

ANNEXURE-9

Business Responsibility and Sustainability Report (BRSR)

Section A General Disclosure

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L72200TN1999PLC054429
2.	Name of the Company	SAKSOFT LIMITED
3.	Year of Incorporation	24-11-1999
4.	Registered office address	GLOBAL INFOCITY PARK, BLOCK A, 2ND FLOOR, #40 Dr MGR SALAI, KANDANCHAVADI, PERUNGUDI, CHENNAI - 600096
5.	Corporate office address	GLOBAL INFOCITY PARK, BLOCK A, 2ND FLOOR, #40 Dr MGR SALAI, KANDANCHAVADI, PERUNGUDI, CHENNAI - 600096
6.	E-mail	complianceofficer@saksoft.com
7.	Telephone	+91 44 24543500
8.	Website	https://www.saksoft.com/
9.	Financial year for which reporting is being done	FY 2024-25 (April 01, 2024 – March 31, 2025)
10.	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange (Stock Symbol: SAKSOFT) Bombay Stock Exchange (Stock Symbol: 590051) (Permitted to trade)
11.	Paid-up Capital	Rs. 13,25,51,250 of Face Value INR 1/- each (As on March 31, 2025)
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Ms. Meera Venkatramanan, Company Secretary, +91 44 24543500, complianceofficer@saksoft.com
13.	Reporting boundary	Disclosures made in this report are on a Standalone Basis. The data reported for the Current Year FY 24-25 includes the data pertaining to Saksoft Limited and its two Wholly Owned Subsidiaries- M/s. Threesixty Logica Testing Services Private Limited; M/s. Dreamorbit Softech Private Limited and one Step down Subsidiary M/s. Terafast Networks Private Limited, which merged with Saksoft Limited with an Appointed Date of April 01, 2024 vide NCLT Order No CP(CAA)/64(CHE)/2024 in CA (CAA)/34(CHE)/2024 dated March 21, 2025.
14.	Name of assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

II. Product/Services

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

S. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Saksoft is a leading player in providing digital transformation solutions to help businesses stay relevant in a highly connected, rapidly evolving world. Saksoft is a niche technology specialist that provides a comprehensive suite of business transformation, information management, application development and testing services.	Software Development Services	100

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

S. No	Product/Services	NIC Code	% of total turnover contributed
1	Saksoft is a niche technology specialist that provides a comprehensive suite of business transformation, information management, application development and testing services. Saksoft is headquartered in Chennai (India), and the Saksoft Group has 11 offices across the USA, Europe and Asia employing over 3,000+ people.	62099	100

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

S. No	Location	Number of plants	Number of offices	Total
1	National	0	5	5
2	International	0	0	0

19. Markets served by the entity**a. Number of locations served**

S. No	Number of Locations served	Number
1	National (No. of States)	5
2	International (No. of Countries)	4

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

74%

c. Briefly explain the types of customers

The Company caters to critical verticals, including Emerging Verticals, Commerce, Logistics, and Banking and Financial Services Sector, with its clientele extending across these sectors.

- 1) Banking and Financial Services:** Services include Mobile Cash Disbursement Solutions, API Integration, Mobile/Web Development, Big Data Analytics, Credit Scoring, Fraud Prevention & Risk Assessment, as well as strategies to anticipate and handle disruptions.
- 2) Emerging Verticals:** Offerings encompass Telehealth, EHR Integration, Imaging Analytics, Integrated Health Monitoring through wearables, and HL7/FHIR-enabled provider applications.
- 3) Commerce:** Solutions provided are Social Listening (Micro Influencer), Customer 360 views, Customer Journey Tracking, and eCommerce Portal Development.
- 4) Logistics:** This sector benefits from IoT Solutions, Freight Management Software, Warehouse Management, Supply Chain Management, EDI Integration, and Logistics Dashboards.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1.	Permanent (D)	2093	1609	76.88	484	23.125
2.	Other than permanent (E)	185	136	73.51	49	26.486
3.	Total employees (D+E)	2278	1745	76.60	533	23.398
Workers						
4.	Permanent (F)	NOT APPLICABLE				
5.	Other than permanent (G)					
6.	Total workers (F+G)					

b. Differently abled Employees and workers:

S. No	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled Employees						
1.	Permanent (D)			NIL		
2.	Other than permanent (E)					
3.	Total Differently abled employees (D+E)					
Differently abled Workers						
4.	Permanent (F)			NIL		
5.	Other than permanent (G)					
6.	Total Differently abled workers (F+G)					

21. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	No. (A)	No. (B)	% (B/A)
Board of Directors	*7	2	28.57
Key Management Personnel	2	1	50

Notes: KMP includes COO & CFO and Company Secretary.

*One Independent Director resigned w.e.f April 23rd 2025.

22. Turnover rate for permanent employees and workers

Category	FY 2025			FY 2024			FY 2023		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	10.49%	11.63%	10.76%	15%	14%	14.43%	Not Tracked		24.19
Permanent workers	NIL			NIL			NIL		

Notes: The total turnover rate has been calculated for FY 22-23. However, turnover rates for males and females were not tracked separately during these periods. Starting from FY 23-24, the Company has begun tracking turnover rates by gender.

IV. Holding, Subsidiary and Associate Companies (including Joint ventures)

23. Names of Holding / Subsidiary / Associate Companies / Joint Ventures

S. no.	Entity name	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity (Direct and Indirect holdings)	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/ No)
1	Saksoft Inc	Subsidiary	100	Yes.
2	Saksoft Solutions Limited	Subsidiary	100	The Subsidiary/ Associate/Joint Venture have their own Business Responsibility Initiatives which are predominantly in line with the Business Responsibility initiatives of the Company.
3	Acuma Solutions Limited (Stepdown Subsidiary of Saksoft Limited)	Subsidiary	100	
4	Saksoft Pte Limited	Subsidiary	100	
5	MC Consulting Pte Ltd (Stepdown Subsidiary of Saksoft Limited)	Subsidiary	100	
6	MC Consulting Malaysia (Stepdown Subsidiary of Saksoft Limited)	Subsidiary	100	
7	Dreamorbit Inc	Subsidiary	100	
8	Solveda Software India Private Limited	Subsidiary	100	
9	Solveda LLC (Stepdown subsidiary of Saksoft Limited)	Subsidiary	100	
10	Augmento Labs Private Limited	Subsidiary	100	
11	Ceptes Software Private Limited	Subsidiary	100	
12	Zetechno Products and Services Private Limited	Subsidiary	100	
13	Solveda UK (Stepdown Subsidiary of Solveda LLC)	Subsidiary	100	
14	Ceptes Software LLC (Step down Subsidiary of Ceptes Software Private Limited)	Subsidiary	100	
15	Ceptes Software INC (Step down Subsidiary of Ceptes Software Private Limited)	Subsidiary	100	

Note-

- Pursuant to the receipt of the Final Order CP(CAA)/64(CHE)/2024 in CP(CAA)/34(CHE)/2024 dated March 21, 2025, issued by the Hon'ble National Company Law Tribunal (NCLT), approving the Scheme of Amalgamation involving Dreamorbit Softech Private Limited, Threesixty Logica Testing Services Private Limited, and Terafast Networks Private Limited with Saksoft Limited, the aforementioned companies have been merged with Saksoft Limited with an appointed date of April 1, 2024.
- Merger of Nanda Infotech Services Inc and Faichi Solutions Inc, Wholly Owned Subsidiaries of Saksoft Inc and Step-down Subsidiaries of Saksoft Limited with Saksoft Inc - The Merger Scheme provided for, amongst other things, the Amalgamation and vesting of the Assets, Liabilities, and entire Business of Nanda Infotech Services Inc and Faichi Solutions Inc, with Saksoft Inc, on a going concern basis. The Merger Scheme became effective from March 31, 2025.

V. CSR Details

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

Yes.

ii. If yes, Turnover – 43174.3 INR lakhs

iii. Net worth – 33269.17 INR lakhs

VI. Transparency and disclosure compliances

25. Complaints/grievances on any of the principles (principles 1 to 9) under the National Guidelines on Responsible Business Conduct (NGRBC)

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 2024- 2025			FY 2023-2024		
			No of complaints filed during the year	No of complaints pending resolution at close of the year	Remarks	No of complaints filed during the year	No of complaints pending resolution at close of the year	Remarks
Communities	Yes	The Company has strong Grievance Redressal Policy and Whistle Blower Policy in place. The Policy is available at https://www.saksoft.com/investor/corporate-governance//	NIL			NIL		
Investors	Yes							
Shareholders	Yes							
Employees and workers	Yes							
Customers	Yes							
Value Chain Partners	Yes		NA			NA		
Other (please specify)	No							

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

S. No.	Material issue Identified	Is it 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	Employee Health and Well Being	Opportunity	It is our Company's overarching responsibility to effectively manage the well-being of all employees and workers by providing a secure working environment, which is supplemented by formal occupational health and safety training programs. - We ensure required compliance with ISO 14001:2015, ISO 45001:2018 and National Safety Council (NSC) and address other health and safety related matters.	NA	Positive Implications
2	Use of Energy Efficient Equipment's	Opportunity	The Company has undertaken initiatives to replace conventional lights with LED lights. Other initiatives including non-usage of plastics, usage of rented laptops reduces operational costs and environmental impact, positioning the Company as a leader in sustainability.	NA	Positive Implications

S. No.	Material issue Identified	Is it 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)
3	Transparency in Governance	Opportunity	We have in place a robust Governance system to address protected issues concerning bribery, corruption, and other unethical behaviors. Our Code of Conduct is very comprehensive in nature and covers various aspects of governance and ethical conduct. We also have a Whistle Blower Policy and Vigil Mechanism in place that governs all our stakeholders to report any kind of protected disclosures.	NA	Positive Implications
4	Corporate Social Responsibility	Opportunity	Corporate Social Responsibility ensures a Company operates in an ethical and sustainable way. There are multiple benefits to undertaking initiatives focused on community development such as increased stakeholder engagement, brand awareness and recognition etc.	NA	Positive Implications
5	Anti-Corruption	Risk	Any instance of corruption or fraud may lead to legal, reputational, and operational setbacks.	Anti-corruption Policy & training, third-party due diligence, and internal audit mechanisms.	Negative Implications
6	Systemic Risks from Technology Disruptions	Risk	IT disruptions or cyber risks can affect service continuity, client trust, and regulatory compliance.	Ensure regular IT audits, backup systems, disaster recovery planning, and business continuity testing.	Negative Implications
7	Operational Risk	Risk	Risk of resource attrition might hamper the achievement of long-term sustainability.	The Company aims at retention and recognition of employees adequately through various schemes like loyalty awards, performance awards frequently. The resource utilization reports are prepared and project shuffling is done for those resources who have been on bench for a considerable period.	Negative Implications

Section B Management and process disclosure

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

- P1: Businesses should conduct and govern themselves with Ethics, Transparency and Accountability
- P2: Businesses should provide goods and services that are safe and contribute to sustainability throughout their life cycle
- P3: Businesses should promote the wellbeing of all employees
- P4: Businesses should respect the interests of, and be responsive towards all stakeholders, especially those who are disadvantaged, vulnerable and marginalized
- P5: Businesses should respect and promote human rights
- P6: Businesses should respect, protect, and make efforts to restore the environment
- P7: Businesses, when engaged in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
- P8: Businesses should support inclusive growth and equitable development
- P9: Businesses should engage with and provide value to their customers and consumers in a responsible manner

1. Policy and Management processes

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1. (a)	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1. (b)	Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1. (c)	Web Link of the Policies, if available	Refer to Minimum wage policy Anti-Corruption Policy Code of Conduct Policy on ethics and Employee code of conduct. https://www.saksoft.com/investor/corporate-governance//	Refer to ESG Policy Policy on ethics and Employee code of conduct. Whistle blower Policy. https://www.saksoft.com/investor/corporate-governance//	Refer to Minimum wage policy Grievance Redressal Policy Whistle Blower Policy Employee health and Safety Policy. https://www.saksoft.com/investor/corporate-governance//	Refer to Diversity, Equity and Inclusion Policy. https://www.saksoft.com/investor/corporate-governance//	Refer to Anti-Bribery and Anti-corruption Policy. Policy on prevention of Sexual Harassment at workplace. https://www.saksoft.com/investor/corporate-governance//	Refer to ESG Policy Supplier Code of Conduct Supplier Risk Assessment Policy Vendor Management Policy https://www.saksoft.com/investor/corporate-governance//	Refer to Responsible Public Policy Advocacy. https://www.saksoft.com/investor/corporate-governance//	Refer to ESG Policy IT Security Policy. https://www.saksoft.com/investor/corporate-governance//	Refer to Anti-Competition Policy. https://www.saksoft.com/investor/corporate-governance//
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	No. Currently the policies are not extended to value chain partners. The Company would be taking initiatives to ensure that the policies are extended even to our value chain partners.								
4	Name of the national and international codes/ certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	a. ISO 27001:2018- Information Security Management System b. ISO 9001:2015-Quality Management System c. ISO 45001:2018-Occupational Health & Safety Management System								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is dedicated to fostering a greener workspace by minimizing travel requirements, leveraging digital communication, and pursuing paperless operations whenever feasible. The Company has also set a target of being Carbon Neutral by 2030. Additionally, the Company is committed to <ul style="list-style-type: none"> - SBTi target validation - Carbon footprints report every year - Eco Vadis assessment 								
6	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Carbon footprint report FY 2022-23 and FY 2023-24: <ul style="list-style-type: none"> GHG emissions relevant to scope 1, scope 2, and scope 3 categories for Saksoft of FY 2022-2023 Total Scope 1, 2 & 3 Emissions= 6298.33 tCO2e GHG emissions relevant to scope 1, scope 2, and scope 3 categories for Saksoft of FY 2023-2024 Total Scope 1, 2 & 3 Emissions=4329.73 tCO2e 								

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)

Saksoft Limited is committed to conducting business with sensitivity to people, transparency in governance, and environmental responsibility. Consequently, Saksoft adopted BRSR reporting even voluntarily for March 31, 2022. As regulatory requirements evolve, Saksoft will ensure compliance and enhanced disclosure. Saksoft's greatest asset is its human resources. The Company invests in training and skill development to optimize employee performance while maintaining a compliant and supportive work environment. Saksoft encourages staff referrals to foster a positive workplace and ensure future growth. Consultants and support staff are treated equally, and the Company's insurance policy provides comprehensive coverage for employees and their families. Governance has always been a cornerstone of Saksoft's success, characterized by transparency, ethics, and integrity. The low attrition rate among top management underscores the quality of Corporate Governance.

Understanding the environmental impact of energy use, Saksoft, though not energy-intensive, strives to minimize its carbon footprint. The Company employs energy-efficient resources, reduces electronic waste, and implements both manual and automated measures to conserve energy, lowering costs and promoting sustainability.

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

The Board of Directors are responsible for implementation and oversight of the Business Responsibility and Sustainability Policy.

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

Yes, the Committee responsible for decision-making on sustainability related issues at Saksoft Limited is the Corporate Social Responsibility Committee.

10. Details of Review of NGRBCs by the Company

	Subject for Review	a. Indicate whether review was undertaken by Director (D) / Committee of the Board (C) / Any other Committee (A)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Performance against above policies and follow up action	<ul style="list-style-type: none"> Risk Management Committee Corporate Social Responsibility Committee Audit Committee Stakeholders Relationship Committee 								
2	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all applicable laws at every jurisdiction of its presence.								
	Subject for Review	b. Frequency (Annually (A) / Half Yearly (HY) / Quarterly (Q) / Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Performance against above policies and follow up action	Quarterly and Annually								
2	Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	Quarterly and Annually								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency?	The Company's policies and procedures are subject to internal scrutiny by the Management, Internal Auditors for the purposes of ensuring operating effectiveness of the policies and critical evaluation of the same. The Statutory Auditors would also refer to these policies, to the extent, relevant and applicable to assess the Entity Level Controls and Governance aspects								
If yes, provide name of the agency	NA								

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

Not Applicable.

Section C**Principle wise Performance disclosure**

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

Principle 1:

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

ESSENTIAL INDICATORS**1. Percentage coverage by training and awareness programs on any of the Principles during the financial year**

S. No	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training	% age of persons in respective category covered by the awareness programmes
1	Board of Directors	The Company has policy on Code of Conduct for Board of Directors and Key Managerial Personnel. The Board of Directors and Key Managerial Personnel (KMP) at Saksoft Limited possesses extensive experience in key areas such as Financial Management, Global Business, Board Service & Governance, and Mergers & Acquisitions. These skills are essential for the effective functioning of the Company. During Board Meetings, there are regular discussions on Risk Mitigation Factors, Business Responsibility, and Conduct, ensuring that these principles are continuously addressed.		100%
2	Key Managerial Personnel	At the end of each month or quarter, the Key Managerial Personnel (KMPs) of the Company convene to review statutory compliances and participate in familiarization programs. These sessions cover topics such as recent amendments to the Companies Act, 2013, and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.		100%
3	Employees other than BOD and KMPs	1. Training on Prevention of Sexual Harassment 2. Awareness Program on Mental Health 3. Data Privacy and Cyber Security 4. Corporate Social Responsibility 5. Awareness on Environment Social Governance.		100%
4	Workers	NA	NA	NA

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2024-25

NIL

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

Not Applicable

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

Yes.

The Company's Anti-Bribery and Anti-Corruption takes care of ensuring discipline in terms of reporting of corruption and related cases.

Web link- <https://www.saksoft.com/investor/corporate-governance//>

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

Particulars		FY 2025	FY 2024
1	Directors	NIL	NIL
2	KMPs	NIL	NIL
3	Employees	NIL	NIL
4	Workers	NA	NA

6. Details of complaints with regard to conflict of interest

Particulars		FY 2025		FY 2024	
		Number	Remarks	Number	Remarks
1	Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
2	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	NIL	NIL	NIL	NIL

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

There have been no cases of fines/penalties/actions by regulators/law enforcement agencies/judicial institutions during the Financial year.

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

Segment	FY 2025	FY 2024
Number of days of accounts payables	47	58

Notes: This is excluding MSMEs.

9. Openness 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	FY 2024
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Not Applicable	Not Applicable
	b. Number of trading houses where purchases are made from	Not Applicable	Not Applicable
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Not Applicable	Not Applicable
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	Not Applicable	Not Applicable
	b. Number of dealers / distributors to whom sales are made	Not Applicable	Not Applicable
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	Not Applicable	Not Applicable

Parameter	Metrics	FY 2025	FY 2024
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.53%	29.87%
	b. Sales (Sales to related parties / Total Sales)	51.47%	37.14%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	3.5 Crores	-
	d. Investments (Investments in related parties / Total Investments made)	37%	7%

Principle 2: Businesses should provide goods and services in a manner that is 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.

Sr. No.	Segment	FY 2025	FY 2024	Details of improvements in environmental and social impacts
1	R&D and Capex	0	0	The Company as a part of Business as usual invests in R&D and Capex for Tech improvements and these are not tracked separately.

2. Details about sustainable sourcing:

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

Yes.

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

100%

Notes: Yes, Saksoft has a procedure in place for sustainable sourcing. Our Vendor Code of Conduct look at the following sustainability factors, while procuring IT assets from their suppliers: (i) Vendor diversity (ii) MSMED status (iii) Yearly revenue (iv) Quality certification (v) POSH policies (vi) ISO certification (vii) Environmental management (viii) Supplier Code of Conduct (ix) Sustainable Procurement Policies While empanelment of our suppliers, we ensure that all the above-mentioned factors are thoroughly checked. This is done through a supplier registration form which the vendor must complete.

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

Note- Saksoft Limited is a Software and IT consulting organization and we do not produce any products. Waste produced from facility operations is recycled and disposed of as per all applicable laws.

4. Details about Extended Producer Responsibility (EPR):

Questions	Response
Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities	Not Applicable
If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?	Not Applicable
If not, provide steps taken to address the same	The business of the Company is such that there is no Extended Producer Responsibility for the entity's activities.

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	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	1609	1609	100	1609	100	0	0	1609	100	0	0
Female	484	484	100	484	100	484	100	0	0	0	0
Total	2093	2093	100	2093	100	484	23	1609	77	0	0
Other than Permanent Employees											
Male	Not applicable										
Female											
Total											

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	NA										
Female											
Total											
Other than permanent workers											
Male	NA										
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	FY 2024
Cost incurred on well-being measures as a % of total revenue of the Company	1.03%	1.05%

2. Details of retirement benefits for Current and Previous FY

S. No.	Benefits	FY 2025			FY 2024		
		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.)
1	PF	100%	0	Yes	100%	0	Yes
2	Gratuity	100%	0	Yes	100%	0	NA
3	ESI	0.71%	0	Yes	0.35%	0	Yes

3. Accessibility of workplaces - Are the premises / offices of the entity accessible to differently abled employees, 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.

Questions	Response
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?	Yes
If not, whether any steps are being taken by the entity in this regard.	NA

Notes: Our workplaces / offices are located in places which is fairly accessible to all people including differently abled employees and workers. Our facilities are leased out properties in reputed information technology parks which have extended similar facilities to other tenants as well.

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.

Yes, the Company adheres to the provisions of the Rights of Persons with Disability Act, 2016, in letter and spirit. The Company has an Equal Opportunity Policy that is part of the Employee Handbook and is available on the Company's local intranet.

web-link to the policy- <https://www.saksoft.com/investor/corporate-governance//>

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

Gender	Permanent Employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	Not Applicable	
Female	100	100		
Total	0	0		

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Employees	Yes, At Saksoft Limited, employees can communicate their grievances by reaching out to their respective HR departments, either via email or in person, to seek resolution. Depending on the nature of the grievance, the designated HR point of contact collaborates with the relevant parties to address the issue promptly. Additionally, the Grievance Redressal Policy and the POSH Policy encourage employees to report concerns related to potential violations—such as unethical conduct, fraud, or breaches of the Company's Code of Conduct—without facing any obstacles or fear of retaliation.
Other than Permanent Employees	

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

No Trade Union and Worker Association.

8. Details of training given to employees

Category	FY 2025					FY 2024				
	Total (A)	On Health and safety measures		On Skill upgradation (D)		Total (D)	On Health and safety measures		On Skill upgradation	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Male	The Company provides required training on Health and Safety and Skill upgradation. However, number of employees who have attended the training program has not been tracked during the year.									
Female										
Total										
Workers										
Male	NA									
Female										
Total										

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

Category	FY 2025			FY 2024		
	Total (A)	No (B)	% (B/A)	Total (C)	No (D)	% (D/C)
Employees						
Male	1609	1609	100	835	835	100
Female	484	484	100	255	255	100
Total	2093	2093	100	1090	1090	100
Workers						
Male	NA					
Female						
Total						

10. Health and Safety Management System

Questions	Response
a. Whether an occupational health and safety management system has been implemented by the entity?	Yes
If yes, the coverage such system?	As part of ensuring that the Company gives safe and hygienic work environment, it always ensures that OHS has been followed widely. The Company operates through leased premises and as part of safety measures the building provides evacuation training and drills. Saksoft recognizes and accords highest priority to safety and well-being of its employees and other relevant interested parties. Our Head Office and Noida Office are certified to ISO 45001:2018 standard, and covers 50% of our India locations. At the remaining locations, we have implemented processes based on legal requirements / internal benchmarks. We have established numerous interventions to address occupational health-related topics including emotional well-being, mental health, ergonomics, safety, lifestyle diseases and more. During the year, we ran programs for the wellbeing and the Mental Health of Employees. We also had doctors and physios helping employees and their dependents through virtual consultations leveraging our telemedicine portal.
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	Specific employees trained for first aid treatment and to attend to emergencies. Having first aid facilities at workplace, ensuring the furniture and equipment used are of best quality which do not endanger the employees. The Company undertakes risk assessment as per ISO 45001 standards and has a Hazard Identification Risk Assessment (HIRA) template for identifying routine and non-routine risks and hazards.
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.	Not Applicable.
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?	Yes.

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

S. No.	Safety Incident/Number	Category	FY 2025	FY 2024
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees Workers	NA	NA
2	Total recordable work-related injuries	Employees Workers		
3	No. of fatalities	Employees Workers		
4	High consequence work-related injury or ill-health (excluding fatalities)	Employees Workers		

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

Company gives utmost importance to its employee's health and ensuring a safe work environment. Saksoft recognizes that occupational, health & safety (OHS) and overall physical and mental wellbeing of its employees is integral to its success and growth aspirations as spelled out in its OHS Policy. Saksoft is committed to provide safe workplaces focusing on preventing

injuries, illnesses, and continuously strives to eliminate hazards and reduce OHS risks. Key occupational health related risks are associated with the key generic H&S risks identified typical to Saksoft's nature of operations include workplace ergonomics risks arising due to computer usage, indoor air quality, workplace illumination and noise and fire risk typical to an office building and general office risks including slips, trips, falls, electrical shock, etc. Hazard identification and risk assessment process is conducted to help identify each such risk and ensure that proper mitigation measures are put in place to create a healthy and safe work environment. Some of the mitigation measures to prevent or mitigate significant occupational health & safety impacts include:

1. Provision and maintenance of fire detection, alarm and suppression systems
2. Regular site review, inspections and audits to assess safety preparedness
3. Regular mock drills for fire as well as medical emergencies organized by the IT Park
4. Provision of ergonomically designed chairs and workstations to prevent musculoskeletal disorders (MSD's) and low radiation computer monitors for better visual health
5. Digital monitoring of indoor air quality and periodic cleaning of the HVAC ducts to avoid sick building syndrome
6. Regular training on occupational health & safety training to sensitize employees on OHS aspects to inculcate a culture of safety
7. Employee engagement campaigns on health & safety topics such as fire safety, road safety, emergency evacuation, ergonomics among others. There are no major H&S risks associated with Saksoft services as the Company provides customized software solutions and IT services.

13. Number of Complaints on the following made by employee

	FY 2025			FY 2024		
	Filled during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	NIL	NIL	NIL	NIL	NIL	NIL
Health & Safety	NIL	NIL	NIL	NIL	NIL	NIL

14. Assessments for the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Our India operations are certified with ISO 14001:2015, ISO 45001:2018 and National Safety Council (NSC) and address other health and safety related matters.
Working conditions	

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.

No major incidents in the year under review, hence no corrective actions were needed regarding working conditions. To support employee well-being, we have established first aid centers at many of our India facilities, providing quick access to medical care for minor injuries and illnesses, which helps reduce downtime and facilitates a swift return to work.

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.

The Company has employed a systematic approach to identify its crucial stakeholder groups. This process involves examining several key parameters, comprising the potential impact of stakeholders, the heterogeneity of stakeholder groups, their power and sway, and the legitimacy of their connection to the Company. The Company at every meeting of the Stakeholder Relationship Committee, takes an update on initiatives taken towards the Company's stakeholders. The Company has proficiently charted its stakeholders in accordance with their relevance to the execution of its business operations as well as in compliance with all relevant regulations. This mapping process ensures all essential stakeholders are identified, their interests are recognized, and their potential effects on the business are fully understood. This thorough identification procedure contributes to fostering mutually beneficial relationships, driving corporate performance and ensuring regulatory compliance.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	(Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Details of other channels of communication	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Details of other frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Other	Conference Calls/ Meetings	Quarterly	Quarterly / Half Yearly	Post Earnings Calls
Employees	No	E- mail	In person, Town hall meetings	Quarterly	Ongoing	Ongoing and as when required
Regulators	No	Other	Statutory reporting to the regulators, participation in seminar/webinar	Quarterly	Ongoing	Timely disclosure of information

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			FY 2024		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	2093	2093	100	1090	1090	100
Other than Permanent	185	185	100	107	107	100
Total employees	2278	2278	100	1197	1197	100
Workers						
Permanent						
Other than Permanent						
Total workers						

Not applicable, as the Company does not identify its workforce as workers.

2. Details of minimum wages paid to employees and workers

Category	FY 2025					FY 2024				
	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	1609	NIL	NIL	1609	100	835	NIL	NIL	835	100
Female	484	NIL	NIL	484	100	255	NIL	NIL	255	100
Other than permanent										
Male	136	NIL	NIL	136	100	73	NIL	NIL	73	100
Female	49	NIL	NIL	49	100	34	NIL	NIL	34	100
Workers										
Permanent										
Male										
Female										
Other than permanent										
Male										
Female										

NA

NA

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (INR in Lakhs)	Number	Median remuneration/ salary/ wages of respective category (INR in Lakhs)
Board of Directors (BoD)	5	*82.5	2	*11
Key Managerial Personnel (KMP)	1	*106.6	1	*23.91
Employees other than BoD and KMP	1607	# 15	483	# 12
Workers	NA			

Notes: *Actual remuneration details provided are in Rs Lakhs.

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

Segment	FY 2025	FY 2024
Gross wages paid to females as % of total wages	19	20

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

Yes.

Notes: All issues relating to the above are addressed/ handled by Human Resources department.

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

The Company has a Whistle Blower Policy and Grievance Redressal Policy in place to report orally or in writing to the Whistleblower Administrator, any improper activities affecting the business or reputation of the Company. The Company also has a Prevention of Sexual Harassment (POSH) Committee with an external consultant advising on POSH cases.

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

	FY 2025		FY 2024	
	Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	NIL	NIL	NIL	NIL
Discrimination at workplace				
Child Labour				
Forced Labour/ Involuntary Labour				
Wages				
Other human rights related issues				

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

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

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

The Company always endeavors to create and provide an environment that is free from discrimination and harassment including sexual harassment. The Company has implemented multiple policies that cover various aspects of human rights to ensure non-discrimination and fair treatment of all employees, ethical conduct and prevention of sexual harassment at premises within its direct control as well as redressal mechanism. The policies also cover its subsidiaries. The Company has a committee handling Prevention of Sexual Harassment cases. There are no cases of child labor or forced labor other related issues at the workplace.

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

Yes

10. Assessments for the year

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	NIL
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not Applicable.

Principle 6:

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

ESSENTIAL INDICATORS**1. Details of total energy consumption (in GJ) and energy intensity, in the following format**

Parameter	FY 2025	FY 2024
From renewable sources		
Total electricity consumption (A)	10,981.32	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C) (in GJ)	10,981.32	0
From non-renewable sources		
Total electricity consumption (D)	3596.96	2620.99
Total fuel consumption (E)	1010.81	446.31
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	4607.77	3067.30
Total energy consumed (A+B+C+D+E+F)	15589.08	3067.30
Energy intensity per rupee of turnover (Total energy consumption/ turnover) (in GJ/crore ₹ turnover)	36.11	13.6

Parameter	FY 2025	FY 2024
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/million USD)	73.59	30.55
Energy intensity in terms of physical output	43.67	-
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) Not applicable	Not Applicable	

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.

Not Applicable.

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

Parameter	FY 2025	FY 2024
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	300.38	859.91
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	300.38	859.91
Total volume of water consumption (in kilolitres)	300.38	859.91
Water intensity per rupee of turnover (Water consumed / turnover) (kilolitres/ crore ₹ Turnover)	0.70	3.82
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (kilolitres/ million USD)	1.42	8.56
Water intensity in terms of physical output	0.84	-
Water intensity (optional) – the relevant metric may be selected by the entity Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency	Not Applicable No	
If yes, name of the external agency.	Not applicable	Not applicable

4. Provide the following details related to water discharged:

Parameter	FY 2025	FY 2024
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Saksoft operates from leased premises; wastewater management handled by building management*	Not applicable
- No treatment		
- With treatment – please specify level of treatment. Sent to builder STP for treatment		
(ii) To Groundwater		
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
- With treatment – please specify level of treatment		

Parameter	FY 2025	FY 2024
(iv) Sent to third-parties		
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)		
Indicate if any independent assessment/evaluation/ assurance has been carried out by an external agency?		
If yes, name of the external agency		

Note: * Saksoft Limited operates from leased office premises across multiple locations (Chennai, Noida, Pune, Mumbai, Bangalore) where wastewater generated from office operations is sent to building-managed Sewage Treatment Plants (STPs) for treatment. Water treatment operations are managed by the building management in compliance with local environmental regulations. Specific discharge volumes are not separately metered by Saksoft as wastewater management is handled by building management authorities.

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

Yes, Saksoft is dedicated to achieving Zero Liquid Discharge (ZLD) across its owned and leased campuses with advanced Sewage Treatment Plants (STPs), ensuring that treated water is efficiently reused for landscaping, gardening, and restroom flushing and into drainage networks in compliance with regulations.

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

Parameter	Please specify units	FY 2025	FY 2024
NOx	Saksoft Limited operates IT services from leased office premises and does not engage in manufacturing activities that generate significant air emissions. The company's operations primarily involve software development and IT services, which do not produce measurable NOx, SOx, or particulate matter emissions.		
Sox			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – please specify	Air quality monitoring at the Chennai facility is conducted by building management of the complete building through certified external laboratories (Chennai Testing Laboratory Pvt Ltd) to ensure compliance with National Ambient Air Quality Standards (NAAQS) and indoor air quality guidelines.		
Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency?			
If yes, name of the external agency.			

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

Parameter	Please specify units	FY 2025	FY 2024
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	74.08	22.84
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	726.39	617
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Reve- nue from operations)	tCO ₂ e/crore ₹ turnover	1.85	2.84
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO ₂ e/million USD	3.78	6.37

Parameter	Please specify units	FY 2025	FY 2024
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e/ unit production	2.24	0
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		Not Applicable	Not Applicable
Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency?		No	No
If yes, name of the external agency		Not Applicable	Not Applicable

Note- Scope 1 (74.08 tCO2e): CO2 from diesel combustion (69.91 tCO2e) and HFCs from R410A refrigerant (4.18 tCO2e), Scope 2 (726.39 tCO2e): CO2 equivalent from grid electricity consumption across Chennai, Noida, Pune, Mumbai, and Bangalore facilities. Other greenhouse gases (CH4, N2O, PFCs, SF6, NF3) are not applicable to IT services operations.

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

Yes, Saksoft Limited has undertaken initiatives to reduce Green House Gas (GHG) emissions as part of its sustainability commitments.

Key GHG Reduction Projects & Initiatives

1. Energy Efficiency & Renewable Energy Adoption
 - Upgrading office infrastructure with LED lighting, motion sensors, and energy-efficient HVAC systems to reduce electricity consumption.
 - Increasing procurement of renewable energy (solar/wind) for offices and data centers.
2. LEED-Certified Green Buildings (If applicable)
 - Saksoft has implemented LEED (Leadership in Energy and Environmental Design) standards in its office spaces to ensure energy efficiency, water conservation, and sustainable construction practices.
 - LEED certification demonstrates the company's commitment to low-carbon operations through optimized building design and operations.
3. Carbon Footprint Monitoring & Reduction
 - Annual carbon footprint assessments (FY 2023-24 assured by a third party) to track progress.
 - Remote/Hybrid Work Policy to reduce employee commute-related emissions.
4. Sustainable IT Practices
 - Server virtualization and cloud optimization to minimize data center energy use.
 - E-waste recycling programs for responsible disposal of IT equipment.
5. Future Plans
 - Explore carbon offset projects (e.g., afforestation, renewable energy investments).
 - Expand LEED or similar green building certifications for new office expansions.

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

Parameter	FY 2025 (Current Financial Year)	FY 2024 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	Not Applicable
E-waste (B)	0.18	
Bio-medical waste (C)	-	
Construction and demolition waste (D)	-	
Battery waste (E)	-	
Radioactive waste (F)	-	
Other Hazardous waste. Please specify, if any. (G)	-	
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	
Total (A+B + C + D + E + F + G + H)	0.18	
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/ crore ₹)	0.00042	
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.00085	
Waste intensity in terms of physical output (MT/FTE)	0.00050	
Waste intensity (optional) – the relevant metric may be selected by the entity	Not applicable	
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0.18	Not applicable
(ii) Re-used	Not applicable	Not applicable
(iii) Other recovery operations	Not applicable	Not applicable
Total (MT)	0.18	
Total	Not applicable	Not applicable
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	Not applicable	Not applicable
(i) Incineration	Not applicable	Not applicable
(ii) Landfilling	Not applicable	Not applicable
(iii) Other disposal operations		
a. Sent to municipal corporation	Not applicable	Not applicable
(iii) Other disposal operations		
b. Selling to third parties authorized supplier.	Not applicable	Not applicable
Total	Not applicable	Not applicable

Note: During FY 2024-25, Saksoft disposed of 180 kg of e-waste from Pune office through certified recycler Greenlife Ewaste Recycling Pvt. Ltd. (Certificates: GERPL/009/24-25 & GERPL/25-26/009) in compliance with E-waste Rules 2016 & 2022. As an IT services company operating from leased premises, other waste categories are not applicable. General office waste is managed through building management and municipal services.

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

As a non-manufacturing firm, our entity has minimal involvement with managing hazardous waste or utilizing toxic chemicals in our operations. Nevertheless, we hold a steadfast commitment to contributing towards a greener, low carbon economy. This commitment is reflected through our choice of operations location – a LEED Platinum certified establishment, awarded with such esteem by the U.S. Green Building Council for its exceptional Operations and Maintenance practices. Our chosen operational base adopts state-of-the-art practices that emphasize energy efficiency, water conservation, and waste recycling programs. This approach aligns perfectly with our broader corporate intentions, allowing us to effectively utilize the building's existing environmentally-friendly infrastructure as a conduit towards transitioning to a low carbon economy. Consequently, while our business's specific waste management practices may be indirectly executed, our strategic choice of location represents a substantial commitment to environmental sustainability. To formalize our approach, the company has also adopted an ESG Policy, which outlines responsible practices for waste segregation, reduction, and recycling across all our offices. This aligns with our broader corporate intentions, allowing us to effectively leverage the building's environmentally friendly infrastructure to support our sustainability goals.

10. 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, specify details in the following format

Not Applicable.

(None of the Saksoft Limited offices are in/around ecologically sensitive zone. Saksoft Limited offices are built on Government approved land in industrial zones)

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

There were no Environmental Impact Assessment of Projects undertaken by the entity as required by any regulatory agency or law.

12. 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
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The Company does not own any Premises. It is operating out of a Grade A Leased Premises which are compliant with applicable laws

Principle 7:

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

ESSENTIAL INDICATORS

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	NASSCOM	National
- c. **Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.**
Not Applicable.

Principle 8:

Businesses should promote inclusive growth and equitable development

ESSENTIAL INDICATORS

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable					
2. **Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity in the following format**

Name and brief details of project	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**
The Company has a whistle blower email ID whistleblower@saksoft.com. Any stakeholder or public who have any grievance can write an email to the whistleblower email ID and the same would be addressed by the Company immediately.
4. **Percentage of input material (inputs to total inputs by value) sourced from suppliers**

Directly sourced from MSMEs/ small producers	FY 2025	FY 2024
Directly sourced from MSMEs/ small producers	3.5%	5%
Sourced directly from within the district and neighboring districts in India	100%	100%

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

	FY 2025	FY 2024
Rural	Not Applicable	Not Applicable
Semi-urban		
Urban		
Metropolitan		

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

In adherence to our Company's ethos and given the nature of our industry, consumer satisfaction and feedback are considered highly valuable. Thus, several mechanisms have been instituted to facilitate the receipt and prompt resolution of consumer complaints and feedback. The purpose of these mechanisms is to maintain accountability for service quality and product excellence. One of our core mechanisms is the Business Team, which is tasked with the responsibility of ensuring that the services provided align with our consumers' expectations. This team acts as the first line of resolution for any consumer complaints or feedback. Additionally, we have an internal escalation procedure in place to address any execution issues effectively. Under this system, any delay or issue is promptly relayed to senior management to ensure a swift and adequate response. This process's primary purpose is to ensure that problems are addressed at the earliest and disruptive impacts on the consumer experience are minimized. In essence, these mechanisms ensure that our consumers' voices are heard and valued, and their concerns are addressed like a top priority. They also enable us to continually improve our service offerings based on the feedback and inputs received from our consumers.

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

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable, as Saksoft limited is a software service sector Company
Safe and responsible usage	
Recycling and/or safe disposal	

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

Category	FY 2025 (Current Financial Year)		Remarks	FY 2024 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data Privacy			NIL			
Advertising						
Cyber- security						
Delivery of essential services						
Restrictive trade practices						
Unfair Trade Practices						
Other						

4. Details of instances of product recalls on accounts of safety issues

As a leading provider of digital transformation, IT consulting, and software solutions, Saksoft Limited operates in a service-based domain where our offerings primarily include technology services, platform solutions, and consultancy. Unlike manufacturing or physical product industries, our business model does not involve the production or distribution of tangible goods that would necessitate product recalls in the traditional sense.

While Saksoft does not deal with physical products, we maintain stringent Quality Control, Cybersecurity, and Data Privacy measures to ensure the safety and reliability of our digital solutions and services. In the rare event of a critical software vulnerability, data security flaw, or service disruption, we follow a structured incident response protocol, which includes:

- Immediate Identification & Assessment – Proactive monitoring and stakeholder feedback to detect risks.
- Client Communication & Remediation – Transparent disclosure and rapid resolution (patches, updates, or process corrections).
- Preventive Measures – Post-incident reviews to strengthen systems and prevent recurrence

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,

<https://www.saksoft.com/investor/corporate-governance//>

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

The Company keeps strengthening and upgrading its infrastructure and implementing various monitoring tools in line with the cyber security and data privacy requirements of individuals and customers.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

Nil

b. Percentage of data breaches involving personally identifiable information of customers

Nil

c. Impact, if any, of the data breaches

Nil