

DIGILOGIC SYSTEMS LIMITED
(Formerly known as Digilogic Systems Private Limited)

INTERNAL COMPLAINTS COMMITTEE

The Internal Complaints Committee was constituted by our Board on August 21, 2025. The Internal Complaints Committee is also authorized to approve the following in connection to the initial public offering pursuant to a resolution passed by the Board on August 21, 2025.

Name of the Director	Designation	Position in the Committee
Mrs. Radhika Varma Jetty	Whole-time Director	Presiding Officer
Mr. M Srinivasulu Naidu	General Manager- Operations (SMP)	Internal Member
Mr. Srikanth Reddy	General Manager- Operations	Internal Member
Ms. Padmaja Kalyani, Advocate	-	External Member

The Company Secretary of our Company shall act as the secretary to the Internal Complaints Committee.

Role & Duties of the Internal Complaints Committee

The role and duties of the committee will be following:

- i. To act as an inquiry authority under the provisions of the POSH Act to receive and inquire into complaints of sexual harassment at the workplace made by any woman employee (whether employed directly or through a contractor, including temporary, part-time, or trainees)
- ii. To conduct proceedings in accordance with the principles of natural justice and the procedures laid down under POSH Act;
- iii. To submit a detailed inquiry report with findings and recommendations to the employer within the prescribed timelines, upon completion of the inquiry;
- iv. To recommend appropriate disciplinary action to the employer against the respondent if the allegations are proved, or recommend no action if the complaint is not substantiated;
- v. To ensure interim relief to the aggrieved woman, including transfer, leave (up to three months), or any other relief as may be appropriate, during the pendency of the inquiry;
- vi. To maintain strict confidentiality regarding the identity of the aggrieved woman, respondent, witnesses, and all proceedings of the Committee;
- vii. To organize awareness and orientation programs for employees, and training sessions for Committee members, regarding the provisions of the POSH Act and mechanisms for redressal;

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- viii. To submit an annual report to the employer and District Officer containing details of the number of complaints received and disposed, and other prescribed information.
- ix. To discharge all other functions and responsibilities assigned to it under the POSH Act and the rules made thereunder, or as may be notified by the appropriate government from time to time.

Sd/-

Madhusudhan Varma Jetty
Managing Director