCs by the Company:

<table>
<tr><th rowspan="2">Subject for Review</th><th colspan="9">Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee</th><th colspan="9">Frequency (Annually/Half yearly/Quarterly/Any other – please specify)</th></tr>
<tr><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th></tr>
<tr><td>Performance against above policies and follow up action</td><td colspan="9" rowspan="2">The policies adhere to relevant laws and national standards. The responsibility for implementing the policies rests with the respective functional heads, and they are subject to review by the management.</td><td colspan="9" rowspan="2">The Policies of the Company are reviewed periodically or on need basis by respective Department heads/Executive Directors/Board Committees/Board of Directors, as applicable.</td></tr>
<tr><td>Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances</td></tr>
</table>

<table>
<tr><th>11.</th><th>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.</th><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th></tr>
<tr><td></td><td></td><td colspan="9">The entity has certifications for ISO 9001 and undergoes periodical assessment both internally & externally to evaluate effectiveness of management system and policies.

Assessment is being carried out by the accredited certification body, at our facilities.</td></tr>
</table>

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

<table>
<tr><th>Questions</th><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th></tr>
<tr><td>The entity does not consider the principles material to its business (Yes/No)</td><td colspan="9" rowspan="5">Not Applicable</td></tr>
<tr><td>The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)</td></tr>
<tr><td>The entity does not have the financial or/human and technical resources available for the task (Yes/No)</td></tr>
<tr><td>It is planned to be done in the next financial year (Yes/No)</td></tr>
<tr><td>Any other reason (please specify)</td></tr>
</table>

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 (BoDs)	6	Familiarization programmes for the Board of Directors/ KMPs of the Company are done periodically. The topics of the programmes 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%
Key Managerial Personnel (KMPs)	6		100%
Employees other than BoDs and KMPs	205	• Posh Act • Fire Mock Drill • ISMS 27001:2022 Process • Time Management • Supplier selection process • PIT Training • Human rights • ESG	100%
Workers	5	• 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					
Settlement			Nil		
Compounding fee					

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		Nil		
Punishment				

No fines and penalties (monetary or non-monetary) were reported against any Directors and KMPs in the reporting financial year.

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.

Link to our Code of Conduct: https://www.zentechnologies.com/policies-and-code-of-conduct

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 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directors	Nil	Nil
KMPs		
Employees		
Workers		

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

Particulars	FY 2025-26 Current Financial Year		FY 2024-25 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	No remarks	Nil	No remarks
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 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Number of days of accounts payables	45	11

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 2025-26 Previous Financial Year	FY 2024-25 Previous Financial Year
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	26.63%	9%
	b.	Number of trading houses where purchases are made from	421	117
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	67.19%	72.75%
Concentration of Sales	a.	Sales to dealers/distributors as % of total sales	0.24%	0%
	b.	Number of dealers/distributors to whom sales are made	2	0
	c.	Sales to top 10 dealers/distributors as % of total sales to dealers/distributor	100%	0%
Share of RPTs in	a.	Purchases (Purchases with related parties/Total Purchases)	39.77%	45.05%
	b.	Sales (Sales to related parties/Total Sales)	0	0.02%
	c.	Loans & advances (Loans & advances given to related parties/Total loans & advances)	68.27%	0
	d.	Investments (Investments in related parties/Total Investments made)	18.39%	39.58%

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
4	Zen's business strategy along with our expectations regarding quality from the vendor partners	10%

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 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	28.54%	14.2%	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 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 2025-26 Current Financial Year	FY 2024-25 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 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Re-Used	Recycled	Safely disposed	Re-Used	Recycled	Safely disposed
Plastics (including packaging)	Nil					
E-waste						
Hazardous waste						
Other waste						

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	356	356	100%	356	100%	0	0%	0	0%	0	0%
Female	65	65	100%	65	100%	65	100%	0	0%	0	0%
Total	**421**	**421**	**100%**	**421**	**100%**	**65**	**15.44%**	**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	All eligible workers are covered under ESI Act.										
Female											
Total											

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.28%	0.24%

Note: FY 2024–25 figure have been restated pursuant to changes in the calculation methodology.

2. Details of retirement benefits:

Benefits	FY 2025-26 Current Financial Year			FY 2024-25 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%	-	Yes	100%	-	Yes
Gratuity	100%	-	Yes	100%	-	Yes
ESI	5.46%	100%	Yes	11%	100%	Yes
Other	-	-	-	-	-	-

3. Accessibility of workplaces:

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

Yes, the premises/offices of Zen are accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016. Zen is committed to fostering an inclusive workplace. We have made the necessary infrastructural arrangement at our manufacturing plant to ensure accessibility for people with disabilities, in line with the requirements of the Rights of Persons with Disabilities Act, 2016.

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

Zen has an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016. Zen is an equal opportunity employer and makes employment decisions based on merit. We prohibit unlawful discrimination based on race, colour, creed, gender, age, nationality, marital status, national origin or ancestry, physical or mental disability, medical condition including genetic characteristics, sexual orientation, or any other consideration made unlawful by Central, State, or local laws. This commitment applies to all people involved in the operations of the company and prohibits unlawful discrimination by any employee of the Company, including supervisors and co-workers.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	-	-	-	-
Female	100	-	-	-
Total	**100**	**-**	**-**	**-**

*One female permanent employee took the maternity leave in March 2026, and the leave is currently ongoing.

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

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

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 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	**421**	**0**	**0%**	**395**	**0**	**0%**
Male	356	0	0%	330	0	0%
Female	65	0	0%	65	0	0%
Total Permanent Workers	Not Applicable					
Male						
Female						

8. Details of training given to employees and workers:

Category	FY 2025-26 Current Financial Year					FY 2024-25 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	356	330	92.69%	315	88.48%	330	310	93.93%	301	91.21%
Female	65	61	93.84%	59	90.77%	65	62	95.38%	61	93.84%
Total	**421**	**391**	**92.87%**	**374**	**88.83%**	**395**	**372**	**94.17%**	**362**	**97.31%**
Permanent Workers										
Male	Not Applicable									
Female										
Total										

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Permanent Employees						
Male	356	324	91.01%	330	276	83.63%
Female	65	60	92.30%	65	47	72.30%
Total	**421**	**384**	**91.21%**	**395**	**323**	**81.77%**
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 is 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 international 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 medical facilities nearby. 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 2025-26 Current Financial Year	FY 2024-25 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	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 2025-26 Current Financial Year			FY 2024-25 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	No remarks	0	0	No remarks
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 in the year, however, to ensure a safe and secure work environment we take proactive steps which include:

- 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 of 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 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	FY 2025-26 Current Financial Year	FY 2024-25 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 communication channels, we aim to provide our employees with 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 help 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	We engage with investors to update on the business and financial performance, Company's strategy and growth levers, potential opportunities and risks, our ESG goals/actions, and material events which may have a positive or negative impact on the performance of the Company. Educating the investor community about the Company's integrated value creation model and business strategy for the long term. Understanding Shareholders expectations
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 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	421	421	100%	395	395	100%
Other than permanent	-	-	-	-	-	-
Total employees	**421**	**421**	**100%**	**395**	**395**	**100%**
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	366	366	100%	344	344	100%
Total workers	**366**	**366**	**100%**	**344**	**344**	**100%**

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 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	356	0	0%	356	100%	330	0	0%	330	100%
Female	65	0	0%	65	100%	65	0	0%	65	100%
Total	**421**	**0**	**0%**	**421**	**100%**	**395**	**0**	**0%**	**395**	**100%**
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Workers										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
Other than Permanent										
Male	235	0	0%	235	100%	232	0	0%	232	100%
Female	131	0	0%	131	100%	112	0	0%	112	100%
Total	**366**	**0**	**0%**	**366**	**100%**	**344**	**0**	**0%**	**344**	**100%**

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

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	4	3,22,03,915.39	2	32,25,000
Key Managerial Personnel	2	18,48,740.50	0	-
Employees other than BoD and KMP	352	5,37,830	64	4,79,541
Workers	235	2,47,464	131	2,10,540

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	12.67%	12.73%

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.

The Company has a robust grievance redressal system. Zen Technologies complies with applicable labour Laws and a periodical compliance report which is submitted by HR Department. For any grievances related to human rights, employees can report concerns to their superiors or the HR department. Further, Internal Complaints Committee under the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, is constituted in the company to deal with Complaints related to Sexual Harassment and conduct enquiries on such issues.

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

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

Particulars	FY 2025-26 Current Financial Year			FY 2024-25 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	No remarks	0	0	No remarks
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 2025-26 Current Financial Year	FY 2024-25 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 9 above.

Not applicable, as there are 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/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	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
From renewable sources (GJ)		
Total electricity consumption (A)	411.18	510.42
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**411.18**	**510.42**
From non-renewable sources (GJ)		
Total electricity consumption (D)	2,526.61	2,737.98
Total fuel consumption (E)	643.5	551.11
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**3,170.11**	**3,289.09**
Total energy consumed (A+B+C+D+E+F)	**3,581.29**	**3,799.51**
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations, GJ/INR Cr)	8.45	4.08
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/Revenue from operations adjusted for PPP) (GJ/Million USD)	17.19	8.43
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.

TUV India Private Limited has been carried out by an external agency for energy data.

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.

Zen Technologies Limited does not fall under designated consumer category in Performance, Achieve and Trade (PAT) scheme of Bureau of Energy efficiency (BEE).

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	10,865.61	6,087.80
(iii) Third party water (Municipal water supplies)	0	0
(iv) Seawater/desalinated water	0	0
(v) Others (Water cans for drinking and cooking purposes)	401.62	507.16
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	**11,267.23**	**6,594.96**

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total volume of water consumption (in kiloliters)	**11,267.23**	**6,594.96**
Water intensity per rupee of turnover (Total water consumption/Revenue from operations, KL/INR Cr)	26.59	7.09
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP, KL/Million USD)	54.08	14.64
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.

TUV India Private Limited has been carried out by an external agency for water data.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Water discharged by destination and level of treatment (in kiloliters)		
(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 treatment	0	0
(iv) Sent to third parties (GHMC)		
- No treatment	0	60
- With treatment – please specify level of treatment	0	0
(v) Others		
- No treatment	0	0
- With treatment – Tertiary treatment	0	0
Total water discharged (in kiloliters)	**0**	**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 independent assessment/evaluation/assurance has been carried out by an external agency for water discharge data.

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 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
NO_x	MT	0.0000125	Not Available
SO_x	MT	0.0000169	
Particulate matter	MT	0.0000064	
Persistent organic pollutants (POP)	MT	-	
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.

TUV India Private Limited has been carried out by an external agency for air emissions.

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

Parameter	Unit	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tons of CO_2 equivalent	46.13	39.39
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tons of CO_2 equivalent	498.3	552.92
Total Scope 1 and Scope 2 emissions	Metric tons of CO_2 equivalent	**544.43**	**592.31**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations)	$MTCO_2e$/INR Cr	1.28	0.64
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)	$MTCO_2e$/ Million USD	2.61	1.31
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.

TUV India Private Limited has been carried out by an external agency for GHG Emissions (Scope 1 and Scope 2).

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 include optimizing energy consumption.

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

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Plastic waste (A)		
E-waste **(B)**	-	-
Bio-medical waste **(C)**	8.23	5.00
Construction and demolition waste **(D)**	-	-
Battery waste **(E)**	-	-
Radioactive waste **(F)**	-	-
Other Hazardous waste. Haz. Waste from process + Haz. Waste from pollution control equipment's, + Filter bed sand+ Filter bags etc. **(G) – Paint tins**	0.73	-
Other Non-hazardous waste generated **(H) – Scrap**	0.17	-
Other Non-hazardous waste generated **(I) – Food Waste**	11.62	-
Total (A+B + C + D + E + F + G + H + I)	**20.75**	**5.00**
Waste intensity per rupee of turnover (Total waste generated in Metric tons/Revenue from operations) (In MT/INR Cr)	0.05	0.01
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP) (MT/Million USD)	0.10	0.01
Waste intensity in terms of physical output	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	8.96	5.00
(ii) Re-used	-	-
(iii) Other recovery operations	11.79	-
Total	**20.75**	**5.00**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tons)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations (Composting)	-	-
Total	**-**	**-**

*In FY 2025-26 the food waste was handed over to the Municipal Corporation and the Scrap waste was sold to the local vendors.

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.

TUV India Private Limited has been carried out by an external agency for waste data.

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 waste.

As a simulation Company involved in the production of hardware products like printed circuit boards (PCBs), projectors, screens, and CPUs, Zen Technologies is mindful of the electronic waste (e-waste) generated by its operations. The Company takes responsibility for the disposal of this e-waste by handing over the waste to the authorized recyclers. This e-waste undergoes proper segregation to ensure that each component receives appropriate treatment. Unused batteries are returned to the supplier, who replaces them with new ones, facilitating safe and sustainable battery waste management.

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:

(i) Name of the area:

(ii) Nature of operations:

(iii) Water withdrawal, consumption, and discharge in the following format:

Not Applicable.

2. Please provide details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1,433.45*	768.69*
Total Scope 3 emissions per Crore of turnover	$MTCO_2e$/ INR Cr	3.38	0.83

* 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.

TUV India Private Limited has been carried out by an external agency for Scope 3 emissions.

3. With respect to the ecologically sensitive areas reported at Question 10 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	Energy Efficient Appliances	The Company procured five-star rated energy-efficient air conditioners to optimise electricity consumption and improve energy efficiency across relevant operational areas.	Reduction in energy consumption, improved operational efficiency and lower associated GHG emissions from electricity use.
2	Rainwater harvesting	The Company has implemented rainwater harvesting measures to collect and utilise rainwater, supporting efficient water.	Improved water conservation, reduced dependence on external water sources and strengthened environmental stewardship.

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 the 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.

No issues related to anti-competitive conduct by Ather Energy, based on adverse orders from regulatory authorities, were reported in the reporting financial year, FY 2025-26. As such no corrective action was undertaken.

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 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 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs/small producers	79.25%	56.76%
Directly from within India*	92.46%	94.00%

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 2025-26 Current Financial Year	FY 2024-25* Previous Financial Year
Rural	0%	0%
Semi-urban	0%	0%
Urban	0%	0%
Metropolitan	100%	100%

* The FY 2024–25 data has been restated. The earlier classification was based on employee location; however, upon review, the Company's three locations fall within the Hyderabad region. As per RBI classification, Hyderabad is categorized as a metropolitan centre. Accordingly, the data has been updated and reported under the metropolitan category.

Leadership Indicators

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

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

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

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 benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Promotion of Education (including Science Education)	20,110	100%
2.	Promotion of Sports	33	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 customers 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 2025-26 (Current Financial Year)			FY 2024-25 (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	0	0	-	0	0	No remarks
Advertising	0	0	-	0	0	
Cyber-security	0	0	-	0	0	
Delivery of essential Services	0	0	-	0	0	
Restrictive Trade Practices	0	0	-	0	0	
Unfair Trade Practices	0	0	-	0	0	
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.

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.

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.

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

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 & above what Is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief? Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

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.

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

TÜVINDIA

Independent Assurance Statement

To the Directors and Management,
Zen Technologies Limited,
B-42, Industrial Estate, Sanath Nagar,
Hyderabad – 500018, Telangana

Zen Technologies Limited (hereinafter referred to as "ZTL" or the "Reporting Organization") engaged TUV India Private Limited ("TUVI") to conduct independent external assurance of the Non-Financial Information disclosed in its Business Responsibility and Sustainability Report (hereinafter 'the BRSR' or 'the Report'), prepared in reference to the SEBI BRSR framework and the requirements of BRSR Core disclosures. The scope of assurance covers the BRSR Core disclosures (the 09 attributes). ZTL has prepared its BRSR for the period 01/04/2025 to 31/03/2026, which forms part of its Annual Report for FY 2025-26 and is also published as a standalone document. The BRSR contains the BRSR Core disclosures (the "09 attributes"), which constitute the subject matter of this assurance engagement (the "Sustainability Information"); the entity's responses to the nine BRSR principles (Essential and Leadership Indicators / non-Core BRSR disclosures) do not form part of the scope of this engagement. TUVI confirms that, prior to acceptance of the engagement, the preconditions for the assurance engagement were assessed in accordance with ISAE 3000 (Revised). TUVI determined that the subject matter is supported by suitable criteria (SEBI BRSR Core framework and GHG Protocol), management has acknowledged its responsibility for the preparation and presentation of the Sustainability Information and for providing access to relevant records, and that sufficient appropriate evidence was expected to be available to support the assurance conclusion. Accordingly, the engagement was accepted and performed in accordance with ISAE 3000 (Revised). The engagement was formally accepted in July 2026, prior to the commencement of assurance procedures, as recorded in the signed engagement letter (Project Reference No. 8125176919); the engagement acceptance date is maintained in the engagement letter and engagement working papers. The assurance process was conducted with reference to the following applicable frameworks and guidelines. The primary criteria for the BRSR Core reasonable assurance engagement is the SEBI BRSR Core framework (Annexure I KPIs, SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024). The secondary / supplementary criteria include the GHG Protocol, applicable to the greenhouse gas attribute:

i. *Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, requiring disclosure of the Business Responsibility and Sustainability Report (BRSR);*
ii. *The Industry Standards on Reporting of BRSR Core, as per SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20 December 2024;*
iii. *SEBI circular SEBI/HO/CFD/CMD-2/P/CIR/2021/562, dated 10 May 2021;*
iv. *The SEBI notification SEBI/LAD-NRO/GN/2023/131, dated 14 June 2023, related to BRSR reporting requirements;*
v. *The BRSR Core – Framework for Assurance and ESG Disclosures for the Value Chain, as stipulated by SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12 July 2023;*
vi. *World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standard).*

The assurance engagement comprised a reasonable assurance engagement over the BRSR Core indicators / nine attributes as per Annexure I – Format of BRSR Core, following the requirements of International Standard on Assurance Engagements ISAE 3000 (Revised).

Management's Responsibility

ZTL developed its sustainability information forming part of the Annual Report (based on the BRSR framework) and holds full responsibility for the collection, analysis, preparation, and disclosure of the information presented in the Annual Report, including its availability in both web-based and printed formats. This responsibility also extends to the maintenance and integrity of the website where the Annual Report is published. Management is responsible for ensuring the disclosed data is accurate, reliable, and free from material misstatements, for the BRSR Core requirements referenced in this statement. Additionally, ZTL is responsible for the archiving and reproduction of the disclosed information and for ensuring that such data is made available to relevant stakeholders and regulatory authorities upon request. The Reporting Organization is responsible for complying with applicable laws.

Scope and Boundary

The scope of this assurance engagement conducted by TUVI covered the verification of the BRSR Core disclosures (the 09 attributes) contained in the BRSR. The BRSR is prepared as mandated under Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, which requires listed entities to include a BRSR as part of their Annual Report.

The assurance engagement included the following activities:

1. Review of the BRSR Core disclosures (09 attributes), together with the related contextual and management information necessary to verify these disclosures;
2. Review and evaluation of the nine attributes specified under Annexure I – Format of BRSR Core, as disclosed in the BRSR;
3. Assessment of the quality, clarity, and completeness of the reported information; and

4. Verification of supporting evidence on a sample basis to support reasonable assurance over the nine attributes as per the BRSR Core framework.

This approach ensured an assessment aligned with the principles of ISAE 3000 (Revised). Basis for Assurance Level Selection: Reasonable assurance was mandated by SEBI LODR Reg. 34(2)(f) and the SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 (20 December 2024) for the BRSR Core nine attributes, providing an independent and objective evaluation of the reliability and accuracy of ZTL's BRSR Core disclosures.

TUVI has verified the below *09 attributes as per Annexure I - Format of BRSR Core* disclosed in the BRSR with reference to the Industry Standards on Reporting of BRSR Core (SEBI circular dated 20 December 2024) as part of the applicable assurance criteria.

Attributes **	KPI	
Greenhouse Gas (GHG) Footprint	Total Scope 1 emissions (with breakup by type) - GHG (CO_2e) Emission in MT - Direct emissions from organization's owned- or controlled sources – Monitored	
	Total Scope 2 emissions in MT - Indirect emissions from the generation of energy that is purchased from a utility provider – renewable energy and grid electricity – Monitored	
	GHG Emission Intensity (Scope 1+2), Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP – Calculated	
Water footprint	Total water consumption (in kL) – Monitored and estimated	
	Water consumption intensity - kL / Total Revenue from Operations adjusted for PPP – Calculated	
	Water consumption intensity - kL / Total output of Product or Services in terms of kL/million USD – Calculated	
	Water Discharge by destination and levels of Treatment (kL) – Calculated based on estimated values	
Energy footprint	Total energy consumed in GJ – Monitored and calculated based on measured consumption	
	% of energy consumed from renewable sources - In % terms - Monitored	
	Energy intensity - energy consumed (GJ)/ Total Revenue from Operations	
	Energy intensity -GJ/ Rupee adjusted for PPP – Calculated	
Embracing circularity - details related to waste management by the entity	Plastic Waste (A) – Monitored, E-waste (B) – Monitored, Bio-medical waste (C) – Monitored, Construction and Demolition waste – (D) Monitored, Battery waste (E) – Monitored, Radioactive waste (F) – NA	
	Other Hazardous waste (G) – Monitored	
	This category comprises the hazardous waste streams generated by the operations, as reported by ZTL – Monitored	
	Other Non-hazardous waste generated (H) – Monitored	
	This category comprises the non-hazardous waste streams generated by the operations, as reported by ZTL – Monitored;	
	Total waste generated (A +B + C + D + E + F + G + H) in MT –Monitored;	
	Waste intensity • MT /Revenue from Operations • MT /Revenue from Operations adjusted for PPP	
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (MT) – Monitored	
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (Intensity), kg of Waste Recycled Recovered /Total Waste generated - Calculated	
	For each category of waste generated, total waste disposed by nature of disposal method (MT)- Monitored	
	For each category of waste generated, total waste disposed by nature of disposal method (Intensity) kg of Waste Recycled Recovered /Total Waste generated - Calculated	
Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company - In % terms – Monitored and calculated	
	Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites) Number of Permanent Disabilities – Monitored Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) – Monitored No. of fatalities – Monitored	
Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid - In % terms – Calculated	
	Complaints on POSH	1) Total Complaints on Sexual Harassment (POSH) reported – Monitored
		2) Complaints on POSH as a % of female employees / workers – Monitored
		3) Complaints on POSH upheld – Monitored
Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India - In % terms – As % of total purchases by value – Monitored	
	Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost - In % terms – As % of total wage cost – Monitored	
Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events - In % terms – Monitored	
	Number of days of accounts payable - (Accounts payable *365) / Cost of goods/services procured - Calculated	
Openness of business	Concentration of purchases & sales done with trading	1) Purchases from trading houses as % of total purchases
		2) Number of trading houses where purchases are made from
		3) Purchases from top 10 trading houses as % of total purchases from trading

TÜVINDIA

	houses, dealers, and related parties Loans and advances & investments with related parties	houses
		1) Sales to dealers / distributors as % of total sales
		2) Number of dealers / distributors to whom sales are made
		3) Sales to top 10 dealers / distributors as % of total sales to dealers / distributors
		Share of RPTs (as respective %age) in- Purchases, Sales, Loans & advances, Investments - Calculated

Industry Standards Forum (ISF) Compliance Declaration: TUVI confirms that this assurance engagement has been conducted in compliance with the Industry Standards on Reporting of BRSR Core as specified in SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024. The nine BRSR Core attributes (Annexure I KPIs), scope of reasonable assurance, assurance methodology, and reporting format adopted in this engagement are fully aligned with the requirements of the said SEBI circular. The SEBI circulars dated 10 May 2021, 14 June 2023 and 12 July 2023 establish the BRSR reporting framework applicable to ZTL, whereas this engagement has been planned and performed under ISAE 3000 (Revised), with the Industry Standards on Reporting of BRSR Core (SEBI circular dated 20 December 2024) applied as the assurance criteria.

Boundary Reconciliation: The ESG reporting boundary is consistent with the operational control approach adopted by ZTL for financial reporting purposes, covering all entities and sites over which ZTL exercises operational control. No material differences were identified between the financial reporting boundary (as per the audited financial statements for FY 2025-26) and the ESG reporting boundary applied in the BRSR.

The reporting boundary comprises 02 sites of Zen Technologies Limited located in India: (i) the Registered Office and manufacturing operations at B-42, Industrial Estate, Sanath Nagar, Hyderabad – 500018, Telangana; and (ii) the manufacturing facility at Plot No. 35, 26 & 37, Kancha Imarath, Near Ravirala Village, Hardware Park, Ranga Reddy District, Telangana – 510510. ZTL has reported these 02 sites, covering its corporate function and manufacturing operations, within the reporting boundary in India.

The assessment was carried out in accordance with the following audit schedule:

Sr. No.	Site Location	Assessment Date	Audit Mode
1	Registered Office & Manufacturing Operations, B-42, Industrial Estate, Sanath Nagar, Hyderabad – 500018	23 July 2026	**Onsite**
2	Manufacturing Facility, Hardware Park, Ranga Reddy District, Telangana – 510510	24 July 2026	**Onsite**

The assurance activities were carried out together with a desk review of the reported data across the entire reporting boundary.

Limitations

TUV India Pvt. Ltd. (TUVI) did not perform assurance procedures on forward-looking or prospective information disclosed in the Annual Report or the BRSR, including targets, expectations, ambitions, ESG goals, or claims, and therefore expresses no conclusion on such information. Actual results may differ materially from those projected, and TUVI assumes no responsibility for any reliance placed on such statements. No limitations were encountered in relation to the agreed scope of the assurance engagement. TUVI has relied on financial figures from the audited financial statements of ZTL, and ZTL remains solely responsible for the appropriate application, authenticity, completeness, and accuracy of such data. The assurance procedures are subject to inherent limitations, including the use of estimates, assumptions, sampling, and reliance on internal controls and data systems maintained by ZTL; accordingly, material misstatements or omissions may not be detected, particularly where disclosures involve estimation uncertainty or management judgment. TUVI disclaims liability for any decisions or consequences arising from this assurance statement or inaccurate data provided by ZTL, and any reliance placed by third parties on disclosed KPIs is at their own risk. For the purposes of this engagement, a material misstatement is defined as a misstatement, individually or in aggregate, that could reasonably be expected to influence the economic decisions of users made on the basis of the sustainability information. TUVI applied a KPI-specific materiality approach comprising two tiers: (i) a 5% quantitative materiality threshold relative to the applicable KPI base value (e.g., total emissions, total energy, total water consumption) was applied to volume-based and aggregated KPIs, supplemented by qualitative considerations including the nature and context of the disclosure and the risk of error; and (ii) a qualitative zero-tolerance threshold was applied to high-risk ESG indicators — specifically fatalities, permanent disabilities, POSH complaints upheld, instances of regulatory non-compliance or material breaches of applicable law, and customer data breaches — where any single occurrence, misstatement, or omission is treated as material irrespective of its magnitude. For these high-risk indicators, qualitative judgment overrides the 5% quantitative threshold. This KPI-specific materiality framework ensures that qualitative issues of significant stakeholder or regulatory concern are not understated by the application of a uniform quantitative threshold. The application of this assurance statement is limited with respect to *SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated Jul 12, 2023 and Industry Standards on Reporting of BRSR Core, circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20/12/2024)*. This assurance statement does not endorse any environmental and social claims (related to the product, manufacturing process, packaging, disposal of product etc.) as well as advertisements by the Reporting Organization. TUVI does not permit use of this statement for Greenwashing or misleading claims. The Reporting Organization is responsible for ensuring adherence to relevant laws. This assurance statement should be read in its entirety to avoid misinterpretation and does not cover value chain disclosures unless specifically included within the defined assurance scope.

Our Responsibility

TUVI's responsibility in relation to this engagement is to perform a reasonable level of assurance over the BRSR Core attributes and to express a conclusion based on the work performed. Our engagement did not include an assessment of the adequacy or the effectiveness of ZTL's strategy, management of ESG-related issues or the sufficiency of the BRSR against BRSR reporting principles, other than those mentioned in the scope of the assurance. TUVI's responsibility regarding this verification is in reference to the agreed scope of work, which includes assurance of the non-financial quantitative and qualitative information disclosed by ZTL. Reporting Organization is responsible for archiving the related data for a reasonable time period. The primary intended user of this assurance statement is ZTL (Board, shareholders, and regulators); however, the client may use it at their own discretion in accordance with their specific requirements. This assurance engagement is based on the assumption that the data and information provided to TUVI by ZTL are complete and true.

Written Representations and Subsequent Events: TUVI obtained a written representation letter from ZTL management confirming management's responsibility for the BRSR Core disclosures, the completeness and accuracy of the information provided, and that, between 31/03/2026 and the date of this statement, no events or matters occurred that would materially affect the assured BRSR Core KPIs. TUVI's procedures did not identify any subsequent events requiring adjustment to, or disclosure within, the assured information; accordingly, the conclusion is expressed in relation to the reporting period.

Assurance Methodology

During the assurance engagement, TUVI adopted a risk-based approach, focusing verification efforts on disclosures and issues of high material relevance to ZTL and its stakeholders. The objective was to assess the reliability and accuracy of the non-financial information disclosed, with emphasis on the robustness of data management systems, internal controls, and information flows. Fraud and error considerations: In planning and performing the engagement, TUVI considered the risk of material misstatement in the BRSR Core disclosures arising from fraud or error, including the risk of management override of controls and any incentives or pressures that could lead to misstatement of ESG performance data. Professional skepticism was maintained throughout, and KPI areas involving greater estimation uncertainty or management judgment received enhanced substantive testing. No indicators of fraud or intentional misstatement affecting the assured BRSR Core KPIs were identified during the engagement.

TUVI's assurance activities included:

1. Document and Data Review
   i. Examination of documents, datasets and supporting evidence provided by ZTL in respect of the nine attributes listed in Annexure I – Format of BRSR Core (non-financial disclosures).
   ii. Evaluation of disclosures related to Management Approach and performance indicators.

2. Stakeholder Interviews
   i. Conducted interviews with key representatives, including data owners, process managers, and decision-makers across various departments.
   ii. Reviewed ZTL's approach to stakeholder engagement and materiality determination to validate qualitative statements included in the Annual Report.
   iii. Interviews were conducted through both onsite visits and remote assessments, as applicable.

3. Process and System Assessment
   i. Review of systems and processes for:
      a) Implementing ESG and sustainability-related policies, as described in the BRSR; and
      b) Collecting, managing, and reporting both quantitative data and qualitative information for the reporting period.
   ii. Assessment of data management systems and internal processes supporting the preparation of ESG disclosures, including review of data flows, aggregation procedures, and supporting records, to understand the context in which reported data was prepared. This review was undertaken as part of the substantive verification procedures and does not constitute an assessment of, or opinion on, the design adequacy or operating effectiveness of IT general controls or ESG application controls.

4. Substantive and Control Testing

   TUVI performed walkthrough procedures to understand ESG data flows and processes, and substantive testing including document verification, recalculation, analytical review, and data traceability checks for selected KPIs and disclosures. The substantive procedures performed provided sufficient appropriate evidence in accordance with ISAE 3000 (Revised). Examples of KPI-category procedures applied: (a) GHG Emissions — recalculation of Scope 1 and Scope 2 emissions from primary fuel and energy consumption data using IPCC/GHG Protocol emission factors; reconciliation of Scope 1 combustion and fugitive emission records against source data; (b) Energy — cross-verification of meter readings against utility bills for the sites, and validation of renewable energy consumption; (c) Water — review of water intake records at site level, with traceability to supply invoices and applicable water-withdrawal permits; (d) Safety — verification of Lost Time Injury Frequency Rate (LTIFR) calculations against site-level incident registers and HR records; (e) Waste — reconciliation of hazardous and non-hazardous waste disposal records against statutory returns and authorised third-party disposal manifests. Scope 2 GHG emissions were quantified using the location-based method, being grid electricity consumption multiplied by the applicable published grid emission factor. The emission factors applied were sourced from the IPCC (Assessment Report global warming potential values and the 2006 IPCC Guidelines as updated), the Central Electricity Authority (CEA) CO_2 Baseline Database for the Indian power sector (Version 21), and the UK DEFRA greenhouse gas conversion factors, with the specific version and publication year of the IPCC and DEFRA factors applied for the reporting period recorded in the engagement working papers and ZTL's Data Collection and Reporting Protocol (DCRP). In evaluating evidence, TUVI placed primary reliance on source records (such as meter readings, utility invoices, statutory returns, HR and incident registers, and third-party disposal manifests) over secondary evidence (such as management-prepared schedules, internal summaries, and analytical corroboration). No unresolved contradictory or inconsistent evidence was identified during the engagement; where minor differences arose, they were resolved through recalculation, corroboration with source records, and clarification with management before the conclusion was finalised.

5. Sampling methodology

i. TUVI applied a risk-based sampling methodology to select representative samples of ESG disclosures, considering materiality thresholds, risk of misstatement, data complexity, estimation uncertainty, nature and scale of operations, geographical spread of facilities, and site contribution to ESG impacts. Sample selection prioritised locations with significant operational impact and KPIs with higher inherent risk, being those relevant to the BRSR Core indicators / nine attributes.

ii. **Site Verification Coverage:** TUVI conducted onsite verification at both sites within the reporting boundary — the Registered Office and manufacturing operations at Sanath Nagar, Hyderabad (23 July 2026) and the manufacturing facility at Hardware Park, Ranga Reddy District, Telangana (24 July 2026) — complemented by a desk review of the BRSR Core data for the entire reporting boundary. The quantitative coverage basis for the BRSR Core KPIs, combining onsite verification and desk review, is as follows: Scope 1 and Scope 2 GHG emissions — all sites covered; total energy consumption — all sites covered; total water consumption — all sites covered; total waste generated — all sites covered; workforce and HR KPIs (safety, POSH, wages, wellbeing spend) — 100%, verified through the corporate function and site-level HR records. The combined onsite verification of both sites and the desk review of BRSR Core data provide full coverage of all sites and entities within the reporting boundary for the key environmental, social, and safety BRSR Core KPIs, with the underlying transactions and records tested on a risk-based sample basis. Accordingly, the verification coverage provides a fully evidenced and representative basis for the reasonable assurance conclusion on the BRSR Core attributes. A KPI-wise sampling matrix, recording the sample coverage tested for each BRSR Core KPI, and a documented engagement risk-assessment matrix, recording inherent and control risk considerations by KPI category, are maintained in the engagement working papers.

iii. **Estimation-based disclosures:** Where certain disclosures are derived using estimation methodologies, the associated estimation uncertainty has been acknowledged and factored into the assurance conclusion. Water discharge, reported on an estimated basis, was estimated from metered water intake less measured consumption in accordance with ZTL's estimation methodology documented in the DCRP, and was reviewed by TUVI for reasonableness. For PPP-adjusted intensity KPIs, revenue from operations was converted using the World Bank Purchasing Power Parity (PPP) conversion factor for India for the applicable year, as recorded in ZTL's DCRP, and verified by TUVI on a sample basis. The KPI-specific materiality thresholds applied to the sampled data are as described under 'Limitations' above.

6. Reporting Framework Adherence

i. Verified adherence to reporting requirements under:
   a) SEBI's BRSR guidelines.

Opportunities for Improvement

The following are the opportunities for improvement reported to ZTL. These align well with ZTL management's existing objectives and programs. ZTL has already identified these focus areas, and the assurance team endorses their continued implementation to advance the organization's sustainability goals:

i. ZTL can further enhance reporting of its environmental performance by establishing an automated emissions accounting system for real-time tracking of monitoring parameters across its operations.

ii. ZTL has established a strong base through its existing sustainable procurement policies and practices. ZTL may further strengthen this framework by progressively aligning it with the principles of ISO 20400.

ZTL is encouraged to establish measurable targets and track progress annually in its Annual Report.

Conflict of Interest

In the context of BRSR requirements set by SEBI, addressing conflict of interest is crucial to maintain high integrity and independence of assurance engagements. As per SEBI guidelines, assurance providers need to disclose any potential conflict of interest that could compromise the independence or neutrality of their assessments. TUVI diligently identifies any relationships, affiliations, or financial interests that could potentially cause conflict of interest. We proactively implement measures to mitigate or manage these conflicts, ensuring independence and impartiality in our assurance engagements. We provide clear and transparent disclosures about any identified conflicts of interest in our assurance statement. We recognize that failure to address conflict of interest adequately could undermine the credibility of the assurance process and the reliability of the reported information. Therefore, we strictly adhere to SEBI guidelines and take necessary measures to avoid, disclose, or mitigate conflicts of interest effectively.

In addition, TUVI maintains organizational safeguards to ensure impartiality despite performing different conformity-assessment activities within the same organization. Independence is ensured through segregation of responsibilities, independent technical review, documented conflict-of-interest controls, and oversight mechanisms in accordance with ISO 17029:2019, consistent with TUVI's accreditation as a verification/validation body; this assurance engagement was, however, planned and performed in accordance with ISAE 3000 (Revised), which governs the conclusions expressed herein. TUVI confirms that the engagement was performed under a system of quality management consistent with quality control, independence, and ethical requirements, thereby addressing the requirements of ISAE 3000 (Revised).

Our Conclusion

Engagement Type: Independent reasonable assurance engagement over the BRSR Core indicators / nine attributes as per Annexure I. The engagement was conducted in accordance with ISAE 3000 (Revised). Applicable Criteria: Primary criteria — SEBI BRSR Core framework and Annexure I KPIs (SEBI circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated 20 December 2024). Secondary criteria — GHG Protocol (WRI/WBCSD), applicable to the greenhouse gas attribute. The practitioner applied professional judgment and maintained professional skepticism throughout the engagement, consistent with the requirements of ISAE 3000 (Revised). No opinion is expressed on the effectiveness of internal controls. Internal controls and information systems were considered only to the extent necessary to plan and perform the assurance procedures over the BRSR Core KPIs, and this consideration does not constitute an opinion on the design adequacy or operating effectiveness of those controls.

Disclosures: The 09 attributes as per Annexure I – Format of BRSR Core have been verified within the defined scope of this engagement.

Reasonable Assurance Conclusion: Subject to the inherent limitations described in the 'Limitations' section above (including the use of estimates, sampling, and reliance on ZTL's internal controls and data systems, as a result of which not all misstatements, if any, may be detected): Based on the procedures performed and evidence obtained, in our opinion, the BRSR Core Key Performance Indicators (KPIs) presented in Zen Technologies Limited's Annual Report for the period 01/04/2025 to 31/03/2026 have been prepared, in all material respects, in accordance with the applicable BRSR Core criteria, including the requirements of the SEBI BRSR Core framework and Annexure I KPIs, and fairly represent the nine attributes within the defined scope without material misstatement. A detailed desk review and comprehensive verification of the reported data were conducted for the relevant parameters across both sites within the reporting boundary, in line with the requirements of a reasonable assurance engagement.

Contextual observations on the broader BRSR (reviewed for context only — not part of the reasonable assurance conclusion, which is limited to the nine BRSR Core attributes)

a) Governance, leadership and oversight: The messages of top management, the business model to promote inclusive growth and equitable development, action and strategies, focus on services, risk management, protection and restoration of environment, and priorities are disclosed appropriately.

b) Connectivity of information: ZTL discloses the 09 attributes as per Annexure I – Format of BRSR Core and their inter-relatedness and dependencies with factors that affect the organization's ability to create value over time.

c) Stakeholder responsiveness: The Annual Report covers mechanisms of communication with key stakeholders to identify major concerns to derive and prioritize the short, medium and long-term strategies. The Annual Report provides insights into the organization's relationships (nature and quality) with its key stakeholders. In addition, the Annual Report provides a fair representation of the extent to which the organization understands, takes into account and responds to the legitimate needs and interests of key stakeholders.

d) Materiality: The materiality assessment process has been carried out based on the requirements of the BRSR, considering topics that are internal and external to ZTL's range of businesses. Material issues within the 9 attributes and corresponding KPIs as per BRSR requirements are adequately identified and reported. In our view, the BRSR meets the requirements.

e) Conciseness: The Report reproduces the requisite information and communicates clear information in as few words as possible. The disclosures are expressed briefly and to the point; sentences, graphs, and pictorial and tabular representations are used. At the same time, due care is taken to maintain continuity of information flow in the BRSR.

f) Reliability and completeness: ZTL has established internal data aggregation and evaluation systems to derive the performance. ZTL confirms that all data provided to TUVI has been passed through the QA/QC function. The majority of the data and information was verified by TUVI's assurance team (on a sample basis) during the BRSR verification and found to be fairly accurate. All data is reported transparently, in a neutral tone, and without material error.

g) Consistency and comparability: The information presented in the BRSR is on an annual basis and was found to be presented in a reliable and complete manner. Thus, the principle of consistency and comparability is established. Year-on-Year Comparability: TUVI reviewed the reported FY 2025-26 data in the context of prior year (FY 2024-25) disclosures for the key BRSR Core KPIs (GHG emissions, energy consumption, water consumption, and safety indicators). No material inconsistencies in methodology, boundary, or reporting approach were identified that would impair comparability between the two reporting periods. FY 2025-26 represents the first year in which the BRSR Core attributes have been subject to reasonable assurance. Restatement and recalculation policy: in subsequent periods, prior-period figures will be restated where a material error is identified, where there is a change in calculation methodology, emission factors, or reporting boundary, or where required by the applicable SEBI BRSR Core framework,

TÜVINDIA

with the nature and impact of any such restatement disclosed. The assurance does not cover evaluation of any restated values from the previous reporting year.

Independence and Code of Conduct: TUVI follows IESBA (International Ethics Standards Board for Accountants) Code which, adopts a threats and safeguards approach to independence. We recognize the importance of maintaining independence in our engagements and actively manage threats such as self-interest, self-review, advocacy, and familiarity. The assessment team was safeguarded from any type of intimidation. By adhering to these principles, we uphold the trust and confidence of our clients and stakeholders. In line with the requirements of the SEBI *circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12/07/2023 and Industry Standards on Reporting of BRSR Core, circular SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177, dated 20/12/2024*.

TUVI solely focuses on delivering verification and assurance services and does not engage in the sale of service or the provision of any non-audit/non-assurance services, including consulting.

Quality control: The assurance team complies with quality control standards, ensuring that the engagement partner possesses requisite expertise and the assigned team collectively has the necessary competence to perform engagements in reference with standards and regulations. Assurance team follows the fundamental principles of integrity, objectivity, professional competence, due care, confidentiality and professional behavior. In accordance with International Standard on Quality Management (ISQM 1), TUVI maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Assurance Team and Independence

Each member of the engagement team provided a written confirmation of independence, in accordance with TUVI's independence policy and the IESBA Code, prior to commencement of the engagement. TUV India Pvt. Ltd. (TUVI) is an independent and neutral third-party assurance provider with qualified environmental and social specialists and confirms its independence, impartiality, and objectivity in accordance with ISAE 3000 (Revised) through internal conflict-of-interest checks, adherence to a documented code of ethics, separation of assurance and advisory functions, reviewer oversight, and quality control procedures. TUVI confirms that no non-assurance services were provided to ZTL that could create self-review, advocacy, familiarity, self-interest, or other independence threats, including preparation of BRSR disclosures, ESG strategy development, target setting, ESG data system design, GHG inventory calculations, internal ESG audits, materiality assessments, or KPI improvement advisory services. TUVI further confirms that no engagements during the reporting year compromised its independence, and it was not involved in preparing report content or underlying data, except for this assurance statement, thereby ensuring an objective, unbiased, and transparent assurance process. Rotation and Tenure Policy: In line with best practice and the ISF Guidelines for independence, TUVI maintains a documented engagement partner rotation policy. The lead assurance practitioner for this engagement has not exceeded the maximum tenure threshold prescribed under TUVI's internal quality and independence framework (Maximum of 6 years as team leader, Three consecutive years' break after consequent 6 years of team leadership). TUVI's independence and quality control procedures are reviewed periodically by the internal technical review function. The assurance team comprised qualified professionals with multidisciplinary competencies, including: (i) GHG accounting and emissions verification; (ii) ESG and sustainability reporting frameworks; (iii) social compliance and human rights due diligence; and (iv) non-financial assurance methodology in accordance with ISAE 3000 (Revised). This cross-disciplinary composition ensured that the assurance conclusions are supported by adequate technical expertise.

For and on behalf of TUV India Private Limited

Manojkumar Borekar
Product Head – Sustainability Assurance Service
TUV India Private Limited

TUV INDIA PRIVATE LIMITED TÜVINDIA

Date: 04/08/2026
Place: Mumbai, India
Project Reference No: 8125176919
Revision: 01