

June 27, 2025

BSE Limited
Phiroze Jeejeebhoy Towers,
Dalal Street, Mumbai-400 001.
Scrip Code: 543398

National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G,
Bandra Kurla Complex Bandra East,
Mumbai 400 051
Scrip Symbol: LATENTVIEW

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the Financial Year 2024-25

Pursuant to Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith a copy of our Business Responsibility and Sustainability Report for the Financial Year 2024-25.

The above said report is also published on our website at <https://www.latentview.com/investor-relations/financial-results-reports/>.

This is for your information and records.

Thanking you,
For **Latent View Analytics Limited**

P. Srinivasan
Company Secretary and Compliance Officer

ANNEXURE-5 TO THE BOARD'S REPORT

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L72300TN2006PLC058481
2	Name of the Listed Entity	Latent View Analytics Limited
3	Year of Incorporation	January 3, 2006
4	Registered office address	5 th Floor, Neville Tower, Unit 6,7 and 8, Ramanujan IT City, Rajiv Gandhi Salai, Taramani Chennai, Chennai, India 600113
5	Corporate office address	5 th Floor, Neville Tower, Unit 6,7 and 8, Ramanujan IT City, Rajiv Gandhi Salai, Taramani Chennai, Chennai, India 600113
6	E-mail	Investorcare@latentview.com
7	Telephone	91 44 4344 1700
8	Website	https://www.latentview.com/
9	Financial year for which reporting is being done	2024-25
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited & BSE Limited
11	Paid-up capital	206.47 million
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Rajan Bala Venkatesan - Chief Financial Officer Contact - 044 4344 1700 E-mail - Investorcare@latentview.com
13	Reporting Boundary	Standalone basis
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Products/services

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

Sr. No.	Description of Main activity	Description of Business Activity	% of Turnover of the entity
1.	Information service activity	LatentView Analytics (NSE: LATENTVIEW) is a global leader in digital analytics and AI, enabling businesses to accelerate digital transformation and leverage data for competitive advantage. Our cutting-edge solutions empower organizations to optimize revenue growth, unlock new revenue streams, and enhance profitability.	100

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

Sr. No.	Description of Main activity	Description of Business Activity	% of Turnover of the entity
		Established in 2006, LatentView holds the distinction of being India's first publicly listed analytics Company. With a global presence, we serve an elite clientele of Fortune 500 companies across key industries, including Consumer Packaged Goods (CPG), Retail, Technology, Financial Services, and Media & Entertainment.	
		Our Centers of Excellence (COEs) deliver industry-leading insights and best practices tailored to specific domains. Complementing these are our specialized Horizontal Teams—spanning Data Engineering, Data Science & AI, and Data Visualization—which provide bespoke consulting and solutions designed to drive measurable impact. Key functional areas we enhance include: <ul style="list-style-type: none"> • Customer & Marketing Analytics • Supply Chain Optimization • Financial & Risk Analytics • Human Capital Management Analytics 	
		Powered by a dynamic and passionate team, we are committed to continuous innovation, ensuring exceptional value for our clients and their end consumers.	

17. Products/services sold by the entity (accounting for 90% of the entity's turnover)

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Other data processing, hosting and related activities n.e.c.	63119	100

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	NA	03	03
International	NA	11	11

19. Markets served by the entity

a. Number of locations

Locations	Number
National (No. of states)	3
International (No. of countries)	11

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

91.5%

c. A brief on types of customers

LatentView continues to be a trusted partner to a diverse range of enterprises globally.

Key Customer Segments of LatentView:

- **Leading Global Enterprises:** LatentView collaborates with over 30+ Fortune 500 companies.
- **Industry Vertical Focus:** The Company possesses strong domain expertise, offering specialized analytics solutions across key industry sectors. In FY25, the primary verticals served include:
 - **Technology:** A key revenue source, serving diverse hi-tech clients from software to manufacturing in platform development and digital strategy alignment.
 - **Financial Services:** The sector shows strong growth, serving multinational banks, global payments firms, and fintech's. Work highlights the increasing demand for intelligent automation, personalization, and data-informed decisions.
 - **Consumer Packaged Goods (CPG) & Retail:** Serving top sportswear, optical, convenience retail, and household electronics brands with Revenue Growth Management (RGM), promotional planning, social media analytics, customer sentiment analysis, and streamlined reporting. The FY25 acquisition of Decision Point Analytics enhances these capabilities.
 - **Industrials:** Engaging with top automotive suppliers, specialty chemical firms, and global industrial groups, our analytics-driven projects enhance operational agility, product improvement, and commercial impact.

- **Business Model Focus:** LatentView assists B2B and B2C clients in understanding digital consumers, forecasting revenue, predicting trends, enhancing retention, and optimizing investments.

IV. Employees

20. Details as of March 31, 2025

a. Employees and workers (including differently abled)

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	1,133	741	65.4	392	34.5
2	Other than Permanent (E)	39	27	69.2	12	30.7
3	Total employees (D+E)	1,172	768	65.5	404	34.4
Workers						
1	Permanent (F)	NA	-	-	-	-
2	Other than Permanent (G)	NA	-	-	-	-
3	Total workers (F+G)	NA	-	-	-	-

b. Differently abled employees and workers

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently Abled Employees						
1	Permanent (D)	1	1	100%	-	-
2	Other than Permanent (E)	-	-	-	-	-
3	Total differently-abled employees (D+E)	1	1	100%	-	-
Differently Abled Workers						
1	Permanent (F)	NA	-	-	-	-
2	Other than Permanent (G)	NA	-	-	-	-
3	Total differently-abled workers (F+G)	NA	-	-	-	-

21. Participation/inclusion/representation of women

	Total (A)	No. and percentage of females	
		No. (B)	% (B/A)
Directors	6	2	33.3
Key Management Personnel	3	-	-

22. Turnover rate for permanent employees and workers

	FY 2024-25			FY 2023-24			FY 2022-23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19.8	25.2	22.0	25.1	17.6	22.2	25.4	23.3	24.7
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

23. 1. Names of holding/subsidiary/associate companies/joint ventures:

Sr. No.	Name of Holding/Subsidiary/Associate Companies/Joint Venture (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% Of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	LatentView Analytics Corporation - USA	Subsidiary	100%	No
2	LatentView Analytics Pte. Ltd - Singapore	Subsidiary	100%	No
3	LatentView Analytics UK Ltd - United Kingdom	Subsidiary	100%	No
4	LatentView Analytics B.V - Netherland	Subsidiary	100%	No

1. Names of holding/subsidiary/associate companies/joint ventures: (Contd.)

Sr. No.	Name of Holding/Subsidiary/Associate Companies/Joint Venture (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% Of shares held by listed entity	Does the entity indicated in column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
5	LatentView Analytics GmbH - Germany	Step down Subsidiary [#]	100%	No
6	Decision Point Private Limited - India	Subsidiary	70%	No
7	Decision Point Latam SpA - Chile	Step down Subsidiary	70%*	No
8	Decision Point Analytics Inc - USA	Step down Subsidiary	70%*	No
9	Decision Point Latam - Mexico	Step down Subsidiary	70%*	No
10	Decision Point Analytics LLC FZ - Dubai	Step down Subsidiary	70%*	No

*Intermediate holding Company i.e Decision Point Private Limited holds 100% equity of its subsidiaries.

#Intermediate holding Company i.e LatentView Analytics B.V.- holds 100% equity of LatentView Analytics GmbH.

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes

- Turnover (in ₹): **3,471,250,000**
- Net worth (in ₹): **11,927,523,000**

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 (NGRBC)

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)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Investors (other than shareholders)	Yes ¹	-	-	-	-	-	-
Shareholders	Yes ¹	-	-	-	-	-	-

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

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)	FY 2024-25			FY 2023-24		
		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
Employees and workers	Yes ²	-	-	-	-	-	-
Customers	Yes	-	-	-	-	-	-
Value Chain Partners	Yes ³	-	-	-	-	-	-

¹Investor Grievance Redressal Policy – <https://www.latentview.com/wp-content/uploads/2023/10/investor-grievance-redressal-policy.pdf>

²Employee Grievance Redressal Policy- Available in the Organization’s Intranet

³Sustainable Procurement Policy- <https://www.latentview.com/wp-content/uploads/2024/02/sustainable-procurement-policy.pdf>

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*:

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	Energy Management	Opportunity	Electricity is the primary energy source for our operations. LatentView recognizes the potential to reduce energy consumption through conservation measures, thereby lowering operational costs and reducing our carbon footprint.	NA	Positive
2	Carbon Emissions	Opportunity	At LatentView, we are dedicated to learning more about climate change and its effects. This greater understanding has led us to adopt more environmentally friendly products and practices quickly.	As part of our commitment to environmental stewardship, we have implemented a comprehensive strategy to reduce our carbon footprint across operations. Our initiatives prioritize energy efficiency, renewable energy adoption, and sustainable infrastructure to align with global climate goals. Energy Efficiency Measures Optimized Building Systems: Deployment of LED lighting, high-efficiency HVAC systems, and Variable Frequency Drive (VFD)-controlled air-conditioning to minimize energy consumption. Smart Energy Management: Integration of automated systems to monitor and reduce unnecessary power usage across facilities. Renewable Energy Transition Green Power Procurement: Over 75% of total energy consumption is sourced from renewable sources, significantly reducing reliance on fossil fuel-based grid electricity.	Positive

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

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)
<p>Renewable Energy Transition Green Power Procurement: LatentView sources electricity from the IT park in which we operate, which incorporates a renewable energy mix as part of its power supply. By utilizing energy that includes a share of clean and sustainable sources, we actively contribute to lowering our carbon footprint and aligning with broader environmental goals.</p> <p>Sustainable Infrastructure & Certifications Green Building Standards: Our facilities are designed and operated in compliance with LEED Platinum and EDGE Zero Carbon standards, ensuring energy-efficient and low-carbon infrastructure.</p> <p>Net-Zero Roadmap: Commitment to achieving net-zero carbon emissions through continuous improvements in energy performance and renewable energy adoption.</p> <p>Resource Efficiency & Waste Management Zero Liquid Discharge (ZLD) Systems: Advanced water recycling processes to eliminate wastewater discharge, reducing emissions associated with water procurement and disposal.</p> <p>Circular Economy Practices: Procurement of sustainable materials, including recycled acoustic panels and eco-certified furnishings, to minimize embodied carbon.</p> <p>Low-Carbon Mobility Electric Vehicle (EV) Infrastructure: Providing Access to EV charging stations within the office premises to encourage the adoption of low-emission transportation among employees.</p> <p>Sustainable Commuting Programs: Creating awareness and motivating usage of public transport and carpooling to reduce Scope 3 emissions from employee travel.</p>					
3	Diversity and Inclusion	Opportunity	A diverse and inclusive workforce fosters innovation and enhances problem-solving. LatentView actively promotes a work environment where every employee feels respected and supported, regardless of gender, ethnicity, or background.	NA	Positive
4	Data security (Data privacy/ Cyber security)	Risk	At LatentView, data protection and privacy are fundamental to our business operations. As reliance on digital technologies grows and remote work becomes more prevalent, safeguarding the confidentiality and integrity of data has become increasingly critical	We have a robust data protection and cyber security policy which sets forth limits, mitigation strategies and internal controls. We adhere strictly to all relevant data protection regulations, standards, and other international, national, and industry-specific regulations.	Negative

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

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)
			<p>We manage significant volumes of sensitive information, both internal and client-related, making cybersecurity a top priority. A data breach could result in substantial financial losses, legal repercussions, and reputational damage that may undermine client trust and long-term business partnerships.</p>	<p>We have a robust data protection and cyber security policy which sets forth limits, mitigation strategies and internal controls.</p> <p>We adhere strictly to all relevant data protection regulations, standards, and other international, national, and industry-specific regulations.</p> <p>We have established comprehensive privacy policies that outline how data is collected, used, stored, and shared. These policies are transparent and easily accessible to all stakeholders, ensuring that everyone understands our commitment to data protection.</p> <p>Ensuring that all employees are aware of data protection best practices is a priority. We provide regular training sessions on data privacy, cybersecurity, and safe handling of sensitive information.</p> <p>We have a robust incident response plan in place to quickly and effectively respond to any data breaches or security incidents. This includes predefined protocols for containment, investigation, notification, and remediation, ensuring minimal impact and swift recovery.</p> <p>We continuously evaluate and enhance our security measures to adapt to the evolving digital landscape and emerging threats.</p>	
5	Social Responsibility (Local communities)	Opportunity	LatentView is dedicated to creating a positive impact on the communities in which it operates by supporting local development and engagement initiatives.	NA	Positive
6	Talent attraction and retention	Risk	The technology sector is characterized by high attrition rates, making talent retention a significant challenge. At LatentView, we recognize that retaining skilled professionals is essential for ensuring operational continuity, maintaining knowledge capital, and sustaining a competitive edge in a rapidly evolving market. High employee turnover can disrupt project timelines, increase recruitment and training costs, and impact client satisfaction.	We are formulating high-impact employee retention strategies to help us retain our employees for the long haul.	Negative

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

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)
7	Training and upskilling	Opportunity	Skilled employees are a vital asset to LatentView, contributing significantly to the efficiency and effectiveness of our operations. Their expertise enables them to perform tasks with greater precision, innovation, and speed, leading to improved productivity and quality of outcomes. In a dynamic and competitive industry, having a workforce that is continuously upskilled ensures we remain agile and responsive to evolving client needs and technological advancements.	NA	Positive
		Risk	Access to a skilled and future-ready workforce is critical to LatentView's continued operational efficiency and service excellence. In a rapidly evolving and competitive industry, the inability to attract, retain, and continuously upskill talent poses a strategic risk. A shortfall in talent availability or gaps in critical capabilities could impact our agility in responding to emerging technologies and client demands, thereby affecting long-term growth and competitiveness.	At LatentView, we have implemented a comprehensive talent management approach that includes structured learning and development programs, leadership training, and technical skill enhancement initiatives. We foster a culture of continuous learning by encouraging employees to engage in upskilling opportunities through internal and external platforms. In addition, we regularly assess emerging industry trends and evolving client requirements to ensure our workforce strategy remains aligned with future needs. These efforts enable us to build a resilient talent pipeline, enhance employee retention, and maintain a competitive edge in the dynamic technology landscape.	Positive
8	Corporate governance	Opportunity	We understand that a strong and robust Corporate Governance structure has the potential to improve decision-making, increase transparency, and promote accountability.	NA	Positive
9	Customer satisfaction	Opportunity	At LatentView, we strongly believe that feedback is essential for continuous improvement and long-term success in any industry. It provides valuable insights into customer expectations, identifies areas for enhancement, and helps us refine our services and solutions.	NA	Positive
10	Economic Performance	Opportunity	Increased revenue from higher demand for digital services from customers will help in generating a higher economic performance	NA	Positive
11	Innovation	Risk	We understand that the possibility of superior solutions failing to address the current market demands or meet new requirements is a risk to our operation	We are focusing on new areas to develop future capability needs	Positive
		Opportunity	We believe Innovation increases the chances to react to upcoming challenges and discover new opportunities	NA	Positive.
12	Compliance	Risk	We understand that failure to act according to standards or laws of industry, laws or its own policies can lead to penalties and legal consequences.	We have a Risk management policy for identifying, assessing, and mitigating compliance risks.	Negative

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.

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred as P1-P9 as given below:

P1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive towards all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect, protect and make efforts to restore the environment
P7	Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Question	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
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	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web link of the policies, if available	Yes ¹	Yes ²	Yes ³	Yes ⁴	Yes ⁵	Yes ⁶	Yes ⁷	Yes ⁸	Yes ⁹
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name the national and international codes/certifications/labels/standards	No codes or standards are available	No codes or standards are available	ILO code	No codes or standards are available	Human rights and ILO declaration	IGBC certificate	No codes or standards are available	CSR disclosures as per Companies Act 2013	ISO 27001
5. Specific commitments, goals and targets set by the entity with defined timelines, if any	As part of our sustainability strategy, we have established measurable internal goals and targets aligned with our material topics. These objectives have been formally defined to drive meaningful progress across our environmental, social, and governance priorities.								
	While we maintain these targets as internal benchmarks at present, we anticipate progressively disclosing specific metrics and milestones as our sustainability programs mature.								
6. Performance of the entity against specific commitments, goals and targets	NA								

- <https://www.latentview.com/wp-content/uploads/2025/02/Anti-Corruption-Anti-Bribery-Policy.pdf>
- Available for the respective stakeholders in the intranet
- <https://www.latentview.com/wp-content/uploads/2025/02/Board-Diversity-Policy.pdf> and code of conduct policy is available on the intranet portal
- <https://www.latentview.com/wp-content/uploads/2025/02/The-Policy-For-Prevention-Prohibition-And-Redressal-Of-Sexual-Harassment-At-Workplace.pdf> and <https://www.latentview.com/wp-content/uploads/2023/03/whistle-blower-policy-2023.pdf>

- Available for the respective stakeholders in the intranet
- Available for the respective stakeholders in the intranet
- Available for the respective stakeholders in the intranet
- <https://www.latentview.com/wp-content/uploads/2024/02/csr-policy-doc.pdf>
- Available on the intranet

Governance, Leadership and Oversight

7. Statement by the director responsible for the business responsibility report, highlighting ESG-related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure).

Responsible DNA, Responsible Actions — Sustainability has been woven into our fabric since day one. We recognize that the true measure of progress lies in our ability to generate long-term value for all stakeholders while making a positive contribution to society and the environment. This year, we made significant progress by formalizing our ESG Framework and Roadmap, integrating environmental, social, and governance principles into all aspects of our decision-making and operations.

We have made measurable progress: enhancing resource efficiency, supporting cleaner operations, and fostering a culture of environmental stewardship. On governance and social fronts, we have strengthened transparency, ethical conduct, employee empowerment, and community engagement.

As we move forward, we commit to responsible innovation, building resilient systems, and generating shared value through purposeful partnerships and sustainable practices.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility & Sustainability (BRSR) Policy.

Name: A.V. Venkatraman

Designation: Executive Chairperson

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.

LatentView has established a dedicated ESG Steering Committee responsible for overseeing and managing all Environmental, Social, and Governance (ESG) initiatives across the organization. This committee plays a pivotal role in formulating ESG strategies, ensuring compliance with sustainability standards, and driving responsible business practices. To maintain accountability and alignment with corporate objectives, the ESG Steering Committee regularly reports its progress, key decisions, and recommendations directly to the Chief Executive Officer (CEO) and, at a higher governance level, to the Board of Directors.

10. Details of Review of the National Guidelines on Responsible Business Conduct (NGRBC) by the Company.

Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency: Annually (A)/Half yearly (H)/Quarterly (Q)/Any other – please specify								
	P 1	P 2	P3	P4	P5	P6	P7	P8	P9	P 1	P 2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies & follow up action	B	B	B	B	B	D	B	B	B	Q	H	Q	Q	*	Q	Q	H	H
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	B	B	B	B	D	C	B	B	B	Q	H	Q	Q	*	Q	Q	H	H

*need based.

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.

P1	P2	P3	P4	P5	P6	P7	P8	P9
No	No	No	No	No	No	No	Yes	No

At Latent View policies are periodically evaluated and updated by various department heads/business heads and approved by the management/the Board Committees/the Board respectively. Our Cyber Security Policy got evaluated by TUV.

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

Section C: Principle-Wise Performance Disclosure

Principle 1 - Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year.

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training audits impact	% of persons in respective category covered by the awareness programmes
Board of Directors	6	Prevention of Sexual Harassment 2024 (POSH) Information of Security Management system 2024 (ISMS) Cybersecurity Awareness Training - (2024-2025) Privacy and Data Protection Awareness - (2024-2025) Refresher - Anti-Bribery and Anti-Corruption (2024-2025) Refresher - Prevention of Illegal Insider Trading (2024-2025)	100%
Key Managerial Personnel (KMP)	8	Workshop on POSH for Managers - Bangalore A Workshop on POSH for Managers @ Chennai Office Prevention of Sexual Harassment 2024 (POSH) Information of Security Management system 2024 (ISMS) Cybersecurity Awareness Training - (2024-2025) Privacy and Data Protection Awareness - (2024-2025) Refresher - Anti-Bribery and Anti-Corruption (2024-2025) Refresher - Prevention of Illegal Insider Trading (2024-2025)	100%
Employees other than BoD and KMPs	678	<ul style="list-style-type: none"> Mandatory Training for employees, including Data Privacy, Prevention of Sexual Harassment, Information Security Awareness, Ethical code of Conduct. Skill Development Training Soft Skill Training 	99.87
Workers	NA	NA	NA

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year. (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).

Monetary					
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

Non-Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-
Punishment	-	-	-	-

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
NA	

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

At LatentView, we have a zero-tolerance approach to bribery and corruption and are committed to compliance with all relevant laws. Our policy aims to prevent the Company from engaging in bribery and corruption and requires employees to comply with related procedures. The policy outlines our commitment to integrity and sets responsibilities for employees, vendors, and partners to uphold the position against bribery and corruption.

<https://www.latentview.com/wp-content/uploads/2025/02/Anti-Corruption-Anti-Bribery-Policy.pdf>

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

	FY 2024-25	FY 2023-24
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	NA	-	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	NA	-	NA

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.

No Such instances in the reporting period.

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

	FY 2024-25	FY 2023-24
Number of days of accounts payables	45.86	52

Note: The number of days of accounts payable data for the financial year ended March 31, 2024, has been restated to improve accuracy and clarity in reporting.

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 2024-25	FY 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading house	NA	NA

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: (Contd.)

Parameter	Metrics	FY 2024-25	FY 2023-24
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	NA	NA
	b. Number of dealers and distributors as % of total sales	NA	NA
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	6%	-
	b. Sales (Sales to related parties/Total Sales)	91%	90%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	-	100%
	d. Investments (Investments in related parties/Total Investments made)	-	0.08%

Leadership Indicators

1. Awareness programs conducted for value chain partners on any of the principles 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.

Total number of awareness programmes held	Topics/principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
-	-	-

2. Does the entity have processes in place to avoid/manage conflicts of interest involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, We have a comprehensive Code of Conduct to prevent and manage conflicts of interest involving Board members. This Code is adhered to by the directors and senior management to uphold exemplary corporate governance practices. The Compliance Officer is responsible for ensuring adherence to the Code, all Board of Directors, key Managerial persons and employees are expected to conduct themselves with the utmost care, diligence, honesty, and integrity, maintaining the highest moral and ethical standards, and acting in the best interests of LatentView.

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 products and processes to total R&D and capex investments made by the entity, respectively.

	FY 2024-25 (INR Millions)	FY 2023-24 (INR Millions)	Details of improvements in environmental and social impact
Capex	2.67	Nil	Key measures include providing ergonomic chairs as part of Capex investments, along with ergonomic chairs, training room upgrades, desk exercise bikes, and height-adjustable desks.

2.

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

Yes, At LatentView, The Sustainable Procurement policy defines LatentView’s commitment to responsible and sustainable procurement practices across operations. It establishes clear expectations for suppliers regarding environmental, social, and ethical compliance. All suppliers must adhere to these guidelines to ensure alignment with our sustainability goals.

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

22%

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.

Sr. No.	Product	Product Process to safely reclaim the product
1	NA. LatentView, as an organization, does not manufacture any goods.	

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes/No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Not Applicable

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.

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.
LCA is not applicable to us.					

2. If there are any significant social or environmental concerns and/or risks arising from the 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
NA		

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 2024-25	FY 2023-24
NA		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed.

Type of Waste	FY 2024-25			FY 2023-24		
	Re-Used	Recycled	Safely Disposed (Metric Tonnes)	Re-Used	Recycled	Safely Disposed (Metric Tonnes)
Plastics including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste- Paper waste	NA	NA	NA	NA	NA	NA

5. Reclaimed products and their packaging materials (as a percentage of products sold) for each product category.

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in the respective category
NA	

Principle 3 - Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	Total (A)	% Of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Daycare facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	741	741	100	741	100	NA	NA	741	100	741	100
Female	392	392	100	392	100	392	100	NA	NA	392	100
Total	1,133	1,133	100	1,133	100	392	100	741	100	1,133	100
Other than Permanent Employees											
Male	Not Applicable										
Female	Not Applicable										
Total	Not Applicable										

Note: The wellbeing measures (ESI/PF/Maternity Benefit) of contract staff is provided by the contractor.

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

Category	Total (A)	% Of workers covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Daycare facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	Not Applicable										
Female	Not Applicable										
Total	Not Applicable										
Other than Permanent Workers											
Male	Not Applicable										
Female	Not Applicable										
Total	Not Applicable										

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

	FY 2024-25	FY 2023-24
The cost incurred on well-being measures as a % of the total revenue of the Company	0.97	0.73

2. Details of retirement benefits for the current and previous financial year.

Benefits	FY 2024-25			FY 2023-24		
	No. of employees covered (as a % of total employees)	No. of workers covered (as a % of total workers)	Deducted & deposited with the authority (Yes/No/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 (Yes/No/N.A.)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	NA	100%	NA	NA
ESI	NA	NA	NA	NA	NA	NA
Others- Life insurance	100%	NA	Yes	100%	NA	Yes

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?

We are committed to fostering an inclusive and equitable work environment in line with the principles outlined in the Rights of Persons with Disabilities Act of 2016

The campus where our office is situated contains all amenities accessible to persons with disabilities. These measures include features such as:

1. Ramps at entrances and exits for wheelchair access
2. Elevators with Braille buttons

The LatentView office is also accessible for people with disabilities, with a Handicapped restroom. The entire office is accessible, and the restroom is Gender Neutral.

During emergencies, we have a wheelchair/stretchers, which can be easily moved on the steps.

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.

As part of LatentView’s commitment to fostering an inclusive and equitable workplace, our Equal Opportunity & Anti-Discrimination Policy reflects our dedication to upholding the highest standards of fairness, integrity, and respect in all employment practices. We are committed to creating a work environment that is free from discrimination and in full compliance with applicable labour and employment laws and regulations.

We ensure that employment-related decisions—including recruitment, compensation, promotions, transfers, training, and development—are made solely on the basis of merit, qualifications, and business needs. We do not discriminate on the grounds of national origin, religion, race, color, age, gender, marital status, sexual orientation, or disability.

Our approach to diversity and inclusion is embedded in our core values and is actively promoted through transparent and fair employment policies. We strive to cultivate a culture where all individuals feel valued, respected, and empowered to contribute fully. Through continuous review and enhancement of our people practices, including performance management and professional development programs, we aim to provide equal growth opportunities and foster a truly diverse workforce.

The Equal Opportunity & Anti-Discrimination Policy has been uploaded in our HRIS system allowing employees to view the policy at any point of time.

https://latentview.darwinbox.in/hrfiles/hrpolicy/employeeepolicy/folder_id/all

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%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Employees	The grievance redressal procedure at LatentView begins with employees attempting to resolve issues informally through discussions with their immediate supervisor. If unresolved, they may file a formal complaint by contacting HR or emailing helpline@latentview.com , after which HR provides a grievance form to document details. The accused employee receives a copy of the allegations and an opportunity to respond. HR then facilitates mediation or investigation, ensuring confidentiality and impartiality. Timelines are strictly followed: grievances are acknowledged within 24 hours, resolved within 5 working days, and a final report is issued within 7 working days. Employees can appeal decisions, prompting further review. The policy guarantees no retaliation and mandates proper record-keeping throughout the process.
Other than Permanent Employees	
	POSH related grievances, Internal Compliants committee is authorised to handle in accordance with the regulatory requirements.
Permanent Workers	NA
Other than Permanent Workers	NA

7. Membership of employees in association(s) or unions recognised by the listed entity.

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of association(s) or Union (D)	% (D/C)

Total Permanent Employees

Male

Female

Total Permanent Workers

Male

Female

At Latent View, Employees will not be restricted from joining the unions. Currently, no unions are recognized by Latent View.

8. Details of training given to employees and workers.

Category	FY 2024-25					FY 2023-24				
	Total (A)	On health & safety/wellness measures		On skill upgradation		Total (D)	On health and safety measures/wellness		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)

Employees

Male	741	741	100	741	100	674	674	100	674	100
Female	392	392	100	392	100	408	408	100	408	100
Total	1,133	1,133	100	1,133	100	1,082	1,082	100	1,082	100

Workers

Male	NA	-	-	NA	-	-	NA	-	-	NA
Female	NA	-	-	NA	-	-	NA	-	-	NA
Total	NA	-	-	NA	-	-	NA	-	-	NA

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)

Employees*

Male	741	741	100	674	674	100
Female	392	392	100	408	408	100
Total	1,133	1,133	100	1,082	1,082	100

Workers

Male						
Female	NA					
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, the coverage of such system?

Yes, LatentView has implemented a comprehensive Occupational Health and Safety (OHS) Management System in alignment with our Health and Safety Policy, ensuring the well-being of all employees by systematically identifying, assessing, and mitigating workplace risks. Our OHS framework includes proactive hazard identification and risk mitigation, alongside initiatives promoting both physical and mental well-being, such as wellness programs and mental health resources. Clear protocols define employee and management responsibilities during emergencies, ensuring swift and effective responses. Regular training sessions reinforce safety awareness, while accessible incident reporting mechanisms facilitate prompt resolution and preventive action. We adhere to regulatory requirements and continuously enhance our OHS practices through audits, stakeholder feedback, and the adoption of industry best practices, fostering a safe and healthy work environment.

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

LatentView maintains a robust hazard identification and mitigation process through our dedicated Facility team, which includes technical, security, and housekeeping personnel overseen by an Executive and Supervisor. The team conducts routine checks throughout the day to proactively identify and address potential risks.

For routine hazard identification, scheduled inspections are performed to detect issues such as poor ergonomics, fire hazards, electrical risks, or slip-and-trip dangers. These assessments ensure ongoing workplace safety and compliance with our Occupational Health and Safety (OHS) standards.

For non-routine activities—such as office relocations, renovations, or temporary workspace setups—specific risk assessments are conducted before and during the task to address unique hazards. This structured approach ensures that both daily operations and exceptional circumstances are managed safely, minimizing risks to employee health and well-being.

c) Whether you have processes for workers to report work-related hazards and to remove themselves from such risks. (Yes/No)

Yes

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

Yes, at LatentView, we prioritize the holistic well-being of our employees by providing access to comprehensive non-occupational medical and healthcare services. Our offerings include annual preventive health check-ups to monitor wellness and enable early detection of potential health concerns. We also provide robust mental health support through confidential counselling services, stress management programs, and mindfulness resources. We organize wellness initiatives such as fitness sessions, nutritional guidance, and lifestyle coaching to further encourage healthy lifestyles. Additionally, employees and their families are covered under a structured medical insurance plan, ensuring access to quality healthcare services. These programs are designed to foster both physical and mental well-being, reinforcing our commitment to a healthy, supportive, and balanced work environment."

11. Details of safety-related incidents.

Safety Incident/Number	Category	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million person-hours worked)	Employees	-	-
	Workers	NA	NA
Total recordable work-related injuries*	Employees	-	-
	Workers	NA	NA
No. of fatalities	Employees	-	-
	Workers	NA	NA
High-consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	NA	NA

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

At LatentView, we believe that our people are our greatest strength, which is why we've built a culture that prioritizes holistic well-being—encompassing physical, mental, emotional, and financial health. Through thoughtfully designed, year-round initiatives, we empower employees to thrive both personally and professionally.

Preventive & Physical Wellness

Our Annual Health Checks encourage proactive care, while daily guided chair stretches combat sedentary fatigue. For fitness enthusiasts, we offer specialized training, including sessions for employees preparing for events like the Chennai Marathon 2025. The new office has a fully equipped Gym for employees workouts.

Mental & Emotional Well-being

We foster psychological resilience through innovative programs like Drumming for Wellness, which uses rhythm to reduce stress, and expert-led discussions on sustainable weight management. Observances like World Mental Health Day deepen awareness around emotional health, time management, and inclusion.

Financial Wellness & Work-Life Harmony

Practical guidance is key—our Smart Investment Strategies webinar equipped employees with actionable financial planning tips. Seasonal initiatives, such as Diwali wellness tips, helped teams navigate holiday stress with mindfulness and self-care.

Community & Connection

From our Kindness Challenge 2024 (promoting empathy through daily acts of goodwill) to festive celebrations (like Diwali and Christmas Jingle), we cultivate belonging through shared experiences. Even our Friday Flicks movie tradition strengthens bonds while offering a relaxed way to unwind.

Every program reflects our commitment to creating a workplace where employees feel supported, valued, and inspired. By integrating well-being into the fabric of our culture, we ensure that LatentView isn't just a place to work—but a place to grow and flourish.

13. Number of complaints on working conditions and health and safety made by employees and workers.

Category	FY 2024-25			FY 2023-24		
	Filed 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						
Health & Safety						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	
Working Conditions	Nil

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant cos/concerns arising from assessments of health and safety practices and working conditions.

Not Applicable

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)?

Employees	Yes
Workers	NA

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

We have implemented measures to ensure that our partners properly deduct and deposit all statutory dues. This also includes conducting due diligence during the onboarding process, where partners are required to submit relevant statutory registration documents such as GST, PAN, MSME, and PF/ESIC certificates. Once the vendor is onboarded and for existing vendors, a 3rd party labour consultant verifies and validates all legal compliances at regular intervals.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment.

	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 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	Nil	Nil	Nil
Workers	NA	NA	NA	NA

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)

There have been no retirement cases among our employees; however, we have established a structured process to support all departing employees, whether due to retirement or termination, as they transition out of the organization. Before their final day of employment, we proactively connect with them to provide comprehensive guidance on financial matters, including gratuity claims (where applicable) and Provident Fund (PF) withdrawals or transfers. This ensures they fully understand their entitlements and the necessary procedures to access their benefits. Our dedicated support extends to assisting with documentation and answering any queries to facilitate a smooth financial transition.

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), Others	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/ Investors	No	The Company communicates through press releases, email advisories, and quarterly investor calls	<ul style="list-style-type: none"> Quarterly: earnings call; exchange notifications; press release. Continuous: Investors page in website Annual: Annual General Meeting; Annual Report. 	<ul style="list-style-type: none"> Educating the investor community about LatentView's integrated value creation model and business strategy for the long term. Helping investors voice their concerns regarding Company policies, reporting, strategy, etc. Understanding shareholder expectations.

5. Details on assessment of value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	NIL
Working Conditions	All of our value chain partners are expected to respect existing regulations, including health & safety practices and working conditions. However, these factors are not explicitly assessed by LatentView for the period under review.

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.

NA

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.

At LatentView, we follow a structured and inclusive approach to materiality assessment in line with the Global Reporting Initiative (GRI) Standards. This process enables us to identify, prioritize, and address the Environmental, Social, and Governance (ESG) issues that are most relevant to our business and stakeholders.

As part of this process, we actively engage with a broad spectrum of stakeholders to deepen our understanding of their evolving needs, expectations, and concerns. This engagement is essential to shaping sustainable strategies that support our business objectives in the short, medium, and long term. It also plays a critical role in identifying potential risks and opportunities that could influence our operations and value creation.

Our key stakeholders, identified in consultation with senior management, include Employees, Customers, and Shareholders/Investors. These groups were selected based on their level of influence on and interest in our business activities. Through targeted engagement methods such as surveys, interviews, meetings, and feedback sessions, we gather valuable insights to inform our materiality assessment.

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), Others	Frequency of engagement (Annually/Half yearly/Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	<ul style="list-style-type: none"> • Fortnightly & Monthly Manager Meetings: Leadership regularly touch bases with the managers of the organisation to provide guidance and redirect focus, wherever needed, towards the Vision and Mission of the organisation. • Town Halls & Quarterly Updates: LatentView management engages in open communication with employees across all levels, delivering first hand Company reports, highlights and other updates. This results in transparency, flow of communication and extensive building of employee's trust. 	<ul style="list-style-type: none"> • Decision Making & Communication: It goes without saying that unique and important decisions require conscious thinking, information gathering and careful collection of alternatives. We are a data driven Company and we use a mix of data and rationale to arrive at a decision. As outlined earlier, our open and transparent culture empowers employees to be a part of the decision making along with the senior leadership. The outcome of decisions are more closely aligned to the teams in the trenches and are therefore more easily accepted based on seamless and open communication. • Pre-onboarding touchpoints with candidates: Passive/ Alumni-Sharing Newsletters, employee engagement updates & opportunities matching their experience etc). • Easy access to HR: Employee feedback is not only initiated by HR; any employee at any level at any point in time can share their feedback with HR or management without the barriers of hierarchy. • Flat and Open culture: Employees easily access business heads and management. Our flat structure with levels only from L1-L6 with no sublevels, drives easy and open access for employees to reach out to their immediate reporting manager or skip a level. This structure is the essence of our office design, which is an open floor with employees across all levels sharing the same space. • Employee Survey feedback • Exit Interview Feedback • Effective Feedback Mechanism: We focus on the average and negative experiences feedback provided by candidates (inputs on Feedback Mechanism & Interview process). Feedback of employees are collected through surveys (Half yearly employee surveys, People management Survey, Process and initiatives Feedback Surveys). Employee and manager "Monthly 1 to 1 connect" are conducted to ensure that all employees touch base with their reporting manager for continuous feedback. This provides the employees and managers a platform to connect, streamlining on the goals decided upon, taking corrective action towards achieving those set goals and recognising areas of progress as part of the performance management process. 	<ul style="list-style-type: none"> • Two-way communication with employees is a must at LatentView. The current engagement index stands at 8.1. Engagement strategies are used by leadership to actively listen and act. • Career Management and Growth Prospects • Learning opportunities • Compensation structure • Building a safety culture and inculcating safe work practices among employees • Flexible working hours • Improving Diversity and Inclusion • Unique Working Space - In build innovation • Transparency: People trust the clear and distrust the vague • Periodic Engagement Initiatives: We have a defined periodic engagement calendar themed around fun and collaboration. Each month, employees are engaged in some type of activity or event. Employees come forward to drive these initiatives, promote nominations and bring them to successful completion. Inter Corporate events and Team outings. • Embolden the practice of intrapreneurship: At LatentView, we encourage intrapreneurship among our employees so that all employees can bring their ideas directly to the table instead of leaving and starting their own businesses. We always set up an internal innovation team that can work to refine their ideas and act as a sounding board. • Employee-initiated reward programs: Employees had the opportunity to work on new initiatives designed toward the vision, mission and objective statements of LatentView, including the new team award category: "Game Changer Award" and Employee-initiated learning programs are also an essential part of our culture. We believe in an inclusive management style, and we give power to employees to hone their creativity in productive ways. <p>Health and Wellness Programs: A lot of importance is focused and dedicated towards health and wellness initiatives for employees. Gamification and rewards are specifically designed to encourage employees to participate in Walkathons, celebrate wellness milestones, attend multiple awareness sessions by medical experts on mental health, childcare, nutrition, etc. Annual health check-ups are provided for all employees once a year and free medical teleconsultation is made available to employees and family. Vaccination drives were often conducted to ensure a fully vaccinated workforce. LatentView also provided COVID care package with leave and COVID care support through wellness kits.</p>

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), Others	Frequency of engagement (Annually/Half yearly/Quarterly/others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
				<ul style="list-style-type: none"> Creating and nurturing a collaborative work environment: We make LatentView a safe place to brainstorm and support team unity and encourage good manager/employee relationships. This supportive culture not only leads to increased productivity and innovation but also higher levels of engagement and retention. “Knowledge roundtable,” the Service Delivery Excellence team in partnership with the Learning and development team, joined hands to create a forum where teams can showcase their work experience from their projects and clients. This has been a great opportunity to explore and understand the diverse work that is being done across the organization. LatentView has also successfully completed 13 knowledge roundtable sessions.

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?

We have adopted a structured, data-driven, and consultative approach to identify and prioritize our most material economic, environmental, and social issues. This process includes stakeholder engagement through surveys, interviews, and focused group discussions with key internal and external stakeholders, including employees, customers, investors, suppliers and community representatives.

The materiality assessment outcomes are reviewed and validated in consultation with senior management and are periodically presented to relevant sub-committees of the Board. These sub-committees ensure that material stakeholder concerns and sustainability-related risks and opportunities are integrated into strategic decision-making.

In addition, during our Annual General Meeting, the Board engages with shareholders directly to provide them with an overview of our strategies and to address any queries or concerns that they may have. This communication helps to promote transparency and build trust among shareholders.

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 the policies and activities of the entity.

Yes, To help define the most important ESG issues, we have conducted a materiality assessment to remain successful in the long term. All the identified stakeholders were allowed access to forums to highlight their concerns. It allowed us to capture our non-financial impacts, helped us prioritize issues to focus on, and improved our strategic thinking.

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

LatentView’s Corporate Social Responsibility (CSR) initiatives are strategically crafted to address key societal challenges, with a strong emphasis on supporting vulnerable communities—particularly students, youth, and marginalized groups. The company embraces a holistic approach to sustainability, integrating economic, social, and environmental considerations, while consistently aligning its initiatives with the needs and aspirations of its stakeholders. These programs are further strengthened by the active involvement of employees and a robust feedback mechanism involving beneficiaries, implementation partners, and local communities, ensuring continuous improvement and meaningful impact.

Across Chennai, LatentView continues to make notable strides through its flagship programs aimed at upskilling and creating sustainable growth opportunities for students in government schools. The Chennai Kaalpandhu League, a flagship sports development initiative, has positively impacted 4,169 students. The program begins by identifying promising football talent in government schools and providing professional coaching, along with nutritional support during training. Students participate in structured home-and-away matches, culminating in a league format tournament. This year, the program expanded to include six lateral entry teams, giving more students a platform to showcase their skills. Top-performing players are selected for advanced training with professional clubs such as Chennaiyin FC, opening doors to long-term opportunities in sports.

Meanwhile, Project Apoorva has reached 4,079 students, offering critical 21st-century skills through training in data analytics, digital literacy, spoken English, and other skill-building sessions. Through initiatives such as Data Analytics Clubs and Capstone Projects, students engage in real-world problem-solving, strengthening their analytical thinking and preparing them for future careers in the digital economy.

In collaboration with Sevalaya, LatentView also supports higher education for students from financially challenged backgrounds by offering scholarships to those who score 75% and above in their 12th-grade public examinations. During implementation, it became evident that many students lacked awareness and guidance about career paths aligned with their interests and capabilities. To address this, LatentView introduced career counseling sessions, helping students make informed decisions about their futures and enabling them to pursue their aspirations with clarity and confidence.

In Ramanathapuram, an aspirational district recognized by NITI Aayog, LatentView works closely with rural communities where students often face limited access to quality education and skill development. To bridge this gap, the company has established after-school learning centers that support over 540 children. These centers focus on foundational learning—such as mathematics and English vocabulary—and encourage participation in sports and holistic development activities to empower students beyond the classroom.

In FY 2024–25, LatentView, in collaboration with BITS, supported the implementation of constructed wetlands to enhance flood resilience, water storage, and local biodiversity. These nature-based interventions have helped reduce waterlogging and improve preparedness for floods and heavy rains. Additionally, the increase in biodiversity around these wetlands has contributed to a healthier ecosystem and an improved quality of life for the surrounding communities.

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.

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	1,133	1,133	100	1,082	1,082	100%
Other than Permanent	39	39	100	-	-	-
Total employees	1,172	1,172	100	1,082	1,082	100%
Workers						
Permanent	NA	-	-	NA	-	-
Other than Permanent	NA	-	-	NA	-	-
Total workers	NA	-	-	NA	-	-

2. Details of minimum wages paid to employees and workers.

Category	FY 2024-25				FY 2023-24					
	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	741	-	-	741	100	674	-	-	674	100

2. Details of minimum wages paid to employees and workers. (Contd.)

Category	FY 2024-25				FY 2023-24					
	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)
Female	392	-	-	392	100	408	-	-	408	100
Non-permanent										
Male	27	-	-	27	100	23	-	-	23	100
Female	12	-	-	12	100	7	-	-	7	100
Workers										
Permanent										
Male	NA	-	-	-	-	NA	-	-	-	-
Female	NA	-	-	-	-	NA	-	-	-	-
Non-permanent										
Male	NA	-	-	-	-	NA	-	-	-	-
Female	NA	-	-	-	-	NA	-	-	-	-

3. Details of remuneration/salary/wages.

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	3,150,000	2	10,575,000
KMP (other than BoD)	3	9,879,072	-	-
Employees other than BOD & KMP	741	1,352,088	392	1,130,011
Workers	27	1,362,274	12	1,139,683

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	35	32

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, LatentView has established an Internal Complaints Committee (ICC) that serves as the focal point for addressing human rights issues within the organization. The ICC provides an efficient and confidential platform for employees to report any human rights concerns or violations they may encounter while working with the Company. The committee is responsible for ensuring that all such issues are investigated thoroughly and resolved promptly and fairly while working with the Company.

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

Yes, LatentView has well-defined internal mechanisms in place to redress grievances related to human rights issues, in alignment with our commitment to creating a respectful, inclusive, and safe workplace for all employees.

Our Prevention of Sexual Harassment (POSH) Policy serves as a cornerstone of our human rights protection framework. It is designed to educate employees on the prevention of sexual harassment, foster awareness, and ensure a workplace that upholds dignity and respect. The policy outlines clear procedures for reporting incidents, establishes a formal Internal Complaints Committee (ICC), and ensures that all allegations are handled in a prompt, confidential, and unbiased manner.

In addition, our Whistle-Blower Policy provides employees and stakeholders with a secure channel to report unethical behavior, illegal activities, or any violations of the LatentView Code of Conduct. The policy guarantees protection against retaliation and promotes a culture of integrity and accountability.

We also have a structured Grievance Redressal Policy, which allows employees to raise workplace concerns, including those related to discrimination, harassment, or any breach of ethical standards. All grievances are addressed through a transparent, tiered process ensuring timely resolution while maintaining confidentiality and fairness.

The LatentView Code of Conduct sets clear expectations regarding ethical behavior, mutual respect, and compliance with legal and regulatory standards. All employees are required to adhere to the Code, and any deviation is subject to disciplinary action.

These internal mechanisms collectively reinforce our commitment to upholding human rights and fostering a safe, equitable, and compliant work environment.

Any grievances to the employees and the solution provided to the aggrieved, will also be reviewed by Stakeholders relationship committee at regular intervals.

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

Category	FY 2024-25			FY 2023-24		
	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	-	NA	No such instances.	-	NA	No such instances.
Discrimination at workplace	-	NA		-	NA	
Child Labour	-	NA		-	NA	
Forced Labour/ Involuntary Labour	-	NA		-	NA	
Wages	-	NA		-	NA	
Other issues	-	NA		-	NA	

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

	FY 2024-25	FY 2023-24
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees/workers	-	-
Complaints on POSH upheld	-	-

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

At LatentView, we have strong safeguards in place to protect complainants in cases of discrimination and harassment. Our POSH Policy, Grievance Redressal Mechanism, and Whistle-Blower Policy include clear non-retaliation clauses, ensuring no adverse consequences for those who raise concerns or participate in investigations.

Key protections include:

1. Strict confidentiality in handling complaints
2. Zero tolerance for retaliation, with disciplinary action for violators
3. Monitoring to ensure a safe environment post-resolution
4. Employee awareness through regular training
5. Support access via HR and designated process POCs

These measures help us maintain a workplace where employees feel safe to speak up without fear.

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

Yes, the provisions are explicitly covered under our contractual terms and are reinforced through our Sustainable Procurement Policy, which ensures that all business partners and suppliers adhere to internationally recognized human rights standards.

10. Assessments for the year.

	% of offices that were assessed (by entity or statutory authorities or third parties)
Child labour	Checks and balances are in place to ensure adherence to the code of conduct and prohibit discriminative practices, there were no assessment carried out during the period under review.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

NA

Leadership Indicators

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

LatentView maintains comprehensive human rights and redressal policies that fully address all necessary provisions for workforce protection. Our existing framework is designed to be robust and adaptable, eliminating the need for new or revised business processes. The current policies ensure alignment with all applicable guidelines while safeguarding employee rights and needs. Our Code of Conduct Policy establishes clear standards for ethical behavior, non-discrimination, and fair treatment across all operations. This is supported by regular employee training, awareness programs, and transparent grievance resolution mechanisms. The policy framework incorporates international human rights principles and complies with all relevant labor regulations.

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

LatentView has implemented a Code of Conduct policy to ensure all employees adhere to responsible human rights practices throughout the Company’s operations. The policy underscores our commitment to fostering a workplace built on dignity, fairness, and respect while promoting inclusivity and compliance with applicable laws. Employees are expected to uphold these principles in their daily interactions, reinforcing a culture of ethical behavior and accountability.

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?

At LatentView, we are deeply committed to creating an inclusive, equitable, and accessible workplace in full compliance with the **Rights of Persons with Disabilities Act, 2016**. The campus where our office is located is equipped with inclusive infrastructure to support accessibility for persons with disabilities. These features include:

- Ramps at entrances and exits for wheelchair access
- Elevators with Braille-enabled buttons for the visually impaired

LatentView’s office is fully accessible, featuring a wheelchair-friendly layout, a restroom for persons with disabilities, and a gender-neutral restroom, reflecting our commitment to inclusivity and universal access.

4. Details on assessment of value chain partners.

	% Of value chain partners (by value of business done with such partners) that were assessed
Child labour	No such assessment carried out during the period under review.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

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 - Business should respect and make efforts to protect and restore the environment

Essential Indicators

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

Parameter	Unit	FY 2024-25	FY 2023-24
From renewable sources			
Total electricity consumption (A)	GJ	680.93	1,328.64
Total fuel consumption (B)	GJ	-	-
Energy consumption through other sources (C)	GJ	-	-
Total energy consumed from renewable sources (A+B+C)	GJ	680.93	1,328.64

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

Parameter	Unit	FY 2024-25	FY 2023-24
From non-renewable sources			
Total electricity consumption (D)	GJ	1,984.64	551.49
Total fuel consumption (E)	GJ	15.10	4.77
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	1,999.74	556.26
Total energy consumed (A+B+C+D+E+F)	GJ	2,680.67	1,884.9
Energy intensity per rupee of turnover	TJ/Rupees Revenue	0.0000007	0.0000006
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	TJ/Rupees adjusted as per PPP	0.00000003	0.00000002
Energy intensity in terms of physical output	GJ/Tons of Production	NA	NA
Energy intensity per Full Time Employee (FTE)	GJ/FTE	2.28	1.69

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency. (Y/N) If yes, the name of the external agency. - Yes, the assurance is done by Bureau Veritas

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.

NA

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

Parameter	Unit	FY 2024-25	FY 2023-24
Water withdrawal by source			
(i) Surface water	KL	-	-
(ii) Ground Water	KL	-	-
(iii) Third Party Water	KL	1,040	3,898
(iv) Seawater/Desalinated Water	KL	-	-
(v) Others: Flush/Recycled Water	KL	2,924	286
Total volume of water withdrawal (in kilolitres)	KL	3,964	4,184

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total volume of water consumption (in kilolitres)	KL	3,964	4,184
Water Consumption intensity per rupee of turn-over	KL/Rupee	0.00000035	0.0000014
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	KL/Rupee adjusted to PPP	0.00000005	0.00000006
Water intensity in terms of physical output	KL/Tons of Production	NA	NA
Water intensity per Full Time Employee (FTE)	KL/FTE	1.74	3.86

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kilolitres)		
i. To Surface water		
- No treatment		
- With treatment – please specify level of 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	-	-
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)	-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency. (Y/N) If yes, the name of the external agency. - No

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

The IT park where we operate, features a state-of-the-art Zero Liquid Discharge (ZLD) facility, reflecting our commitment to sustainable water management and environmental stewardship. The campus features a Zero Discharge Sewage Treatment Plant (STP), ensuring that all wastewater generated on-site is treated and fully recycled within the premises. This approach aligns with the park's broader environmental goals, including achieving LEED Platinum certification and becoming India's first EDGE Zero Carbon certified asset.

This advanced system ensures that all wastewater generated within the campus is thoroughly treated, recycled, and reused, eliminating the discharge of liquid effluent into external environments.

6. Please provide details of air emissions (other than GHG emissions) by the entity.

Parameter	Unit	FY 2024-25	FY 2023-24
NOx		457.72	114.43
Sox		86.1	21
Particulate matter (PM)	KG		0
Persistent organic pollutants (POP)		-	-
Volatile organic compounds (VOC)		-	-
Hazardous air pol-lutants (HAP)		-	-

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity.

Parameter	Unit	FY 2024-25	FY 2023-24
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	1.12	1.07
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	400.79	109.69
Total Scope 1 + 2 Emissions	tCO ₂ e	401.91	110.76
Total Scope 1 and Scope 2 emissions per rupee of turnover	tCO ₂ e/Rupee Revenue	0.00000015	0.00000037
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)	tCO ₂ e/Rupee Revenue adjusted to PPP	0.00000005	0.00000001

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity. (Contd.)

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/Ton of Production	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e/ Employees	0.34	0.09

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. - Yes, the assurance is done by Bureau Veritas

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

As part of our sustainability and inclusivity efforts, we have reused existing infrastructure such as workstation lighting, CCTV, biometric systems, and sprinklers to reduce waste. We installed indoor air quality monitoring systems to ensure a healthier work environment and incorporated biophilic design elements like natural light and greenery to enhance employee well-being. Sensor-activated faucets have been added to restrooms for water conservation and hygiene. We introduced inclusive restroom facilities to support diversity and accessibility. Additionally, we source furniture and carpets from LEED-certified vendors and use recycled acoustic panels to promote circular economy practices and reduce environmental impact.

Energy Efficiency Measures:

The campus has energy-efficient building designs and systems, such as LED lighting, high-efficiency HVAC systems, and Variable Frequency Drive (VFD)-controlled air-conditioning systems.

It uses more than 75% green power, which significantly reduces emissions compared to conventional grid power sourced from fossil fuels.

Renewable Energy Use:

Solar power is part of the energy mix, contributing to a reduction in carbon footprint.

Green Building Certifications:

The park is working towards LEED Platinum certification and has received recognition for being India's first EDGE Zero Carbon certified building, demonstrating a commitment to net-zero carbon emissions.

Water and Waste Management:

The Zero Liquid Discharge (ZLD) system ensures efficient water recycling, reducing the need for water transportation and minimizing GHG emissions associated with water procurement and disposal.

Employee Engagement:

Initiatives like promoting public transportation and providing electric vehicle (EV) charging stations encourage low-carbon transportation options for employees.

9. Provide details related to waste management by the entity.

Parameter	FY 2024-25	FY 2023-24
Total waste generated (in metric tonnes)		
Plastic waste (A)	2.32 MT	2.17 MT
E-Waste (B)	-	-
Bio-Medical Waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery For (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Paper	2.56 MT	2.6 MT
Total (A+B+C+D+E+F+G+H)*	4.88 MT	4.77 MT
Waste intensity per rupee of turnover	0.000000001	0.000000001
Waste intensity per rupee of turnover adjusted Purchasing for Power Parity (PPP)	0.00000000007	0.00000000007
Waste intensity in terms of physical output	NA	NA
Waste intensity per Full Time Employee (FTE)	0.0047	0.0044

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	4.88 MT	5.38 MT
(ii) Re-used	-	-
(iii) Other recovery operations (safely disposed)	-	-
Total	4.88MT	5.38 MT

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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

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

- We generate three different kinds of water - Paper, Plastic and Food.
- All these wastes are segregated separately in bins, weighed, and handed over to the building team.
- For Carton boxes and Newspapers, we have a tie-up with ITC for disposing the scrap items. All scrap (newspaper, carton boxes, plastic containers etc.) generated at LatentView are disposed through ITC's "Well-being out of Waste" (WOW) initiative in a manner that protects and restores the environment.
- E-Waste in the reporting period is disposed as per the PCB norms.

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 tak-en, if any.
Nil			

Nil

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 Number	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web Links
NA					

NA

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: NA

SR. 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
NA				

NA

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres).

For each facility/plant located in areas of water stress, provide the following information:

For each facility/plant located in areas of water stress, provide the following information:

(i) Name of the area: Chennai

(ii) Nature of operations: Data processing, hosting and related activities

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

Parameter	Unit	FY 2024-25	FY 2023-24
Water withdrawal by source			
(i) Surface water	KL	-	-
(ii) Ground Water	KL	-	-
(iii) Third Party Water	KL	1,040	3,898
(iv) Seawater/Desalinated Water	KL	-	-
(v) Others: (Rainwater Harvesting)	KL	2,924	4,184
Total volume of water withdrawal (in kilolitres)	KL		
Total volume of water consumption (in kilolitres)	KL		
Water Consumption intensity per rupee of turnover	KL/Rupee	0.0000011	0.0000014
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/Revenue from operations adjusted for PPP)	KL/Rupee as per PPP	0.00000006	0.00000006
Water intensity in terms of physical output	KL/Tons of Production	NA	NA
Water discharge by destination and level of treatment (in kilolitres)			
i. To Surface water			
- No treatment		-	-
- With treatment – please specify level of treatment			
ii. To Groundwater			
- No treatment		-	-
- With treatment – please specify level of treatment			

Parameter	FY 2024-25	FY 2023-24
iii. To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment		
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)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency. (Y/N) If yes, the name of the external agency. - No

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	1,921.50	1,078.16
Total Scope 3 emissions per rupee of turnover	tCO ₂ e/INR	0.00000011	0.00000036
Scope 3 emission Intensity in terms of FTE	tCO ₂ e/FTE	1.63	0.96

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency. (Y/N) If yes, the name of the external agency. Yes, the assurance is done by Bureau Veritas

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.

Our Company does not operate in ecologically sensitive areas.

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 part of our commitment to sustainability and inclusivity, during the renovation of our office we have prioritized repurposing existing infrastructure—including workstation lighting, CCTV systems, biometrics, and sprinklers—to minimize waste and resource consumption. To foster a healthier workplace, we installed indoor air quality monitoring systems and integrated biophilic design principles, such as maximizing natural light and incorporating greenery. Water conservation and hygiene are addressed through sensor-activated faucets in restrooms, while inclusive restroom facilities ensure accessibility for all employees. Further aligning with circular economy practices, we source LEED-certified furniture and carpets, and utilize recycled acoustic panels, underscoring our dedication to reducing environmental impact while advancing employee well-being. In addition we are continuing to remove usage of single use plastic by adopting steel cutlery.

Sr. No.	Initiatives Undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Sustainable Renovation	We re-used CCTV's, AC, Lights, FAS, UPS during the renovation. In addition aligning with circular economy practices, we source LEED-certified furniture and carpets, and utilize recycled acoustic panels, underscoring our dedication to reducing environmental impact while advancing employee well-being	Reduction in GHG
2	Innovation by design	Integrated biophilic design principles, such as maximizing natural light and incorporating greenery	We have a long term benefit by creating this sustainable workspace
3	sensor-activated faucets	Water conservation and hygiene are addressed through sensor-activated faucets in restrooms, while inclusive restroom facilities ensure accessibility for all employees	Reducing Water consumption
4	Removal of Single use plastic	In a bid to reduce single use plastic waste, we have switched to using Reusable steel spoons in our canteen	Reduction in the generation of plastic waste
5	Using LED blubs	100% LED bulbs have been used in our renovated office	Energy savings
6	Elimination of paper cups	We have eliminated the disposable cup altogether in favour of more environmentally sustainable options	Reduction in the generation of paper waste

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

LatentView's Business Continuity Management ensures continuity of its digital infrastructure and incident handling at its facilities. This is detailed in the BCP DR Policy, BCP DR Procedure, and Business Continuity Plan,

covering scope, governance, disaster recovery, communication plans, awareness, and safety procedures. Given LatentView's role in data analytics and AI, security and privacy are crucial, and addressed in the Information Security and Privacy Incident Management Policy. These policies define responses to IT security incidents and align with ISO 27001 and ISO 22701. They are updated annually for risk and compliance perspectives to maintain operational resilience and data security.

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

NA

Principle 7 - Business, 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 trade and industry chambers/associations. 1

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

Sr. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	Nasscom	National
2	CII - IGBC	National

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

Name of the Authority	Brief of the case	Corrective Action Taken
There are no orders from regulatory authorities on any issues in the current reporting period		

Leadership Indicators

1. Details of public policy positions advocated by the entity

Sr. 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					

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
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NA

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

Sr. 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)
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NA

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

LatentView’s approach to addressing community grievances is deeply rooted in the design and implementation of its Corporate Social Responsibility (CSR) initiatives. The Company adopts a participatory, insight-driven model to ensure that each project aligns with the genuine and evolving needs of the communities it serves. Grievances and developmental gaps are identified through baseline assessments, situational analyses, and consistent engagement with key stakeholders—including school authorities, parents, implementation partners, and community members. This collaborative process enables LatentView to better understand on-the-ground challenges, ranging from limited access to quality education and digital literacy to the absence of sports infrastructure and career guidance.

LatentView’s CSR model includes robust feedback mechanisms and regular reviews with implementation partners and beneficiaries, ensuring that projects remain dynamic, responsive, and sustainable. By centering community voices and integrating their feedback throughout the project lifecycle, LatentView ensures its initiatives do more than just respond to grievances—they enable long-term, transformative impact.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs/small producers	10%	8%
Sourced directly from within the district and neighbouring districts*	13%	17%

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 2024-25	FY 2023-24
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100%	100%

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
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NA

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

Sr. No.	State	Aspirational district	Amount spent (in ₹)
1	Tamil Nadu	Ramanathapuram	11,16,000

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?

NA

(c) What percentage of total procurement (by value) does it constitute?

NA

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
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NA

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
		NA

6. Details of beneficiaries of CSR projects.

Sr. No.	CSR Projects (in FY 2024-25)	No. of persons benefitted from CSR Projects	% Of beneficiaries from vulner-able and marginalized groups
1	Sponsorship and mentorship for higher education and Career Guidance	499 students	100%
2	E-Sevai Project	Reaching 50,000+ citizens through E-sevai EFA Operators	100%
3	Supporting dyslexic students through resource rooms	300 dyslexic students	100%
4	Project Apoorva is committed to the holistic development of students in grades 9-12, particularly those from low-income, first-generation learner backgrounds. By integrating data analytics into the curriculum, the initiative equips students with industry-relevant skills while fostering knowledge and awareness for future success.	4079 Government School Students	100%
5	The Chennai Kalpandhu League (CKL) - A transformative platform for students from government schools, using sports as a tool to drive positive change in their educational and developmental out-comes. By fostering representation and skill-building in sports	450 government school students and 90 Lateral entry students	100%
6	AID India - Eureka after-school center	524 children from Rural Villages of Ramanathapuram	100%
7	Constructed Wetlands for flood prevention, water storage and for increasing biodiversity.	CMDA and residents of Velachery	30%*

*Since the project covers a vast population in the location, the total number of people who benefited cant be estimated.

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.

The Service Delivery Excellence (SDE) team plays a crucial role in driving operational efficiency, ensuring high-quality client deliverables, and enhancing overall service standards. We work across multiple touchpoints such as business reviews, issue resolution, cross pollination, process innovation and training to ensure consistent delivery excellence.

The principal objectives of setting up a SDE enablement function within Latentview are as follows:

- To ensure standardization and efficiency through structured process and review mechanisms.
- To ensure effective cross pollination by acting as a centralized team articulating the success methodologies from specific projects to any other project facing similar challenges.
- To ensure efficient tracking of performance metrics through quality audits and facilitate unbiased review mechanisms which will positively boost the productivity of individual team members and in turn the entire project as well.

SDE conducts the Voice of Customer Survey every half year (calendar year) and captures the customer feedback and metrics around the same. The survey will be open for about a month & half and the results are consolidated and published in a dashboard. SDE team will work with the teams where the clients suggest areas of improvement.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

3. Number of consumer complaints.

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	-	-	NA	-	-	NA
Advertising	-	-	NA	-	-	NA
Cyber-security	-	-	NA	-	-	NA
Delivery of essential services	-	-	NA	-	-	NA

3. Number of consumer complaints. (Contd.)

	FY 2024-25			FY 2023-24		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Restrictive Trade Practices	-	-	NA	-	-	NA
Unfair Trade Practices	-	-	NA	-	-	NA
Other- Packaging, Quality, Transit and others	-	-	NA	-	-	NA

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

	Number	Reasons for recall
Voluntary recalls	-	NA
Forced recalls	-	

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, LatentView Analytics is committed to protecting your privacy and ensuring the security of your Personal Data in compliance with the EU General Data Protection Regulation (GDPR). This Privacy Policy elucidates our practices regarding the collection, use, processing, and safeguarding of your personal information when you interact with our services. We aim to provide you with a clear understanding of the data we collect, the circumstances under which it is collected, how it is utilized, and your rights pertaining to your Personal Data. We encourage you to review this policy thoroughly to gain a comprehensive understanding of our data handling procedures.

<https://www.latentview.com/privacy-policy/>

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.

LatentView did not have any incidents leading to regulatory issues/penalties related to advertising and delivery of essential services, cyber security and data privacy of customers.

Leadership Indicators**1. Channels/platforms where information on products and services of the Company can be accessed.**

Information relating to all the products and services LatentView provides is available on the Company's website – www.LatentView.com

2. Steps taken to inform and educate consumers, especially vulnerable and marginalised consumers, about safe and responsible usage of products and services.

NA

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

At LatentView, email serves as the primary communication channel to inform clients, customers, and employees about potential disruptions or discontinuations of critical services. Additionally, standardized messaging templates are maintained to ensure consistency and professionalism in external communications with media and regulators. This structured approach helps maintain clarity, transparency, and efficiency in conveying important updates.

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

NA

5. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)

At LatentView, the Service Delivery Excellence (SDE) team conducts the Voice of Customer (VoC) Survey twice a year, aligned with the calendar year, to gather client feedback and related metrics. The survey remains open for approximately six weeks, after which the responses are consolidated and presented in a dashboard. Based on the feedback received, the SDE team collaborates with internal teams to address areas of improvement identified by clients, ensuring continuous enhancement in service delivery.

6. Provide the following information relating to data breaches:**a. Number of instances of data breaches along-with impact: Percentage of data breaches involving personally identifiable information of customers):**

Nil

By order of the Board of Directors
FOR LATENTVIEW ANALYTICS LIMITED

A.V. Venkatraman
Executive Chairperson
(DIN: 01240055)

Pramadwathi Jandhyala
Whole Time Director
(DIN: 00732854)

Date: May 02, 2025

Place: Chennai