



SASKEN

ESG Report FY 2025-26

# ENGINEERING IMPACT

SUSTAINING PROGRESS



ENVIRONMENTAL



SOCIAL



GOVERNANCE



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# About This Report

## Sasken Technologies Limited – ESG Report FY 2025-26

*This report presents an account of how Sasken approached its priorities during the year, the areas we focused on, the metrics we tracked, and the insights we gained along the way. Responsibility is embedded within the way we operate, reflected through everyday decisions, long-term commitments, and the impact we create for our stakeholders.*

As a technology and engineering company our choices influence not only our own operations but also the systems, products and communities that depend on them. We therefore view environmental, social and governance (ESG) responsibility as integral to how we build, deliver and sustain our business. Spanning the period from April 1, 2025 to March 31, 2026, this report is intended not only to reflect the progress achieved, but also to provide a transparent view of the areas where continued focus and effort remain necessary.

### REPORTING FRAMEWORKS

<b>GRI 2021</b>	<b>Global Reporting Initiative</b> Prepared with reference to / in accordance with GRI Standards 2021	<b>Sustainability Accounting Standards Board</b> Software & IT, electronic mfg, semiconductors	<b>SASB</b>
<b>SDGs</b>	<b>UN Sustainable Development Goals</b> Mapping our social & environmental contributions	<b>SEBI Business Responsibility &amp; Sustainability</b> Regulatory compliance for Indian listed entities	<b>BRSR</b>
<b>UNGC</b>	<b>UN Global Compact - Communication on Progress</b> Affirming our ten principles across operations	<b>Task Force on Climate-related Disclosures</b> Climate risk, governance & scenario analysis	<b>TCFD</b>

### WHAT THIS REPORT COVERS

<b>Environmental Management</b> Energy, emissions, waste, water and climate-related risk response	<b>Social Responsibility</b> Employee wellbeing, inclusion, community engagement & CSR	<b>Governance Excellence</b> Ethics, oversight, compliance and data protection
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*This report covers the period April 1, 2025 to March 31, 2026 and is published annually. This edition was published in May 2026. For questions or feedback, contact [esg@sasken.com](mailto:esg@sasken.com) or [sustainability@sasken.com](mailto:sustainability@sasken.com).*

## Assurance & Independence - J. Sundaresan & Co.

Selected ESG metrics have received reasonable assurance from J. Sundaresan & Co. specifically covering the areas listed below. The complete independent assurance statement is provided in Appendix. We have chosen reasonable assurance for this reporting period as we progressed from limited assurance compared to FY2024-25.

Scope 1, 2 & 3 GHG Emissions

Energy Consumption

Water & Waste Metrics

Employee Diversity & Safety

Governance Parameters

This is our fourth annual ESG report and builds on previous disclosures while reflecting our evolving understanding of material impacts. We have expanded our coverage this year to include enhanced materiality and strengthened our Scope 3 data collection to include emissions from employee homes under our Work From Home policy. Forward-looking statements are subject to risks including regulatory changes, technological disruptions, evolving climate-related risks and macroeconomic conditions. We view this not as a limitation but as a reminder that responsible practice requires continuous learning and adjustment.

### Report at a Glance

Report Period	FY 2025-26
Coverage	Sasken Technologies Limited, India
Footprint	Sasken Technologies India operation
Edition	4th Annual
Assurance	Reasonable
Assurer	J. Sundaresan & Co.
Materiality	Enhanced

### Report on Evolution

Fourth annual ESG report. Enhanced materiality coverage. Strengthened Scope 3 WFH data collection. We welcome feedback on content and approach.

### Materiality Assessment Methodology

Sasken's FY 2025-26 materiality assessment used structured internal methods. Financial materiality (Issues 1-7) was derived from the Enterprise Risk Management framework, while broader ESG impact-oriented topics (Issues 8-11) were identified using proxy indicators including recurring ESG requirements in customer RFPs, third-party assessment mandates such as EcoVadis and SAQ 5.0, and obligations under the NGRBC framework. These proxies reflect customer procurement expectations and standardized ESG disclosure frameworks rather than independent stakeholder impact assessments. No formal primary stakeholder engagement or impact severity assessment was conducted during FY 2025-26. Sasken recognizes this limitation and plans to undertake structured stakeholder engagement in FY 2026-27 - covering all stakeholders - to support progression toward formal double materiality aligned with GRI 3 and emerging CSRD frameworks.

### GRI 2-4 - Restatements of Information

No prior-year ESG data has been restated in this report. The following specific points of continuity and change are disclosed for transparency:

- Scope 3 WFH emissions (278 tCO<sub>2</sub>e) are disclosed for the first time in FY 2025-26. Historical data required for restatement of prior-year Scope 3 totals is unavailable, as systematic WFH emissions measurement was not in place in earlier reporting periods. Coverage will be reported progressively as data collection matures across future cycles.
- The FY 2018-19 Scope 2 baseline of 1,418.52 tCO<sub>2</sub>e has been consistently calculated using the same CEA grid emission factor across all reporting periods. No revision has been made to this baseline figure.

### Forward-Looking Statements

Statements looking ahead are subject to risks: regulatory changes, technological disruption, evolving climate risks and macroeconomic conditions. Outcomes may differ as circumstances evolve.

### Data Quality & Verification

- Enterprise management systems
- Validated by function heads
- Cross-functional verification
- Scope 3 WFH emissions added

### Feedback & Accessibility

Available in PDF at [www.sasken.com/sustainability](http://www.sasken.com/sustainability). Alternative formats available on request. We value stakeholder input.

GRI 2-1 · 2-2 · 2-3 · 2-4 · 2-6 · 2-5

BRSR P1 General disclosures

# ESG Performance Metrics - Goal vs Achieved

FY 2025-26 | Theme: Carbon Neutral by 2030 | Verified by RMC

Exceeded - Surpassed the target

Met - Target fully achieved

Partial - Below target

Note - Requires context

## ENVIRONMENTAL PERFORMANCE

Metric	Goal / Target	Achieved (FY 2025-26)	Status
20x1x12 Initiative (min. 1/month)	20 Initiatives	<b>20 Initiatives</b>	<b>Met</b>
Trees Planted	5,000	<b>5,150</b>	<b>Exceeded</b>
Water Harvested	7,000 KL	<b>8,000 KL</b>	<b>Exceeded</b>
Electricity Offset (Green Energy + i - REC)	100% (78%+ 22%)	<b>100% (80%+20%)</b>	<b>Met</b>
GHG Reduction vs Base Year (2018-19)	≥86%	<b>Carbon Neutrality</b>	<b>Exceeded</b>
Industry Sustainability Awards	4	<b>6 + 2 independent Ratings</b>	<b>Exceeded</b>

## SOCIAL IMPACT & WORKFORCE

Metric	Goal / Target	Achieved (FY 2025-26)	Status
Great Place to Work Certification	Maintain Cert.	<b>3rd Consec. Year</b>	<b>Exceeded</b>
Top 100 Companies for Women (AVATAR)	Achieve	<b>Achieved</b>	<b>Met</b>
Women in Workforce	≥ 25%	<b>28%</b>	<b>Met</b>
Employee Satisfaction Score	≥ 4 / 5	<b>4 / 5</b>	<b>Met</b>
Employees in Learning Initiatives	≥ 95%	<b>98.20%</b>	<b>Met</b>
HR & Skill Development Awards	2	<b>3</b>	<b>Exceeded</b>

## SOCIAL IMPACT & WORKFORCE

Metric	Goal / Target	Achieved (FY 2025-26)	Status
CSR Beneficiaries	20 Lakh	<b>20,35,846</b>	<b>Exceeded</b>
Code of Conduct Training Completion	≥ 95%	<b>99.5%</b>	<b>Met</b>

## ZERO INCIDENT RECORD

Health Issues	Zero	<b>Zero</b>	<b>Met</b>
Wage Disputes	Zero	<b>Zero</b>	<b>Met</b>
Child Labour Cases	Zero	<b>Zero</b>	<b>Met</b>

## GOVERNANCE & COMPLIANCE

Metric	Goal / Target	Achieved (FY 2025-26)	Status
Customer CSAT Rating	≥ 4.3 / 5	<b>4.47 / 5</b>	<b>Met</b>
Compliance Frameworks Adopted	BRSR, GRI, SASB	<b>BRSR, GRI, SASB</b>	<b>Met</b>
Supply Chain Partners Assessed	30	<b>16</b>	<b>*Partially Achieved</b>
ESG Status Verified by RMC	YES	<b>YES</b>	<b>Met</b>
POSH Incidents	Zero	<b>Zero</b>	<b>Met</b>

## INFORMATION SECURITY RECORD

Cybersecurity Incidents	Zero	<b>Zero</b>	<b>Met</b>
Data Privacy Incidents	Zero	<b>Zero</b>	<b>Met</b>

\*Supply Chain Partners Assessed" refers to the annual structured ESG assessment programme. This is separate from Supplier Code of Conduct adherence, which applies to 100% of contracted suppliers as a baseline contractual obligation.

GRI 302 · 303 · 305 · 306 for Environment  
GRI 401 · 403 · 405 for Social  
GRI 205 · 418 for Governance

# Our Values

Sasken Technologies Limited – ESG Report FY 2025-26

Every member of our team, from newcomers to veterans, plays a pivotal role in bringing these values to life. We encourage everyone to not only familiarize themselves with these guiding principles but to exhibit and champion them in every interaction, every project and every decision. The principle unites the team in purpose and passion to make Sasken a beacon of excellence, integrity and innovation.

## 100+ CUSTOMERS

Our customers are business partners and our biggest allies - always supporting our sustainability initiatives.

## ₹11,518.726M NET REVENUE

For the year ending 2025-26, reflecting sustained stakeholder trust.

## 1,956 TOTAL EMPLOYEES

Sasians educated about and supportive of our ESG initiatives across all locations.  
(out of which 128 on contract)

## 4 R&D CENTRES IN INDIA

All offices adhere to the most up-to-date green initiatives and sustainability standards.

## OUR 7 GUIDING PRINCIPLES





### **Leadership**

Sasians are leaders. Supporting colleagues, fostering an environment of fun and collaboration, acting with accountability and being resilient, is how we lead. We aim high and do not hesitate in leading the way, always making the right decisions over the popular.



### **Customer Centricity**

Customers are at the centre of the work we do and in their success is Sasken's success. We strive to add value in every interaction and earn customers' trust through deep understanding, thought leadership and innovation to deliver impactful business outcomes.



### **Respect for Individual**

Sasians demonstrate a commitment to act with equity, seek diversity, listen actively and encourage an open exchange of ideas - creating an environment of trust, inclusion and belonging for Sasians across the globe.



### **Agility in Operation**

Speed, adaptability and effective decision-making make us agile. Recognizing the opportunity cost of inaction, we work with agility to deliver timely and impactful outcomes for our customers and stakeholders.



### **Intellectual Integrity**

Openness, honesty, and moral & ethical behaviours are at the core of any respected company. As Sasians we are consistently principled in our interactions - with fellow employees, the company, customers and society. We 'do' what we 'say', focusing on the 'means' as much as the 'ends'.



### **Delivering Outcome through Ownership & Accountability**

High-quality execution brings results and success. We think and act beyond our immediate role for the success of the company, taking end-to-end accountability - managing dependencies and unblocking ourselves as we deliver on our commitments.



### **Innovation & Continuous Learning**

Sasians are not satisfied with the status quo. We strive to raise the bar through the successful implementation of new ideas in product, process and service. We encourage experiments, learn from failures and seek help in our pursuit of excellence.

# Reporting Boundaries

This document presents a comprehensive view of Sasken's environmental, social, and governance performance, drawing on both quantitative and qualitative data. Unless otherwise stated, the information reported relates to the FY 2025-26. Additional details on our sustainability approach are available at [www.sasken.com/about-us/sustainability](http://www.sasken.com/about-us/sustainability)

## Environmental Data

Energy, emissions (Scope 1, 2 & 3 WFH), water and waste data primarily covers Indian operations, representing the substantial majority of our environmental footprint.

## Social & People Data

Workforce, diversity, safety, training and community data covers all Sasken India employees and operations under direct operational control during FY 2025-26.

## Governance Data

Ethics, compliance, data protection and board governance data covers Sasken Technologies Limited India. Sister concerns and overseas offices are excluded from this reporting period.

INDIA OPERATIONS  
4 development  
centers

EMISSIONS COVERAGE  
Scope 1-3  
incl. WFH Scope 3

This report is prepared primarily as a Business Responsibility and Sustainability Report (BRSR) in compliance with SEBI (LODR) Regulations 2015, which apply to Sasken Technologies Limited as a listed Indian entity. The regulatory reporting boundary is therefore defined by the listed company. The subsidiaries and independent legal entities are not covered in the scope of this report. While not included in this BRSR disclosure, Sasken's governance standards, Code of Conduct and information security policies apply to all group companies of Sasken.



# Message from the Chairman & Managing Director



At Sasken, we have long believed that the true measure of a technology company lies not only in what it delivers, but in how it delivers and the responsibility it assumes for the consequences of its choices.

As our business evolves in an increasingly complex technological and societal landscape, this sense of responsibility has become more deliberate. It informs how we develop capability within our teams, how we govern ourselves and how we engage with the communities and environments we operate in. Environmental, Social and Governance considerations are therefore not treated as parallel priorities, but as integral to how we think, decide and lead.

Our approach to growth continues to be grounded in people. As a knowledge-driven organization, our long-term resilience depends on the depth of skills, judgment and integrity across our workforce. During the year, we have focused on strengthening capability, creating fair and equitable opportunities and supporting well-being recognizing that sustainable performance is built through continuity, learning and trust, rather than scale alone.

Equally important is the role of governance in enabling responsible decision-making. In an environment shaped by data, intellectual property and regulatory expectations, trust functions as essential infrastructure. We therefore place strong emphasis on transparency, ethical conduct, data protection and effective oversight not merely to comply with requirements but to create clarity, consistency and confidence for all stakeholders.

Environmental stewardship remains an ongoing responsibility. Our efforts are directed toward using resources thoughtfully, improving efficiency and responding to climate-related risks within our sphere of influence. While progress is incremental, our intent is clear: to operate with awareness of planetary limits and accountability for our footprint.

This ESG report reflects how these principles are being translated into practice during the year. It records areas of progress, acknowledges where further effort is required and provides a basis for dialogue with our stakeholders. We view this transparency as essential to building credibility and learning over time.

As we look ahead, our focus remains on strengthening the foundations that support sustainable value creation-capable people, trusted systems and responsible choices. These, we believe, are what will allow Sasken to contribute meaningfully beyond business outcomes and leave a considered footprint for the future.

Looking ahead to FY 2026–27, our priorities are clear. Having achieved carbon neutrality this year - ahead of our 2030 target - our focus now shifts to sustaining and strengthening that position: maintaining 100% green energy offset, expanding Scope 3 reporting and deepening our supply chain sustainability assessments beyond what we reviewed this year. These are not aspirations - they are commitments we intend to account for in our next disclosure.

**Rajiv C Mody**  
Chairman & Managing Director

## Dear Stakeholders,

At Sasken, we view sustainability through the same lens we apply to all long-term decisions: durability, discipline and the responsible use of resources.

Environmental, Social, and Governance considerations are therefore embedded into how we assess risk, allocate capital and evaluate performance - rather than treated as separate initiatives.

As a technology-driven organization, much of our value resides in intangible assets - people, intellectual property, data and trust. Protecting and strengthening these assets requires consistent investment in capability, sound financial controls and governance systems that support informed and ethical decision-making. During the year, we have continued to focus on aligning financial management with these priorities, ensuring that growth is supported by resilience and transparency.

*"Expenditure on learning, systems, and well-being is viewed not as discretionary cost, but as an investment in continuity, quality and long-term performance."*

Our approach to people-related investments reflects this thinking. From a financial perspective, capability reduces operational risk, improves efficiency and supports stable delivery for customers. Expenditure on learning, systems and well-being is therefore viewed not as a discretionary cost but as an investment in continuity, quality and long-term performance.

Environmental responsibility is addressed through prudent resource management and efficiency-led initiatives within our operational boundaries. While the financial impact of such measures may accrue gradually, disciplined attention to energy use, waste reduction and climate-related risks contributes to cost stability and operational resilience over time.

Strong governance underpins all of this. Clear policies, effective internal controls, data protection and regulatory compliance are essential to maintaining confidence among investors, customers, and employees. Our focus remains on ensuring accuracy in reporting, consistency in processes and accountability in decision-making.

This ESG report reflects how these considerations are being applied in practice during the year. It provides a transparent account of progress made, trade-offs managed and areas where continued focus is required. From a finance standpoint, such transparency is fundamental to building trust and supporting informed stakeholder engagement.

As we move forward, our objective is to ensure that financial performance and sustainability reinforce one another - supporting long-term value creation through responsible choices and sound governance.

**Priyaranjan**  
Chief Financial Officer

# Message from the Chief Financial Officer



# Engineering Impact Through People and Trust

Capability, Governance, Inclusion, Resilience

Capability Depth

Trust Architecture

Inclusive Systems

Data-led Governance

# ENVIRONMENT

# Environment

SEBI BRSR Framework | TCFD-Aligned |  
UN Global Compact | GRI Framework - Aligned

4 DEVELOPMENT CENTRES COVERED: INDIA	BUILT-UP AREA 2.5 L SQ FT	EMPLOYEES 1,956
ENERGY CONSUMED 3,277.86 MWH	WATER CONSUMED 11,369.37 KL	CO <sub>2</sub> E EMISSIONS 2,078 TCO <sub>2</sub> E

## HOW THIS SECTION IS ORGANIZED

This section documents Sasken's environmental performance and stewardship for FY 2025-26 across four sequential parts. Each part builds on the previous: we begin with our commitment and philosophy, move to quantitative performance across every material environmental dimension, then tell the stories of culture and circularity that underpin those numbers and conclude with our forward-looking climate risk strategy.

Disclosures are aligned with SEBI's Business Responsibility and Sustainability Reporting (BRSR) framework, the National Guidelines on Responsible Business Conduct (NGRBC), the GHG Protocol Corporate Standard, GRI (Global Reporting Initiative) Framework and the United Nations Global Compact. BRSR Principles referenced throughout: P2 (Sustainable Resources), P6 (Environmental Protection), P8 (Inclusive Growth).

Part 1 - Our Commitment	Philosophy, context, constraints and the operating model that shapes our approach
Part 2 - Environmental Performance	Energy · Water · GHG Emissions · Carbon Neutrality · Waste (quantitative disclosures)
Part 3 - Environmental Culture & Stewardship	Awareness · Circularity · Biodiversity · Kaizen (qualitative stories and initiatives)
Part 4 - Climate Risk & Resilience	TCFD-aligned scenario analysis, governance, financial materiality and strategic outlook

## EXTERNAL RECOGNITION & INDUSTRY VALIDATION FOR FY 2025-26

# Section 1 - Our Commitment to the Planet

Environmental Stewardship | Energy |  
Water | Emissions | Waste | Biodiversity

*At Sasken, environmental stewardship is not viewed as a standalone responsibility separate from day-to-day operations. Rather, it is reflected in the way decisions are made, resources are managed, and long-term considerations are balanced alongside immediate business priorities.*

As a technology services company, our direct environmental footprint is modest compared to manufacturing or extractive industries-our operations consist primarily of office facilities, data centers and knowledge work. However, we recognize that even technology-enabled businesses carry responsibility for their resource consumption, emissions profile and influence across the value chain. Our 4 development centres in India, spanning 2.5 Lakhs square feet and employing 1,956 people, consumed 3,277.86 MWh of energy and 11,369.37 kiloliters of water during FY 2025-26, generating 2,078 tonnes of CO<sub>2</sub> equivalent emissions. These numbers, while relatively small in absolute terms, represent areas where disciplined management can yielding meaningful improvement.

We are conscious of the ways our operations touch the world around us-through energy use and emissions, through air and water, through the materials we consume and discard. These effects may not always be visible at once, but over time they accumulate and it is to these accumulations that we pay attention.

This commitment is shaped by a combination of evolving challenges and emerging opportunities:

- Regulatory expectations under India's environmental framework and emerging climate disclosure requirements;
- Customer expectations, particularly from clients from GCC, European and North American clients with stringent supply chain sustainability criteria;
- Our alignment with the UN Sustainable Development Goals, particularly SDGs 6 (Clean Water), 7 (Affordable and Clean Energy), 12 (Responsible Consumption), 13 (Climate Action) and 15 (Life on Land);
- Our own understanding that environmental performance increasingly influences talent attraction, investor assessment and operational resilience.

Our approach to environmental stewardship includes managing climate-related risks and carbon emissions, reducing air and water pollution, supporting biodiversity and contributing to afforestation efforts. It extends to how we procure responsibly, manage waste, conserve water and use energy more carefully across our facilities and value chain. We acknowledge the constraints within which we operate: as tenants in several facilities, our ability to implement certain infrastructure improvements is limited; as a services company with modest capital intensity, some environmental solutions must be pursued through operational efficiency and vendor engagement rather than direct capital investment; and as a business serving global markets, some environmental impacts (particularly Scope 3 emissions from business travel and employee commuting) are inherent to our operating model and require balanced management.

*These environmental priorities are no longer separate from our broader business strategy, instead they are becoming integral to it. Clients increasingly assess ESG performance during procurement decisions, employees especially younger talent, factor environmental responsibility into their choice of employer, and efficient resource utilization has a direct impact on both operational resilience and cost optimization.*

## Sustainable Development Goals



GRI 2-22 · GRI 3-3

BRSR P2 · P6 · P8

# Section 2 - Environmental Performance

This part presents Sasken's quantitative environmental disclosures for FY 2025-26 across four material dimensions: Energy, Water, Greenhouse Gas Emissions (including our Carbon Neutrality achievement) and Waste. All data covers our India operations and is aligned with BRSR Core essential indicators.

## ENERGY STEWARDSHIP

*Our attention to energy use begins with a simple understanding: what powers our work also shapes its consequences. For this reason, energy efficiency and the transition to cleaner sources are not treated as separate initiatives, but as part of how we plan, operate and respond to a changing climate.*

During FY 2025-26, our India operations consumed 3,277.86 MWh of electricity, representing 1.67 MWh per employee and 13 kWh per square foot. Our total energy consumption (including diesel generators) was 11,800 GJ, with renewable electricity accounting for 80% of total energy use.

Our energy data encompasses 4 facilities across Chennai, Pune, Kolkata, including our corporate campus in Bangalore, representing 2.5 L square feet of total built-up area. Data centers and server rooms form a key component of our energy consumption profile. To manage this, we focus on improving air-flow efficiency through optimised cooling systems and deploying low-power, energy-efficient server architecture to minimise overall energy demand.

## ENERGY EFFICIENCY MEASURES

We manage energy with care-reducing consumption where possible, improving efficiency across our operations, and limiting emissions through deliberate choices. Over time, this has involved investing in renewable energy, adopting technologies that encourage more thoughtful use and paying closer attention to the equipment we bring into our workplaces. Each electronic device we procure is evaluated for its energy performance, ensuring that efficiency standards are met before it becomes part of our operations.

*Beyond renewable procurement, our efforts extend to reducing the energy we consume in the first place. Across our facilities, we have adopted LED lighting, optimised cooling systems through building management technologies, streamlined server infrastructure through virtualisation and introduced occupancy-based controls and device-level efficiency practices. Over time, these measures have helped lower our overall energy intensity and embed efficiency into everyday operations.*

This attention extends beyond products to the practices behind them. Vendors are assessed on their energy management approaches, allowing procurement decisions to reflect not only immediate needs but also longer-term impact. Wherever feasible, we prioritize energy-rated equipment, including the procurement of EPEAT Gold-certified laptops and servers, which meet stringent criteria for energy efficiency and environmental responsibility.

### Sustainable Development Goals



## RENEWABLE ENERGY JOURNEY

### Since 2018

Began systematic transition in how facilities are powered. By FY 2023-24, approximately 80-85% of energy at our corporate campus was sourced from wind power - a clear shift in our energy profile.

### FY 2024-25

Transition extended pan-India. 78% of total energy met through renewable sources. Remaining 22% addressed through I-REC certificates, enabling fully green-supported operations.

### FY 2025-26

80% of energy via direct green power procurement. Remaining 20% offset through I-REC certificates. Two centres transitioned to IGBC-certified campuses in June 2025.

## ENERGY ROADMAP

Our energy roadmap targets:

- Achieve 95% direct renewable electricity procurement by 2027
- Achieve 100% direct renewable electricity procurement by 2028
- Reduce energy intensity by 12% by 2030 against FY 2019-20 baseline

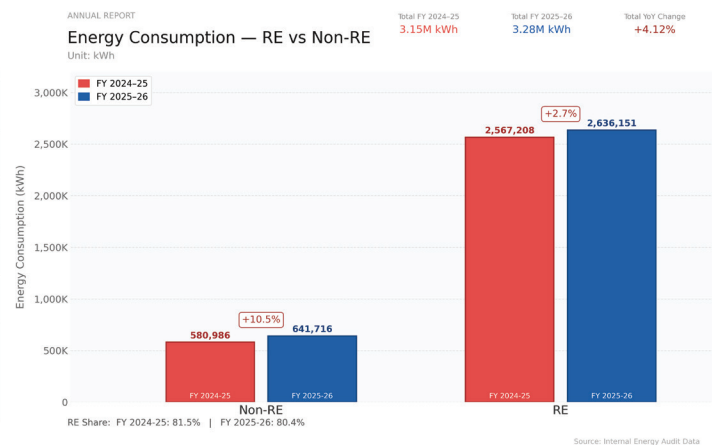
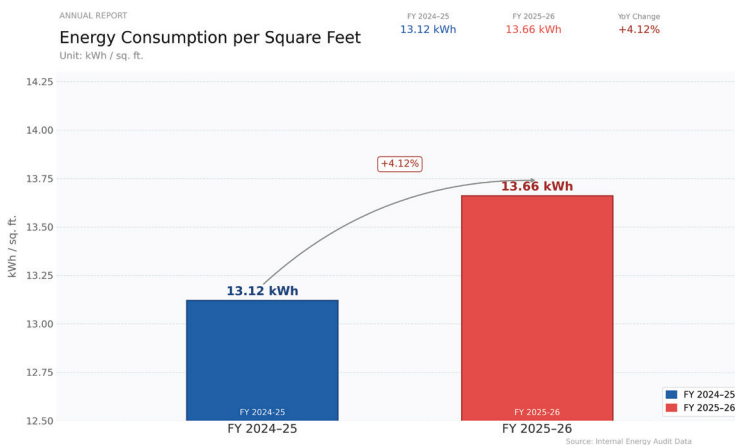
## SCOPE 1 SOURCES

Beyond purchased electricity, our energy consumption includes

- Diesel generators for backup power 8,305.16 liters consumed in FY 2025-26, generating 21.93 tonnes CO<sub>2</sub>e Scope 1 emissions.
- 51% of the company operated vehicles are on EV ever since FY 2018-19. Under Scope 1 emissions, it represents 19 Tonnes of our total carbon footprint.

This strategic shift toward renewable energy has reduced our carbon footprint in ways that are both measurable and enduring. Our Scope 2 (electricity) emissions declined from 1418.52 tonnes CO<sub>e</sub> in FY 2018-19 base year to 520 tonnes CO<sub>e</sub> in FY 2025-26-a reduction of 63.34%. Our renewable energy procurement avoided 2111 tonnes CO<sub>e</sub> in FY 2025-26, equivalent to 1 Lakh trees grown. By relying on clean power-particularly wind energy-we lessen pressure on natural resources, contribute to improved air quality and align our operations with broader global climate goals.

Energy performance is monitored through Building Management Systems providing real-time data. Monthly energy consumption is reviewed, with variance analysis triggering investigation of anomalies.



Increase in scope 2 consumption is attributed to higher WFO days

*We recognize that I-RECs have limitations compared to direct procurement in terms of additionality. Our strategy therefore prioritizes direct renewable procurement, using I-RECs only as a transitional mechanism, with a goal to achieve 95% direct procurement by 2027, enabling our operations to be fully supported by green energy.*

# Responsible Water Management

Replenishing what we use, protecting what we share

## WATER STEWARDSHIP

*Our attention to water began more than two decades ago, with small but deliberate efforts to use it more carefully. In 2002, we started improving water efficiency across our facilities and introduced recycling initiatives that allowed water to be used again rather than lost. Over time, these measures became part of how we operated, no exception to it. What follows is both the quantitative record of FY 2025-26 and the journey that made those numbers possible.*



## WATER CONSUMPTION - FY 2025-26

During FY 2025-26, our total water consumption was 11,369.37 kiloliters, representing 5.8 KL per employee, around 27% below the industry benchmark per employee for technology services companies.

Total Water Consumption	11,369.37 KL
Per-Employee Intensity	22.01 Liters/Day
vs Industry Benchmark	27% below at 40 Liters/employee
Harvested Rainwater	8,000 KL
Municipal Supply/Ground water withdrawn	31%/69% of total use

## WATER DISCHARGE - FY 2025-26

Sasken's water discharge profile reflects our long-standing commitment to reuse over release. Treated water is systematically redirected for non-potable campus uses - including flushing, landscaping, and sanitation - through our on-site 500 KL water treatment plant.

Discharge Destination	Volume (KL)	% of Total Consumption
*Recycled/reused on-site (non-potable)	9,560 KL	84%
Recharged to groundwater aquifer	8,000 KL	70.3%
Discharged to municipal drain / surface water	0 KL	0%
<b>Total accounted</b>	<b>11,381 KL</b>	<b>100%</b>

\* All treated water complies with applicable effluent quality standards under the Water (Prevention and Control of Pollution) Act, 1974.

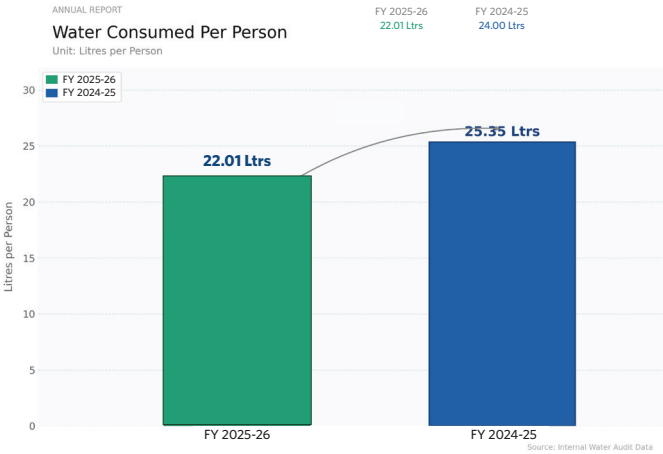
The Phase I and Phase II rainwater harvesting infrastructure together provides 16 catchment wells recharge capacity of 8,000 KL. During FY 2025-26, we harvested 8,000 KL of rainwater reducing our dependence on stressed groundwater sources and municipal supply. This approach supports United Nations Sustainable Development Goal 6: Clean Water and Sanitation, anchoring local action in a shared global purpose.

We regard water as a shared and finite resource - essential not only to our operations, but to the communities and ecosystems around us. Our approach is shaped by efficiency, risk awareness and sensitivity to local conditions. Across our facilities, we work to reduce consumption, improve efficiency, ensure proper treatment and limit pressure on local water sources. Where it matters most, we listen. By engaging with local stakeholders, we seek to understand water-related challenges as they are experienced on the ground and to support solutions that are practical, collaborative and lasting.

## WATER STEWARDSHIP - A JOURNEY IN FOUR PHASES

2002 · Efficiency	Recycling and usage optimisation introduced as an operational necessity across campus systems.
2010 · Recycling at Scale	500 KL water treatment plant operational; aerators installed campus-wide; 84% water reuse achieved for non-potable uses (flushing, gardening, sanitation).
2022 · Phase I Recharge	Rainwater harvesting channels, recharge pits and percolation systems designed to capture rainwater runoff and return it to the aquifer where 8,000 KL recharged.
2024 · Phase II Infrastructure	Continuous systems replace periodic interventions; groundwater recharge becomes routine campus infrastructure.
2024-25 · Water Positive	First year recharge exceeds campus consumption by +1,756 KL in our corporate campus.
2025-26 · Strengthening	Total 8,000 KL of ground water recharged, which is 91.8% of our total use.

*This approach aligns with the Business Responsibility and Sustainability Reporting (BRSR) framework, specifically Principle 6: Businesses should respect and make efforts to protect and restore the environment. Water stewardship at Sasken is governed through defined processes, monitored through quantified outcomes and reviewed as part of regular operational oversight. The progression from efficiency to recycling, groundwater recharge and sustained water positivity reflects a structured, outcome-driven approach to environmental responsibility consistent with BRSR Principle 6.*



### Sustainable Development Goals



GRI 303-1 · GRI 303-3 · GRI 303-5

BRSR P2 · P6

# Greenhouse Gas (GHG) Emissions Management

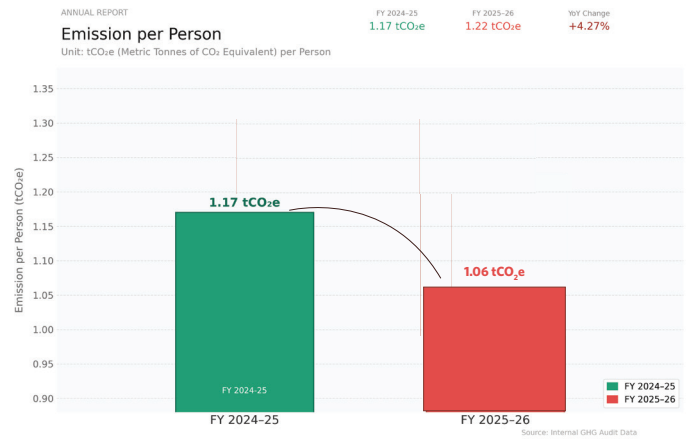
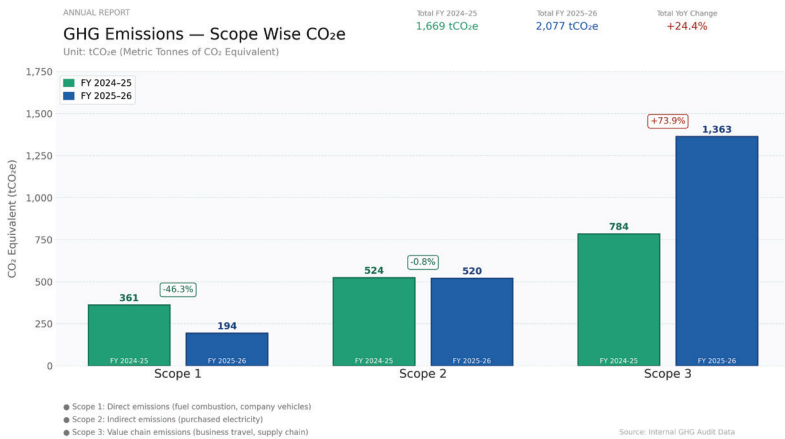
Tracking Every Tonne. Reducing With Intent

## EMISSIONS FRAMEWORK

At Sasken, the management of greenhouse gas emissions is approached as a long-term responsibility that requires consistency, visibility and disciplined execution. As a technology and engineering organization, our emissions profile is influenced not only by facility operations and energy consumption, but also by the way work is organized and delivered.

## FY 2025-26 EMISSIONS SUMMARY

<p>Scope 1</p> <p><b>194 tCO<sub>2</sub>e</b></p> <p>Direct emissions</p>	<p>Scope 2 (Market)</p> <p><b>520 tCO<sub>2</sub>e</b></p> <p>Electricity</p>	<p>Scope 3</p> <p><b>1,363 tCO<sub>2</sub>e</b></p> <p>Value chain</p>	<p>Emission Ratio</p> <p><b>1.15 tCO<sub>2</sub>e</b></p> <p>per employee before offset</p>
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Increase in scope 2 consumption is attributed to higher WFO days

## Base-Year Recalculation Policy

Our GHG calculation in this report is based on the base year 2018-19. Sasken reviews its GHG inventory annually to ensure consistency and comparability of emissions data over time. Base-year emissions may be recalculated in the event of significant structural changes, changes in organizational or operational boundaries, mergers, acquisitions, divestments, outsourcing or insourcing activities, or material changes in calculation methodologies, emission factors or data quality that have a significant impact on reported emissions. Recalculations are undertaken in alignment with the principles of the GHG Protocol Corporate Accounting and Reporting Standard.

## Sustainable Development Goals



GRI 305-1 · GRI 305-2 · GRI 305-3 · GRI 305-4

BRSR P2 · P6

## SCOPE 3 INVENTORY

We monitor greenhouse gas emissions across Scope 1 and Scope 2 and across relevant Scope 3 categories where our operating model has a material influence. Our Scope 3 inventory includes

- **Category 4: Asset/Material purchased (Upstream)**
- **Category 5: Waste generated in operations**
- **Category 6: Business Travel**
- **Category 7: Employee Commuting**
- **Category 9: Asset/Material dispatched (Downstream)**

Totaling 1,363 tonnes CO<sub>2</sub>e. This enables a more complete understanding of our carbon footprint and supports informed decision-making.

### Categories assessed and excluded

In addition to the categories tracked above, Sasken has assessed the applicability of all 15 GHG Protocol Scope 3 categories to its operating model. Category 11 (Use of Sold Products) has been assessed and determined to be not applicable to Sasken's business, for the following reason:

Sasken operates as an engineering services and R&D partner, contributing software components, embedded modules and protocol stacks as one of multiple technology vendors to OEM-led product programmes. The energy consumed by the end products during customer usage does not attribute to Sasken under GHG Protocol Category 11 which applies to organisations whose sold products are the primary source of downstream energy consumption.

This position is consistent with GHG Protocol guidance for engineering services companies and will be reviewed annually if Sasken's business model evolves to include direct product ownership.

## WORK FROM HOME - SCOPE 3 EMISSIONS

*As flexible and remote work arrangements have become an established part of our operating model, we recognize that a portion of energy consumption has shifted from office premises to employees' homes. While this energy use occurs outside our physical boundaries, we acknowledge the associated emissions as part of our broader environmental responsibility. Accordingly, emissions arising from electricity consumption under our Work From Home scheme are tracked under Scope 3 estimated at 278 tonnes CO<sub>2</sub>e in FY 2025-26 calculated using employee WFH days x average home office electricity consumption x grid emission factors.*

*Energy consumed by our engineers working out of client site is not calculated is a part of Sasken scope 3 emission*

To take responsibility for this impact, the Company offsets the emissions associated with home-based electricity consumption by investing in verified carbon credits 747 tonnes CO<sub>2</sub>e credits from Gold Standard/Verra projects in FY 2025-26 prioritizing co-benefits and local projects. We recognize that offsets are not a substitute for reduction and use them only for Scope 3 emissions beyond our direct control and residual emissions during our renewable transition.

*Measurement & Governance: Emissions data is calculated using GHG Protocol standards, India CEA grid factors (0.79 kg CO<sub>2</sub>e/kWh) and operational control boundaries. Data is consolidated and reviewed monthly by the Sustainability team. GHG performance is integrated into management oversight / ESG reporting.*

While external factors such as energy infrastructure, regulatory developments and value-chain dependencies influence the pace of change, our direction remains clear. We continue to focus on strengthening measurement systems, expanding our Scope 3 inventory to include currently unquantified categories, embedding emissions considerations into operational choices and addressing our greenhouse gas footprint within our sphere of influence.

# Carbon Neutrality

## A COMMITMENT TURNED ACHIEVEMENT

CO<sub>2</sub>

At Sasken, sustainability is not a destination - it is a discipline. Over nine years of deliberate action, we have built a culture of environmental accountability anchored by science-based measurement. Today, we are proud to declare that all our India facilities have achieved carbon neutrality FY 2025-26.

This milestone is the result of a consistent two-part strategy: reduce at source first, then offset the remainder. Investments in smarter infrastructure, cleaner energy and greener workplace practices - long before they became industry expectations - have made this achievement possible.

Total emissions measured

**2,078**

tons CO<sub>2</sub>e · all India locations

Scope 1 + Scope 2 + Scope 3 combined across Bengaluru, Kolkata, Pune & Chennai.

Total offsets applied

**2,078**

tons CO<sub>2</sub>e · three mechanisms

Green projects · I-REC certificates · Verified carbon credits (VCS/Verra\*).

Carbon neutrality status

**Achieved**

emissions fully balanced by offsets

All four India facilities achieved carbon neutral for FY 2025-26.

## MEASURING WHAT MATTERS

Our carbon neutrality strategy is founded on rigorous, transparent measurement. We adopted a comprehensive carbon footprint methodology covering all three GHG Protocol emission scopes across every material source in our India operations.

### FACILITY-WISE EMISSIONS - FY 2025-26

Facility	Scope 1	Scope 2	Scope 3	Total
Bengaluru	187.00	38.00	872.00	1,097
Kolkata	0.50	251.03	409.82	661
Pune	2.38	144.00	42.37	189
Chennai	4.39	87.23	39.12	131
<b>Total Emissions</b>	<b>194.27</b>	<b>520.26</b>	<b>1,363.31</b>	<b>2,078</b>

All figures in tons of CO<sub>2</sub>e. Methodology aligned to the GHG Protocol Corporate Standard.

## REDUCING AT THE SOURCE

Our principle has always been to reduce existing emissions before applying any offset. Targeted interventions across all three scopes address emissions at their origin.

\* Project Name Bundled Wind Power Project by Giriraj Enterprises  
VCU Serial Number  
17061-809448196-809448196-VCS-VCU-814-VER-IN-1-1669-01072021-31122021-0

### Sustainable Development Goals



GRI 305-5 · GRI 305-2 · GRI 305-3

BRSR P2 · P6

### Scope 1 - Direct

#### Fuel Combustion

Legacy diesel generators were replaced (fully operational by FY 2025-26) with newer, high-efficiency units - significantly curtailing on-site diesel consumption and direct GHG output across all campuses.

### Scope 2 - Indirect

#### Purchased Energy

LED lighting with motion sensors, solar-powered outdoor street lighting and a transition to wind power delivered an approximately 80% reduction in energy-related emissions versus baseline year 2018-19.

### Scope 3 - Value Chain

#### Upstream & Downstream

EV employee transport, water harvesting systems, reduce-reuse-recycle programs and procurement of recycled materials collectively kept value-chain emissions under control.

## OFFSET STRATEGY - CLOSING THE GAP

After maximising source reductions, residual emissions were neutralised through a structured, three-mechanism offset approach - each matched to the appropriate scope.

### OFFSET MECHANISM - SCOPE ALLOCATION

Mechanism	Scope 1	Scope 2	Scope 3	Total
Total Emissions	194	520	1,363	2,078
Green projects (seed ball drives & tree plantation)	194	-	617	811
I-REC certificates (energy neutrality)	-	520	-	520
Verified carbon credits (VCS / Verra)	-	-	747	747
<b>Net Emissions</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Green Projects (811 t CO<sub>2</sub>e)** - Community seed ball drives and tree plantation programs across India facilities fully neutralise all Scope 1 emissions and a significant portion of Scope 3, reinvesting in local ecosystems.

**I-REC Certificates** - We sourced 20% of our energy through I-REC, which is 658 MWh for the year. I-RECs are internationally recognised instruments that certify electricity has been generated from renewable sources. They enable organisations to offset grid-based electricity consumption and support the transition to renewable energy, particularly in markets where direct sourcing is limited.

**Verified Carbon Credits - VCS/Verra (747 t CO<sub>2</sub>e)** - Independently verified carbon credits purchased under the internationally recognised Verified Carbon Standard (Verra) neutralise the remaining Scope 3 value-chain emissions, completing the offset framework.

Through this combined strategy, Saskaen has achieved carbon neutrality across all four India facilities - Bengaluru, Kolkata, Pune and Chennai - for FY 2025-26. Total measured emissions of 2,078 tons of CO<sub>2</sub>e have been fully balanced through green projects, I-REC certifications and verified carbon credits. Carbon neutrality is not our finish line; it is the platform from which we accelerate our environmental ambitions.

# Waste Management

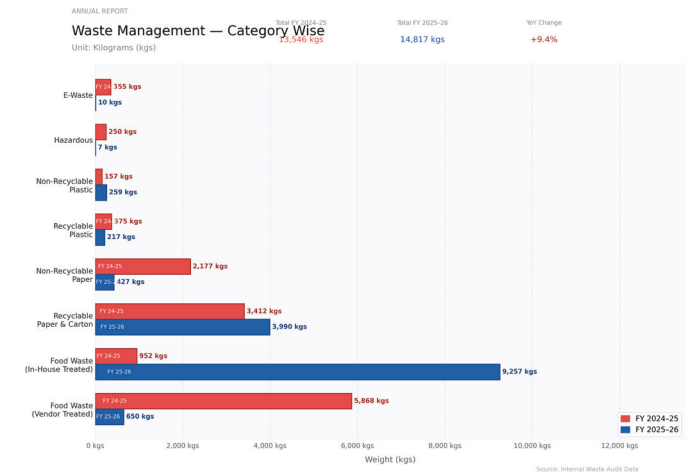
## WASTE STEWARDSHIP

At Sasken, waste management is approached as a matter of operational discipline and environmental responsibility. As a service-oriented technology organization, the waste we generate is largely linked to workplace activities, facility operations and supporting infrastructure. Our focus therefore remains on minimizing waste at source, ensuring responsible handling and preventing material from entering landfills wherever possible.



## WASTE PERFORMANCE - FY 2025-26

Total Waste Generated	17,402.63 kgs
Landfill Diversion Rate	85.2% (All India sites)
Waste Ratio (For 1,956 employees)	8.89 kgs per employee/Year
E-Waste Responsibly Disposed	40 kgs (100% certified)
Hazardous Waste Disposed	10 kgs (100% certified)
Landfill Diversion Rate	99.7% (Bengaluru site)



Across our campuses, waste is managed through a structured segregation and disposal system. Clearly defined processes and colour-coded segregation enable the separation of wet waste, recyclable waste, hazardous waste, e-waste, medical waste and scrap. These practices are supported by documented guidelines, regular monitoring and compliance with applicable legal and environmental requirements, ensuring consistency across locations.

## ZERO-WASTE CAMPUS COMMITMENT

Our commitment to operating zero-waste campuses continues to guide waste-related decisions. We define 'zero-waste-to-landfill' as achieving >90% waste diversion, aligned with TRUE Zero Waste standards. During FY 2025-26, our Bangalore corporate campus achieved 99% waste diversion, maintaining zero-waste-to-landfill status. Marching towards ZWTL certification in FY 2026-27.

## WASTE STREAMS & PARTNERS

### Recyclables - Khadi Gram Udyog

Recyclable materials such as paper and used tissues are channeled to authorized recycling partners Khadi Gram Udyog who provide monthly collection reports and material recovery documentation. 3,990 kgs paper was donated.

### Plastic Waste - Eco-Kaari

Plastic waste is handed over to Eco-Kaari, that repurposes it into road materials and construction products, supporting circular material flows. In FY 2025-26, 217 kgs of plastic waste were converted into bags, preventing 217 kgs of virgin plastic production.

### Organic - Waste

9,907 kgs of organic waste was processed through on-site composting, which was used for campus landscaping. Through these measures, waste is treated not merely as an output to be disposed of, but as a resource that can be responsibly recovered or reused.

### E - Waste

E-Waste Management Rules 2022: Handled through authorised vendors holding valid State Pollution Control Board authorisation. 100% certificate of disposal documentation maintained. EPR schemes fulfilled.

### Hazardous - Waste

Hazardous and Other Wastes Management Rules, 2016: All hazardous waste is managed through authorised channels and tracked via manifest systems, ensuring end-to-end traceability in line with applicable regulations.

## WASTE PREVENTION AT SOURCE

- Eliminated single-use paper and plastics from all campuses in FY 2025-26 preventing 560 kgs of plastic waste, 365 kgs of paper waste annually
- Reusable packaging and double-sided printing defaults
- Employee awareness programs reaching 100% of staff
- 35 refurbished computers were donated to remote schools
- 352 kgs of clothes donated for repurposing
- 469 empty cans returned as part of EPR

## WASTE MANAGEMENT ROADMAP

- Achieve zero-waste-to-landfill certification by 2027
- Reduce waste intensity by 10% by 2030

Waste management practices are reviewed periodically to identify opportunities for improvement. Incremental changes in consumption patterns, procurement choices and workplace practices-guided by the Kaizen philosophy-help reduce waste generation and improve segregation effectiveness over time.

*We recognize that waste management affects our Scope 3 emissions (Category 5). Our diversion practices avoided an estimated 2.1 tonnes CO<sub>2</sub>e in FY 2025-26 compared to landfill disposal. This approach reflects our broader commitment to operating with environmental awareness, disciplined governance and accountability for the material footprint of our operations. By embedding waste management into everyday practices, we aim to reduce impact while maintaining safe, efficient and compliant workplaces.*

### Sustainable Development Goals



GRI 306-1 · GRI 306-2 · GRI 306-4 · GRI 306-5

BRSR P2 · P6

# Section 3 - Environmental Culture & Stewardship



Behind the numbers in Part 2 lies a culture built over years through consistent choices, deliberate habits and sustained engagement. This part tells those stories across four themes: the employee-led awareness initiatives driven by the Prakriti Team; our circular economy practices across seven material streams; biodiversity restoration through the Seeds of Change programme; and the Kaizen-driven 20x1x12 framework that ties environmental action to every month of the year.

## ENVIRONMENTAL AWARENESS & EMPLOYEE ENGAGEMENT

Meaningful environmental progress often begins with simple actions practiced consistently across an organisation. Whether through reducing waste, supporting sustainable agriculture, encouraging responsible commuting or engaging with communities, each initiative represents a step toward building a culture of environmental responsibility.

At Sasken, environmental stewardship is supported through a combination of responsible operational practices and sustained employee engagement. The Prakriti Team, a dedicated volunteer group, designs and facilitates a structured programme of awareness initiatives aligned with key global environmental observances.

## THE PRAKRITI TEAM

The Prakriti Team works with employees, community partners and Non-profit organization to design activities that encourage participation and learning. It facilitates volunteering, awareness campaigns, workshops and outreach. Employees actively contribute to environmental initiatives beyond the workplace. Programme themes include sustainable mobility, waste reduction and recycling, biodiversity conservation and tree plantation, responsible consumption and sustainable agriculture and community outreach and Non-profit organization collaboration.

Employee awareness initiatives are conducted across the year, aligned with international environmental days and structured through a calendarized programme, ensuring that sustainability remains embedded in everyday behaviour and decision-making rather than being treated as a one-time activity. In the following pages, we present a sample of our awareness communications to illustrate how these messages are shared and reinforced across the organisation.



### Sustainable Development Goals





### ⚠️ The Food Waste Crisis

Each year, huge quantities of food produced are lost or wasted along the chain from farm to fork. This inefficiency comes at a great cost — wasted water, energy, land, labor, and increased emissions.

**8-10%**  
of global  
greenhouse gas  
emissions

**1/3**  
of all food  
produced globally

**\$1 Trillion**  
economic cost  
annually

Every wasted meal is a missed opportunity — for the planet, for our communities, and for future generations.

### 💡 Tips to Avoid Food Waste

**SHOP SMART, PLAN AHEAD**  
Make a meal plan + grocery list; check what you already have.

Avoids impulse buys or duplicates

**BUY "UGLY" PRODUCE**  
Accept imperfect fruits/vegetables.

They are just as nutritious and reduce food going unsold

**COOK ONLY WHAT YOU NEED**  
Scale recipes, avoid huge batches unless you finish them.

Reduces leftovers that often get discarded

**USE FIFO (FIRST IN, FIRST OUT)**  
Put older items at the front; newer ones behind.

Prevents letting older items spoil

**USE LEFTOVERS/SCRAPS**  
Turn them into soups, stir-fries, stocks, or compost scraps.

Adds value and closes the loop

**Together, We Can Drive Change**

From our kitchens to global systems, every action counts. Join the movement this World Food Day!

**Take the Pledge Now**

This World Food Day, let's walk Hand in Hand for Better Foods and a Better Future.

**#HandInHand4BetterFoods**



Join us in reducing waste, supporting sustainable systems, and ensuring that no food goes to waste.

This **World Soil Day**, let's recognize the vital role urban soils play in making our cities greener, healthier, and more resilient. Beneath the concrete lies a resource that can **absorb rainwater, regulate temperature, store carbon, and support biodiversity**.

The soil is the great connector of lives, the source and destination of all. It is the healer and restorer and resurrector, by which disease passes into health, age into youth, death into life.

#### ABSORBS RAINWATER

Urban soils help manage stormwater, reducing flooding and replenishing groundwater supplies.



#### REGULATES TEMPERATURE

Soil helps mitigate urban heat island effects, keeping cities cooler during hot seasons.



#### STORES CARBON

Healthy urban soils sequester carbon, playing a crucial role in climate change mitigation.



#### SUPPORTS BIODIVERSITY

Urban soils provide habitat for microorganisms, insects, and plant roots, creating ecosystems.



### ⚠️ The Threat of Urbanization

Urbanization and soil sealing threaten these vital benefits. As cities expand, impervious surfaces like concrete and asphalt prevent soils from performing their essential functions, leading to increased flooding, heat islands, and loss of green spaces.

### Together, We Can Change That!

Through sustainable practices we can restore soil health and build cities where people and nature thrive.



#### Green Roofs

transform urban rooftops into living ecosystems that absorb rainwater and provide insulation.

#### Urban Gardens

Create community gardens that rejuvenate soil, provide fresh food, and strengthen community bonds.



#### Composting

Convert organic waste into nutrient-rich compost to enrich urban soils and reduce landfill waste.

### Join the Movement

Take action this World Soil Day to protect and restore urban soils in your community. Every small step makes a difference.

**#WorldSoilDay #HealthySoilsHealthyCities**

World Soil Day is celebrated annually on December 5, 2025 to focus attention on the importance of healthy soil and advocate for sustainable soil management.



This emailer is designed to raise awareness about urban soil health. Share with your network to spread the message!



BRING HOME

# AN ECO FRIENDLY GANESHA THIS YEAR!

Celebrate responsibly with Sasken

At Sasken, we take our responsibility to the environment seriously and are proud to support sustainable practices. Celebrate the festive season with us in a way that's kind to our planet!

Like every year, let's continue embracing the eco-friendly tradition of bringing home **Eco-Ganesha idols made from natural clay**. These idols not only uphold the spirit of the festival but also help protect the environment by offering a safe, pollution-free alternative.

#### ECO-FRIENDLY MATERIALS

Made from 100% natural clay that dissolves harmlessly in water

#### POLLUTION-FREE

No harmful chemicals or plastics that pollute our waterways

#### BIODEGRADABLE

Easily dissolves in water, leaving no trace behind

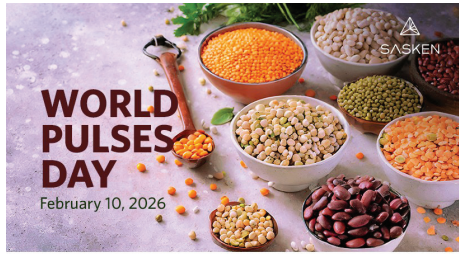
#### SUPPORTS ARTISANS

Helps traditional clay artisans sustain their livelihood



Let's celebrate responsibly

Join us in making this Ganesh Chaturthi truly green



# WORLD PULSES DAY

February 10, 2026

World Pulses Day is celebrated every year on February 10 to recognize the important role pulses play in building efficient, inclusive, and sustainable agri food systems.

Pulses such as beans, peas, lentils, and chickpeas are nutritious, affordable, and environmentally sustainable foods. They contribute significantly to food security while also helping combat climate change.

#### Why Pulses Matter

##### NUTRIENT-DENSE

Rich in essential vitamins and minerals that support overall health and well-being

##### LONG SHELF LIFE

Promote dietary diversity while helping reduce food loss and waste.

##### AGROBIODIVERSITY & CLIMATE RESILIENCE

Improve biodiversity, enhance climate resilience, and support ecosystem services when included in crop rotations

##### SOIL HEALTH

Naturally fix atmospheric nitrogen, improving soil fertility and biodiversity.

##### SUSTAINABLE PROTEIN SOURCE

An eco-friendly source of protein that requires significantly less water and land compared to animal-based proteins.

Let's make pulses a regular part of our daily diet and contribute to a healthier, more sustainable future.



#WorldPulsesDay  
#SustainableAgriculture



# GLOBAL RECYCLING DAY

Launch of Recycled Products From unWOOD

March 18, 2026

On **Global Recycling Day (March 18)**, we take a moment to reflect on the importance of responsible waste management and sustainable living.

Recycling plays a vital role in conserving natural resources, reducing pollution, saving energy, and minimizing landfill waste. Small, conscious actions such as segregating waste correctly, reducing paper usage, reusing materials, and avoiding single use plastics can collectively create a significant positive impact.

As an organization, we are committed to fostering environmentally responsible practices. In line with this commitment, we are pleased to announce the installation of new seating benches in the corridors which are made-up of recycled plastic waste, by the company "unWOOD".

These products are made from 100% recycled plastic waste, demonstrating how innovative recycling solutions can transform waste into durable and functional infrastructure benefiting both the planet and people.

#### Environmental Impact At Our Workplace

Product	Qty	Plastic Waste Recycled (KG)	Tress Saved (No's)	Co2 emission avoided in product lifecycle
Sitting Benches	30	900	3	4.5 Ton

Through this initiative, we are actively contributing to waste reduction and resource conservation while promoting circular economy practices within our workplace.



## WORLD WIND DAY

# HARNESSING THE WIND FOR OUR FUTURE.

June 15, 2025

Global Wind Day is celebrated on 15 June to promote the importance of naturally occurring winds as a renewable energy source and the possibilities it holds to reshape our energy systems & decarbonize our economies.



We are proud to state that, 90% of power needs at Sasken Bengaluru office are met by leveraging Wind Energy



Ocean covers 70% of the Planet and produces 50% of the planet's oxygen, supporting every other organism on the planet earth. It is also key to our economy by supporting Ocean-based industries.

Despite its benefits, damage to Ocean ecosystem is on the rise, with 90% of big fish populations depleted and 50% of coral reefs destroyed.

This serves another reminder to work towards protecting our Ocean.

"Wonder: Sustaining What Sustains Us" is the theme for World Oceans Day 2025.

World Ocean Day  
June 08, 2025



### Awareness generates behaviour change

Quizzes, walks, workshops and melas do not just inform - they shift how employees relate to environmental choices in and beyond the workplace.

### Community is part of the loop

Partnerships with NGOs, farmers and schools extend the circle of responsibility - ensuring environmental action connects to social impact.

### Everyday decisions accumulate

Carpools, compost bins, recycled benches, sustainable bags - individually modest, collectively they reflect an organisation choosing differently, consistently.

# Kaizen-Driven Environmental Sustainability

20 environmental initiatives · One per occasion · Sustained across 12 months · FY 2025-26



## Kaizen in Sustainability - The Sasken Approach

**Kaizen** (改善) is the Japanese philosophy of achieving meaningful progress through **small, consistent and purposeful improvements** rather than large, infrequent interventions. Applied to sustainability, it recognises that lasting environmental change is built not through a single ambitious project, but through the steady accumulation of conscious choices made every day, every month, across every level of an organisation.

At Sasken, the **20x1x12** framework operationalises this philosophy by anchoring one environmental action to each significant date or occasion throughout the year. This ensures sustainability is not a seasonal commitment - it is a **year-round organisational habit**. Whether it is replacing a chemical with an eco-friendly alternative, composting wet waste, distributing saplings, or organising a farmer's mela, each initiative is deliberately modest in scope yet purposeful in message. Over 12 months, these 20 Kaizen moments have collectively generated measurable outcomes in carbon avoidance, waste elimination, biodiversity, community welfare and employee behaviour change - demonstrating that **discipline and consistency are more powerful than scale**.

## FY 2025-26 - AGGREGATE IMPACT

Total Initiatives Completed	20
Total Volunteering Hours	1,775
Wet Waste Treated In-House	9.2 tonnes (zero-landfill)
CO <sub>2</sub> Avoided via Recycling	24 tonnes
Farmer Produce sold	583 kgs
Trees Projected from Initiatives/ CO <sub>2</sub> E offset forecasted	2,470/70 tonnes
Plastic Avoided	1,600 kgs
Awareness Touched	1,956 people

GRI 3-3 · GRI 413-1

BRSR P6 · P8 · P3

## MONTHLY INITIATIVE LOG - APR 25 TO MAR 26

#	Month	Event / Occasion	Key Outcome	Vol. Hrs	SDGs
1	Apr '25	<b>Fossil Fuel Day - 1 Apr</b> Quick Ride carpool app launch	27 employees onboarded; monthly usage monitoring commenced; awareness added to new-joiner induction	5	  
2	Apr '25	<b>Earth Day - 22 Apr</b> Employee quiz competition	Environmental quiz integrated into Sasken Champion League; sustainability mainstreamed into employee engagement	3	 
3	Apr '25	<b>Mother Earth Month - 29 Apr</b> Seed Ball Drive with NGO Mantarlee	4,000 seed balls created; 2,200 trees projected at 50–55% germination; CO <sub>2</sub> offset potential: 55 T/yr at maturity	45	 
4	May '25	<b>Compost Awareness Week</b> Wet waste composter inauguration	9.2 T wet waste treated in-house; Zero-Wet-Waste-to-Landfill status achieved; compost used for campus gardening	12	  
5	May '25	<b>Mango Fest - 13 May</b> Organic mela with NGO Mantarlee	200 kg organic mangoes sold; chemical-free farming promoted; farm-to-home supply model supported	40	  
6	May '25	<b>Biodiversity Day - 22 May</b> School item donation (NGO MyLittleBit)	22 uniforms, 25 shoes, 300 notepads, 99 bags donated to tribal bridge schools and tent schools, Bengaluru	12	  
7	Jun '25	<b>World Environment Day - 5 Jun</b> Prakriti Mela - organic farm produce	₹29,000 generated; 275 kg produce sold; 5 farmers + 1 women's entrepreneur group directly supported	30	  
8	Jul '25	<b>Van Mahotsav - 1-7 Jul</b> Plantation drive, Kuppam, Andhra Pradesh	450 saplings distributed to school children; 270 trees projected (6.7 T CO <sub>2</sub> /yr at maturity); 1,200 volunteer hours	1200	 
9	Jul '25	<b>Plastic Free July</b> Awareness march - Domlur to Govt school	Public awareness drive through Domlur streets; classroom session held at Government school on plastic alternatives	3	  
10	Aug '25	<b>World Lake Day</b> Eco garbage bag initiative launched	Reusable fabric bags replace 240–250 plastic bags/month; 360 kg CO <sub>2</sub> /yr prevented; reduces soil and waterbody degradation	4	  
11	Sep '25	<b>Organic September - 16 Sep</b> Organic mela with farmers + NGO Mantarlee	Multi-vendor mela: organic vegetables, upcycled cloth bags, natural hair care; fresh farmer-to-employee marketplace created	60	  

#	Month	Event / Occasion	Key Outcome	Vol. Hrs	SDGs
12	Sep '25	<b>Env. Health Day - 26 Sep</b> Compost Mela at campus (P2 land)	Compost output from wet-waste units distributed to employees for home gardening; environmental best practices reinforced	6	  
13	Oct '25	<b>Eco-Diwali</b> Diya painting + charity auction	50 employees participated in 4 teams; auction of hand-painted diyas raised ₹2.61 lakhs for social welfare projects	150	 
14	Dec '25	<b>Pollution Prevention Day - 2 Dec</b> Cloth donation drive, All India locations	105 kg of clothing and stationery collected; upcycled into cloth bags and mats by women's self-help group partners	20	  
15	Jan '26	<b>Clean Energy Day - 26 Jan</b> Quick Ride awareness desk (2 days)	894 employees registered on Quick Ride; 69 active carpoolers as of Mar '26; ride-sharing culture deepened campus-wide	20	  
16	Jan '26	<b>Makar Sankranti Organic Mela - 13 Jan</b> Siri Eco Farm + NGO Mantarlee	108 kg organic produce sold; first commercial Yacon harvest showcased; 15+ native tuber varieties featured	25	  
17	Feb '26	<b>Green Event for Freshers</b> Waste-to-Resource upcycling workshop	35 employees converted waste plastic bottles into planters, installed at their desks; hands-on circular economy learning	70	  
18	Mar '26	<b>Green Pest Control Launch</b> Transition from chemical-based system	Oil-based, chemical-free pest control adopted campus-wide; protects pollinators, soil, water quality and campus biodiversity	-	  
19	Mar '26	<b>Green Holi</b> Eco-festival with natural colours	Zero chemical and water usage during celebrations; 70 employees participated; models eco-festival adoption for personal life	70	  
20	Mar '26	<b>Global Recycling Day - 18 Mar</b> Unwood recycled benches & planters installed	90 recycled-plastic planters + 30 benches installed; 1,600 kg plastic recycled; 24 T CO <sub>2</sub> avoided; 5 trees conserved	-	 

## 20X1X12 KAIZEN: IMPACT BY THEMATIC PILLAR

### Clean Mobility

2 initiatives (Apr '25 + Jan '26)

**894** employees registered on Quick Ride

**69** active carpoolers as of Mar '26

**Ride-sharing** awareness in new-joiner inductions

### Biodiversity & Green Cover

2 initiatives (Apr + Jul '25)

**2,200** trees projected from seed balls

**450** saplings distributed, Kuppam AP

**61.7 T** CO<sub>2</sub>/yr offset potential at maturity

### Waste & Resource Management

6 initiatives (May, Aug, Sep, Dec, Mar x2)

**9.2 T** wet waste → zero-landfill status

**1,600 kg** plastic recycled → 24 T CO<sub>2</sub> avoided

**105 kg** clothing upcycled by women's SHG

**240-250** plastic bags/month eliminated

### Organic & Sustainable Consumption

4 initiatives (May, Jun, Sep, Jan)

**583 kg** organic produce sold to employees

**13+** farmers and 1 women's group supported

**₹29,000+** direct revenue to farmers

### Eco-Festivals & Awareness

6 initiatives (Apr, May, Jul, Oct, Feb, Mar)

**₹2.61 L** raised via Eco-Diwali auction

**35** planters made from waste bottles (Freshers)

**Zero-chemical Holi**; Green Pest Control adopted

### Community & School Outreach

2 initiatives (May + Jul '25)

**22** uniforms · **25** shoes · **300** notepads donated

**99** bags funded for Govt school, Bengaluru

**Awareness** sessions at tribal and bridge schools

**1,775**  
volunteer hours

Across 20 Kaizen events in FY 2025–26, Sasken employees, NGO partners and community members collectively contributed **1,775 volunteer hours** - driving measurable outcomes in carbon avoidance, waste elimination, biodiversity conservation and social welfare. The 20x1x12 framework demonstrates that sustained environmental progress is best achieved not through sporadic large gestures, but through **disciplined, incremental action - taken consistently, month after month**. This is Kaizen at work.

### BRSR Alignment

The 20x1x12 programme aligns with BRSR Principle 6 (Environmental Protection) and Principle 8 (Inclusive Growth and Community Development). Collectively, these 20 initiatives address 10 of the 17 UN Sustainable Development Goals.

# Circularity In Practice: Seven Stories



Packaging  
**Khadi Gram Udyog**

Laptop Revival  
**19.8 t CO<sub>2</sub>e Avoided**

Digital Divide  
**35 Devices**

Recycled Paper  
**FSC® · 5+ Years**

Plastic  
**EcoKaari · 75 Women**

The Terrace  
**5.5 t CO<sub>2</sub>e Avoided**

Food Waste  
**100% Closed Loop**

*"Environmental responsibility need not always be expansive to be meaningful. It can reside in habits - in procurement standards sustained over years, in refurbishment protocols followed consistently, in partnerships maintained long enough to become ordinary. Environmental impact is addressed not only at end-of-life, but at the moment of decision - when something might easily be replaced, discarded, or overlooked."*

The following seven stories trace the quiet decisions through which circularity has taken root at Sasken: in packaging that finds new hands, in devices that live two lives before rest, in plastic reshaped into livelihood, in food returned to soil, in paper chosen with memory, in technology revived before it is replaced and in a terrace where discarded plastic becomes the ground on which people pause.

<b>01</b>	<b>Circular Economy Meets Social Impact</b> Khadi Gram Udyog Partnership · Packaging waste into rural craft livelihoods since 2015	<b>Principle 2 · 8</b>
<b>02</b>	<b>Bridging the Digital Divide</b> 2,000 devices donated · 50,000-1,00,000 students benefited · 7-9 yr total lifecycle	<b>Principle 2 · 6 · 8</b>
<b>03</b>	<b>Plastic Waste to Purposeful Impact</b> EcoKaari partnership · 75 women supported · 217 kgs upcycled / month · Zero landfill	<b>Principle 2 · 6</b>
<b>04</b>	<b>Closing the Loop on Food Waste</b> On-campus composting · 25-30 kgs/day · 45-day cycle · 100% closed loop	<b>Principle 6</b>
<b>05</b>	<b>Extending Device Lifecycles - Laptop Revival Program</b> 68 laptops refurbished · 20.2 t CO <sub>2</sub> e avoided · 102,000 L water saved · ₹36 L deferred capex	<b>Principle 6</b>
<b>06</b>	<b>When Paper Does Right</b> 100% recycled · FSC®-certified · Chlorine-free · 37% lower CO <sub>2</sub> · 5+ years sustained practice	<b>Principle 6</b>
<b>07</b>	<b>The Terrace - When Recycled Plastic Becomes a Place to Pause</b> unWOOD benches & planters · 30 benches + 90 planter boxes · 5.5 t CO <sub>2</sub> e avoided · 5 trees preserved	<b>Principle 2 · 6</b>

**BRSR  
P-2-6-8**

## **BRSR-Aligned Environmental Disclosure - Principles 2, 6 & 8**

This chapter discloses Sasken's circular economy practices across packaging, IT assets, plastic, food waste, paper, device refurbishment and circular outdoor infrastructure - aligned with SEBI BRSR framework, National Guidelines on Responsible Business Conduct and E-Waste Management Rules, 2022.

*It would be easy to think that environmental responsibility begins with something dramatic - a new system installed, a bold commitment announced, a target declared and measured. But that is not how it has unfolded here. More often, it begins with what is left behind.*

A cardboard box at the end of a shipment. A laptop nearing the close of its official term. A stack of printed pages, used and set aside. A meal finished in the cafeteria, scraps gathered without ceremony. A length of plastic wrapping peeled away and forgotten. These things accumulate quietly. They are not remarkable on their own. And yet, over time, they ask a question.

For many years, the answer might have been simple. Waste would leave the campus. Equipment would be replaced. Materials would move outward into systems unseen. The process would remain efficient, compliant, and largely unquestioned.

But gradually, the question deepened. Not whether disposal was adequate - it was - but whether it was final.

*"What if a laptop, after four or five years, was not finished? What if paper could begin its life already having lived another? What if plastic, instead of thinning into fragments, could be woven into something that lasts? What if food waste could return to soil still within the grounds where it was consumed?"*

*"Circularity is less about motion and more about attention - about noticing where value still remains and choosing not to discard it prematurely."*

The stories that follow are accounts of reconsideration - of moments when something nearly finished was given more time, more purpose, or a different direction. Together, they trace the quiet decisions through which circularity has taken root. Individually, each begins in an ordinary place. Read together, they reveal the outline of a system learning, deliberately and without spectacle, how to let less go to waste - and how to let more remain in use.

**BRSR P2-6-8**

**BRSR Alignment - Responsible Business Conduct & Environmental Stewardship**

This approach aligns with the principles of responsible resource use and environmental stewardship set out in the National Guidelines on Responsible Business Conduct and the BRSR framework. More importantly, it reflects a belief that circularity is less about motion and more about attention - about noticing where value still remains and choosing not to discard it prematurely.

**Sustainable Development Goals**



**GRI 301-3 · GRI 306-2 · 308-1**

**BRSR P2 (core) · P6 · P8**

### Story 1 - Circular Economy Meets Social Impact: Our Khadi Gram Udyog Partnership

Since 2015, Sasken has been making a small decision, repeated often enough that it no longer feels like a decision at all. At the end of a workday, cardboard boxes are stacked. Protective packaging is peeled away and set aside. Used tissue paper and scraps collect without anyone paying much attention. These things could be bundled, weighed, priced and sold. Instead, they are gathered and sent to Khadi Gram Udyog institutions - places where materials are handled slowly, examined and worked into something new by rural artisans.

In FY 2025-26, we donated 3,990 kilograms of packaging material through this partnership, with 100% landfill diversion maintained. Over ten years, this practice has become less a policy than a habit. It reflects an understanding that waste management decisions are never only technical or transactional. They shape relationships. They determine who benefits. They decide whether systems remain extractive or become shared.

#### **BRSR Alignment**

*Aligns with BRSR Principle 2 (sustainable resource management, extending useful life of materials) and Principle 8 (inclusive growth through sustained livelihood generation for rural artisans and preservation of traditional craft ecosystems).*

### Story 2 - Bridging the Digital Divide: Responsible Technology Lifecycle Management

Since 2015, computers and laptops that complete their productive corporate life at Sasken are not treated as waste by default. When they remain functional, they are prepared for continued use and placed where they can make a meaningful difference. Over the last decade, approximately 2,000 computers and laptops (35 in 2025-26) have been donated to government and aided schools in remote, rural and underprivileged regions across India, benefiting an estimated 50,000 to 100,000 students.

- Certified data sanitisation before donation - statutory IT compliance
- Hardware tested for educational suitability; professional OS installed
- Formal take-back for all donated devices at end of educational life
- Transferred to authorised e-waste recyclers with SPCB approvals and EPR authorisations
- 100% recycling through compliant channels; disposal certificates maintained for full traceability

Geographic reach: rural Karnataka, Tamil Nadu, Maharashtra, Jammu & Kashmir and remote areas of Uttarakhand. Several recipient schools have reported increased participation and retention of girl students following the establishment of computer facilities. Total device lifecycle extended to 7-9 years, compared to the industry norm.

#### **BRSR Alignment**

*Aligns with BRSR Principle 2 (lifecycle extension of IT assets), Principle 6 (environmentally sound e-waste management) and Principle 8 (inclusive growth through improved digital access and education in underserved communities).*

### Story 3 - Plastic Waste to Purposeful Impact: EcoKaari Partnership

For years, plastic waste at Sasken has been segregated, handled and disposed of responsibly. Over the last two years, the focus shifted - not because the system was insufficient, but because it could do more. All plastic waste generated at the campus - particularly single-use plastics and multi-layered packaging - is donated to EcoKaari, a social enterprise working at the intersection of environmental sustainability and livelihood generation.

EcoKaari's Plastic Offset and Livelihoods Generation Program upcycles discarded plastic bags and multi-layered plastics into durable, handcrafted products. The program currently supports 75 women and upcycles more than 4,000 kilograms of waste plastic every month, enabling financial independence while addressing plastic pollution at scale. Campus plastic to landfill: zero.

### **BRSR Alignment**

*Aligns with BRSR Principle 2 (sustainable resource use) and Principle 6 (protect and restore the environment). Environmental responsibility extends naturally into social impact.*

#### **Story 4 - Closing the Loop on Food Waste**

Food waste generated on campus is managed entirely at source through food waste composters, ensuring that organic waste does not leave the premises as garbage. Instead, it is treated as a resource - one that can return value to the same ground that sustains the campus. Each composter handles 25-30 kgs of food waste per day. Food waste is shredded and layered with microbial inoculum in dual bins in an aerobic, odour-free process. The 45-day cycle converts organic waste into usable manure. Solid compost yield is 25% of input weight; nutrient-rich liquid compost is also recovered.

The compost generated is used as organic manure for campus gardens and landscaped areas, closing the loop between consumption and nourishment. No off-site transport, no sludge, no foul odour produced. This system prevents methane emissions from organic landfill decomposition.

### **BRSR Alignment**

*Aligns with BRSR Principle 6. On-site composting reduces landfill dependence, prevents methane emissions and returns nutrients to the soil. A preventive, circular approach to environmental management designed into everyday practice.*

#### **Story 5 - Extending Device Lifecycles: The Laptop Revival Programme**

In FY 2025-26, Sasken began looking more closely at what happened just before a laptop was replaced. Devices reaching the end of a standard IT lifecycle - typically four to five years - were often still functional, limited more by convention than by capability. The Laptop Revival Programme was launched to extend the useful life of IT assets through professional refurbishment rather than premature disposal.

In its inaugural year, the programme successfully refurbished 68 laptops, extending each device's productive life by an average of two to three years - adding approximately 120 additional device-years of utility and increasing total lifecycle to 6-8 years. Refurbishment scope includes memory upgrades, SSD replacements, battery renewals, software reinstallation, security patching and certified data sanitisation. Refurbishment cost: approximately ₹10,000 per device, versus ₹60,000-80,000 for new procurement.

Laptops Refurbished	68 (inaugural year)
CO <sub>2</sub> e Avoided	20.2 tonnes (330 kgs per device)
Water Saved	102,000 litres (1,500L per device)
Fossil Fuel Conserved	14.4 tonnes
E-Waste Diverted from Early Disposal	68 kgs (1 kg per device)
Deferred Capital Expenditure	₹36 lakhs

### **BRSR Alignment**

*Aligns with BRSR Principle 6. Extends IT asset lifecycles through structured refurbishment, reducing resource extraction, avoiding manufacturing-related emissions and diverting electronic waste from premature disposal. Circular IT is a deliberate commitment to using resources more wisely.*

## Story 6 - When Paper Does Right

For the past five years, all paper used across Sasken's operations - printer paper, tissue paper, notebooks and notepads - has been sourced from 100% recycled paper. The paper carries Forest Stewardship Council® (FSC®) certification (FSC-C163185), is manufactured using a closed-loop water system where process water is treated and reused and contains no chlorine. Compared to conventional paper production, this results in 37% lower CO<sub>2</sub> emissions. Production is locally crafted in India, supporting domestic employment while meeting international environmental benchmarks.

Across five years of daily use, each printed page, notebook, and tissue represents a consistent reduction in emissions, water use and material extraction - achieved not through campaigns, but through procurement discipline.

### BRSR Alignment

*Aligns with BRSR Principle 6 by embedding resource efficiency and responsible sourcing into routine operations. Standardising recycled, FSC® certified paper for 5+ years demonstrates a preventive, long-term approach to environmental stewardship where procurement decisions are a lever for impact.*

## Story 7 - The Terrace: When Recycled Plastic Becomes a Place to Pause

The terrace changed slowly. First came the benches - thirty of them, placed along the edges where people might stop for a moment or sit together for a while. Then the planter boxes - ninety in all - lined the open spaces. At a glance the benches look like wood. But these benches have never come from trees.

They are made from unWOOD®, a material formed from recycled plastic combined with earth minerals through a patented compounding process. The result behaves much like timber but resists moisture, insects and the slow damage of weather. It begins with discarded plastic - fragments of objects that had already finished their brief usefulness.

A conventional outdoor bench made from FRP and cast iron produces roughly 150 kgs of CO<sub>2</sub>e, while an unWOOD bench produces about 31.9 kgs - a difference of 118.1 kgs of avoided emissions per bench. Across 30 benches and 90 planter boxes, the installation avoids approximately 5.5 tonnes of CO<sub>2</sub>e and preserves 3 mature trees that did not need to be harvested.

Benches Installed	30
Planter Boxes Installed	90
CO <sub>2</sub> e Avoided	5.5 tonnes
Mature Trees Preserved	3
Material	unWOOD® - recycled plastic + earth minerals

*"Material that once belonged to the waste stream returns as something steady and useful. Plastic that might have ended its life unnoticed becomes part of a place where people pause, talk and spend time outdoors."*

### BRSR Alignment

*Aligns with BRSR Principle 2 (sustainable procurement of post-consumer recycled plastic) and Principle 6 (measurable emission avoidance and resource conservation embedded in campus infrastructure decisions). Circular economy principles extend beyond operational waste into capital procurement.*

# Biodiversity Restoration

## Employee-Led Native Regeneration

It often begins with a simple email. Not urgent. Not mandatory. Just an invitation: 'Seed Ball Workshop This Friday - Join Us.' In FY 2025-26, 31 Sasken employees signed up. Some had planted trees before. Many had not. Most did not know exactly what a seed ball was - only that it involved soil, seeds and a few hours away from screens.

On the day of the workshop in Bengaluru, long mats were laid out with red soil, compost, clay, cow dung and packets of native seeds - Neem, Banyan, Pongamia, Tamarind, Jackfruit and others; eight species in all. The Prakriti team demonstrated the method. By the end of the session, around 4,000 seed balls had been made.

Employees Participated	31
Seed Balls Created	4,000
Native Species Used	8 (Neem, Banyan, Pongamia, Tamarind, Jackfruit and 3 others)
Programme Continuity	10+ years
Germination Estimate (this year's batch)	2,200 trees (55% average)
Cumulative CO <sub>2</sub> Potential (decade)	55 tonnes/year-550 tonnes over 10 years

When the monsoon arrived, the seed balls were left to do what they were meant to do. Post-monsoon, messages and photographs began to appear - a small sapling where seed balls had been scattered, a cluster of leaves that had not been there before. Not every location showed results. Nature does not work that way. But enough sites did.

- Germination estimate: 4,000 seed balls x 55% average = 2,200 trees from this year's batch alone
- Ecological benefit: soil stabilisation, improved water infiltration and urban habitat creation for native fauna
- Community reach: family members including children participate in workshops, extending environmental awareness beyond the workplace
- Carbon potential: 46 tonnes of CO<sub>2</sub> sequestered per year's batch over 5 years of tree maturity

Germination rates of 55% are based on field observation for hand-made seed balls under natural monsoon conditions. CO<sub>2</sub> sequestration estimates use IPCC-aligned figures for mature native tropical trees averaging 18-21 kgs CO<sub>2</sub> per tree per year.

*"Most days, we work on things we can't touch. Once a year, we do something physical. We make something small and we place it somewhere and walk away. That feels important. - Sasian"*

*The Seed Ball Programme aligns with BRSR Principle 6 (native biodiversity conservation and long-term carbon sequestration) and Principle 8 (employee volunteering, family participation and community outreach). All activities are facilitated by the Prakriti Team.*

### Sustainable Development Goals



GRI 304-3 · GRI 304-4

BRSR P6 · P8

# Section 4 - Climate Risk & Resilience



The preceding three parts have documented what Sasken has achieved - carbon neutrality, towards water positivity, zero landfill and a culture of sustained environmental engagement. This part turns to the future: the physical and transition risks that climate change poses to our operations, the governance structures that manage those risks and the strategic opportunities that responsible climate action creates.

## Forward-Looking Statements

This section contains forward-looking statements relating to Sasken's climate-related risks, opportunities, targets and strategic intentions. These statements are based on current assumptions, internal assessments, third-party climate scenario data (IPCC AR6, IEA NZE 2050, SBTi) and sustainability team estimates as of the date of this report. They are subject to significant uncertainties - including the pace of climate change, regulatory developments, market conditions and technology availability - that could cause actual outcomes to differ materially from those expressed or implied. Forward-looking statements in this section are provided solely for the purpose of ESG disclosure and climate risk transparency, in alignment with the SEBI BRSR framework and TCFD recommendations. They do not constitute financial guidance, investor commitments, or profit forecasts. Readers should not place undue reliance on these statements as indicators of future financial performance. Sasken undertakes no obligation to update or revise forward-looking statements to reflect events or circumstances arising after the date of this report, except as required by applicable law or regulation.

Sasken's Climate Risk Assessment Strategy is structured around protecting people, enabling capability-led growth and strengthening institutional trust. Climate risk is treated not as an environmental silo, but as a core business risk that directly influences employee well-being, service reliability, client confidence and long-term value creation. The Company's approach to climate risk assessment is informed by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The assessment considers both physical and transition climate-related risks across short-, medium- and long-term horizons through a qualitative review of operational, regulatory and market-related factors relevant to Sasken's business and operations

This approach reflects Sasken's belief that sustainable growth begins with people and that robust governance is an enabling infrastructure-not a constraint-for resilient decision-making in a changing climate.

## CLIMATE RISK ASSESSMENT STRATEGY

### Scope and Time Horizons

Time Horizon	Period	Focus Areas
Short-Term	2025-2030	Acute physical risks, immediate transition requirements, near-term carbon neutrality pathway
Medium-Term	2030-2040	Chronic physical impacts, technology transitions, decarbonization milestone achievement
Long-Term	2040-2050	Deep adaptation, systemic climate impacts, verification of carbon-neutral operations

### CLIMATE SCENARIOS APPLIED

#### Physical Risk - IPCC AR6

- **SSP2-4.5:** Moderate emissions, ~2.7°C warming
- **SSP5-8.5:** High emissions, ~4.4°C warming

#### Transition Pathway Alignment

- **IEA NZE 2050:** Net Zero Emissions by 2050 Scenario
- **SBTi:** Science Based Targets, well-below 2°C pathway

## Part 1 - People-Centred Growth: Climate Resilience as Workforce Enablement

As a knowledge-intensive IT services organisation, Saskaen's most critical asset is its people. Climate-related disruptions - extreme heat, flooding, water stress and cyclones - pose direct risks to workforce safety, productivity and engagement, even where physical asset exposure is limited.

Productivity Loss Target	<2% during heat events (current: 0.8%)
Health Incidents	Zero heat-related (since FY 2020-21)
Thermal Comfort	>99% satisfaction (current: 99%)
Delivery Continuity	>98% target (current: 99.2%)
Project Delays (climate-related)	<0.5% (current: 0.2%)

Response measures include: 50% of workspace IGBC Gold-certified (target 60% by FY 2026-27, 80% by FY 2027-28); smart HVAC systems maintaining 22-24°C during extreme heat; flexible working hours and remote enablement for 85% of roles; annual heat stress risk assessments; essential data centres positioned above the 1-in-100-year flood height with 2-metre buffer; pre-defined business continuity plans with work-from-home activation triggered 24 hours before projected severe weather events.

### Water Stress as a Workforce and Community Issue

Under \*SSP2-4.5, water stress in Bengaluru and Chennai is projected to intensify, with groundwater depletion rates of 0.3-0.5 metres annually and increased municipal supply restrictions of 20-30 days per year by 2030. Saskaen's response strategy:

- **Water-Resilient Operations:** Defined as >100% replenishment of consumed freshwater through rainwater recharging (current capacity: 8KL annually) and treated wastewater reuse for common areas
- **Efficiency Systems:** 100% recycling for non-potable uses (cooling, landscaping, sanitation) achieved ever since FY 2001-02
- **Low Intensity:** Per-employee water consumption of 17.26 litres/day (FY 2025-26), 37% below industry average - reinforcing ability to operate in water-scarce regions

## Part 2 - Capability Before Headcount: Climate as Operational Advantage

Saskaen's climate risk strategy reinforces its growth philosophy of capability before headcount-ensuring that climate volatility does not erode delivery quality or talent effectiveness.

### KEY OPERATIONAL ELEMENTS

- **Technology-Led Resilience:** Native native data centre infrastructure (80% workloads on cloud), with site redundancy and <60-minute recovery time objective (RTO11) during localised climate events.
- **Operational Agility:** Flexible delivery model allows rapid team reconfiguration without fixed, asset-heavy dependencies. 60% of client engagements are designed for distributed execution.
- **Predictable Service Continuity:** 99.6% uptime maintained during FY 2025-26, including periods of severe weather in Chennai and Pune.

### AVOIDED INEFFICIENCIES - FY 2025-26

Risk Category	Outcome
Reactive Hiring	Nil - no buffer headcount required to cover climate-related productivity losses
Climate-Related Attrition	Nil
Client Dissatisfaction	Zero client escalations related to climate disruptions

This strengthens Saskaen's ability to scale through capability depth, not workforce expansion driven by climate inefficiency.

\*Shared social economic pathway

### Part 3 - Trust As Infrastructure: Governance That Enables Climate Confidence

Sasken treats climate governance as infrastructure for trust-with clients, investors, employees and regulators. Climate risk is visible at the highest levels of accountability, actively managed through defined ownership and embedded into capital allocation decisions.

#### GOVERNANCE STRUCTURE

Body / Role	Responsibility
Enterprise Risk Management Team	Quarterly oversight of climate risks, carbon neutrality progress and capital allocation for adaptation and mitigation
Enterprise Risk Committee	Direct accountability for ERM, including climate risk integration, scenario planning and Board-level reporting on financial impacts
Enterprise Risk Register	Climate risks formally integrated (2023); probability-weighted financial impact assessments updated semi-annually
Capex Decision Gate	Proposals >₹50 lakhs require climate risk assessment under SSP2-4.5 and SSP5-8.5 scenarios

### Part 4 - Transition Risk: Trust In Markets and Client Relationships

For Sasken, the most material transition risk is loss of trust and market access - not carbon pricing. Nearly 40% of revenue (FY 2023-24) comes from clients with formal ESG requirements in supplier evaluations, a proportion growing year on year. Climate credentials are increasingly a licence to compete in automotive, semiconductor and enterprise software markets.

#### DECARBONIZATION PATHWAY

Element	Target / Status
Carbon Neutrality Commitment	Carbon-neutral Scope 1 & 2 by 2030 (baseline FY 2018-19); 86% absolute reduction on well-below 2°C pathway per SBTi methodology
Renewable Energy - Current	80% of total electricity consumption (FY 2025-26)
Renewable Energy - Target	95% by FY 2026-27; 100% by FY 2029-30 via open access and group captive procurement
Residual Emissions (14%)	Diesel generators and refrigerant leakage; addressed through high-quality carbon removal credits - Gold Standard or Verra VCS

### Scope 3 Expansion Roadmap

Year	Category Added	Category Added
FY 2023-24	Categories 1, 3, 6	45% of estimated Scope 3 footprint
FY 2024-25	Category 7 - Employee Commuting	Employee survey and transport partner data
FY 2025-26	Category 8 - Upstream Leased Assets	All facilities of India ( Owned and Leased office premise, under the reporting boundaries)
FY 2026-27	Category 11 - Use of Sold Products	Assessed and excluded - Sasken is an engineering services partner, not a product owner. Category 11 is not applicable to the current business model. See Scope 3 Inventory, Section 2.
FY 2027-28	Enhanced Scope 3 Coverage	Reduction targets aligned to SBTi guidance

Full Scope 3 measurement for professional services faces methodological challenges (e.g., allocating client-side energy use of delivered software). Sasken commits to evolving measurements in line with sector-specific GHG Protocol guidance.

## Policy and Legal Transition Risks

Risk Area	Assessment
India Carbon Market	Monitoring ETS development under Energy Conservation (Amendment) Act 2022. Potential impact: ₹15-30 lakhs annually at ₹1,000-2,000/tCO <sub>2</sub> e (low probability before 2030)
EU CBAM (Indirect)	Indirect exposure via automotive and semiconductor clients; early decarbonization reduces supply chain carbon intensity requirements
SEBI BRSR Core	Compliance achieved for FY 2023-24; voluntary BRSR disclosures expanding annually
TCFD Alignment	Full alignment targeted by FY 2025-26 annual report

Policy and legal transition risks pose low direct financial impact (<₹50 lakhs annually through 2030) but moderate reputational risk if disclosure lags peer and client expectations.

## Technology Transition Risks

Risk	Assessment
Stranded Asset Risk	Low. Cloud-first infrastructure avoids long-lived fixed assets vulnerable to energy efficiency obsolescence. 94% of IT infrastructure on a refresh cycle under 7 years, allowing natural upgrades.
Energy Contract Risk	Minimal. Power purchase agreements reviewed for renewable transition compatibility. No lock-in preventing acceleration of renewable procurement.

## Part 5 - Financial Discipline and Predictability: Trust With Investors

Risk Item	Expected Annual Impact	% of Revenue
Infrastructure damage & emergency response	₹25 lakhs	0.03%
Productivity loss during extreme events	₹45 lakhs	0.05%
Business continuity investments	₹60 lakhs (annualised)	0.07%
<b>Total Expected Annual Impact</b>	<b>₹1.3 crores</b>	<b>&lt;0.15%</b>

Physical climate risks are financially immaterial (<0.15% of revenue) but operationally material - operational disruption could affect client trust and delivery reputation, hence proactive adaptation investments. Transition investments over FY 2025-26 to FY 2029-30 are directed at maintaining service continuity, meeting client ESG qualification criteria and strengthening operational resilience. Climate credentials are an increasingly material factor in client retention and new business qualification, particularly in automotive, semiconductor and enterprise software segments, which collectively represent a significant portion of revenue. The financial value of these investments is assessed through the Enterprise Risk framework on a probability-weighted basis.

## Part 6 - Climate-Related Opportunities

Beyond risk mitigation, Sasken's climate strategy unlocks four strategic opportunities that directly reinforce business growth and competitive positioning:

- **Service Differentiation:** 20% of new RFPs in FY 2025-26 included supplier ESG/carbon footprint evaluation criteria (up from 8% in FY 2020-21), reflecting a structural shift in how clients qualify technology services partners. In several competitive evaluations during the year, Sasken's carbon neutrality certification and BRSR disclosures were cited by clients as differentiating factors during vendor assessment. The commercial value of this differentiation is not separately quantified, as ESG credentials are one of multiple factors influencing contract outcomes
- **Client Partnership in Decarbonisation:** Climate-aligned digital solutions - including embedded systems for Automotive platforms, energy efficiency software and sustainability analytics - represented a meaningful and growing share of our FY 2025-26 revenue mix. Demand for these solutions is driven by client decarbonisation mandates and Sasken is actively investing in capability depth in this segment. The trajectory of this segment will depend on client investment cycles, technology adoption rates and market conditions.
- **Talent Attraction and Retention:** Carbon neutrality commitment ranks #3 in employee 'pride in organisation' (82% positive, FY 2025-26); estimated 3-5% reduction in recruitment costs from enhanced employer brand. This is a directional estimate based on employee survey data and industry benchmarks; it has not been separately validated against HR cost records.
- **Operational Efficiency:** Renewable energy cost advantage (₹50L/yr by FY 2027-28), water efficiency savings (₹12L/yr) and energy efficiency (₹28L/yr) deliver ₹90 lakhs in recurring annual savings. These estimates are based on current contracted energy rates, operational benchmarks and internal efficiency targets; actual savings will vary with market conditions and operational outcomes.

## Part 7 - Strategic Integration and BRSR Alignment

Viewed through the dual lenses of People-Centred Growth and Trust as Infrastructure, Sasken's Climate Risk Assessment Strategy delivers three integrated outcomes:

Integrated Outcome	What It Means	How It Is Measured
Resilient People Systems	Safe, flexible and climate-adaptive working conditions that protect talent and productivity	Maintained engagement scores during climate events; <1.5% productivity volatility; zero safety incidents
Capability-Led Growth	Operational continuity and delivery reliability that allow scaling through expertise, not redundancy	99.5%+ service uptime maintained in FY 2025-26; strong client continuity in climate-conscious accounts, with no client losses attributed to climate-related delivery failures during the year; sustained focus on revenue per employee as the primary productivity metric.
Institutional Trust	Transparent governance and credible commitments that strengthen confidence across stakeholders	Client ESG assessments >85/100; zero material disclosure findings; continued improvement in external ESG ratings through disciplined disclosure, governance and performance improvement. <i>[Note: External rating outcomes are determined independently by rating agencies and are not within Sasken's direct control. Sasken targets the inputs - disclosure quality, governance and performance - not the output rating]</i>

### BRSR Core Compliance - Essential Indicators

Essential Indicator	Status
Energy consumption and renewable percentage	Disclosed with current performance (85% renewable) and phased targets to FY 2029-30
GHG emissions (Scope 1, 2, 3) and intensity	Disclosed with FY 2018-19 baseline, reduction pathway and carbon neutrality target by 2030
Water withdrawal, consumption, discharge	Disclosed with efficiency metrics, water-positive status and 17.24 litres/employee/day intensity
Climate scenario analysis	SSP2-4.5 and SSP5-8.5 scenarios applied with quantified financial impacts
Financial quantification	Probability-weighted financial impact assessments for all material risks and adaptation investments
Climate governance	Board-level accountability through CRO ownership; climate risk in Enterprise Risk Register

*"Climate action at Sasken is disciplined, measurable and strategically aligned - ensuring that sustainability and business performance are mutually reinforcing, not competing priorities."*

### BRSR Alignment

*This strategy is fully aligned with the Business Responsibility and Sustainability Reporting (BRSR) framework, covering Principles 2, 3, 6, 8 and 9. BRSR Core essential indicators related to climate and environment are fully addressed. Voluntary disclosures exceed BRSR essential requirements through scenario analysis, financial quantification, time-horizon assessment, governance disclosure and opportunities disclosure.*

### Sustainable Development Goals



GRI 2-12 · GRI 2-13 · GRI 201-2 · GRI 3-3

BRSR P1 · P6 · P9

## APPENDIX - GRI CONTENT INDEX

### Claim of Use

*This Environment section of Sasken Technologies Limited's ESG Report FY 2025-26 has been prepared with reference to the GRI Standards.*

The GRI Content Index below maps each relevant GRI Standard disclosure to the section of this report where the corresponding information is disclosed. The index covers GRI 2 (General Disclosures), GRI 3 (Material Topics) and the environmental topic standards GRI 302-308 that are material to Sasken's operations. TCFD-aligned climate disclosures are also cross-referenced. Where a disclosure is partially addressed or omitted, the reason is stated in the Omissions column. Omissions are primarily due to: (a) data not yet measured but included in the Scope 3 expansion roadmap; (b) topics assessed as not material for a technology services business with no manufacturing operations; or (c) formal assessment methodologies not yet implemented. Sasken is committed to progressively closing omissions in future reporting cycles.

*Note on GRI Claim Level: "Prepared with reference to the GRI Standards" means this report uses GRI Standards as a guide for selecting and presenting environmental disclosures, without claiming full conformance.*

GRI Standard	Disclosure #	Title	Location in this Report	Omission / Note
<b>GRI 2: General Disclosures 2021 (Universal Standards)</b>				
GRI 2	2-1	Organisational details	Section 1 - Our Commitment	-
GRI 2	2-2	Entities included in sustainability reporting	Section 1 - Our Commitment	-
GRI 2	2-3	Reporting period, frequency and contact point	Section Notes (Appendix)	-
GRI 2	2-4	Restatements of information	About This Report, page 6	
GRI 2	2-6	Activities, value chain and other business relationships	Section 1 - Our Commitment	-
GRI 2	2-22	Statement on sustainable development strategy	Section 1 - Our Commitment	-
GRI 2	2-23	Policy commitments	Section 1 - Our Commitment	-
GRI 2	2-25	Processes to remediate negative impacts	Environmental remediation - Section 2 Waste Management and GHG Emissions. Stakeholder grievance - Governance section p.101, Whistleblower mechanism open to all stakeholders including external parties.	-
GRI 2	2-27	Compliance with laws and regulations	Section 2 - Waste Management	-
GRI 2	2-8	Membership associations	Section 1 - Our Commitment (SDG alignment)	-

GRI Standard	Disclosure #	Title	Location in this Report	Omission / Note
<b>GRI 3: Material Topics 2021 (Universal Standards)</b>				
GRI 3	3-1	Process to determine material topics	Section 1 - Our Commitment; Part 4 - Climate Risk §5	-
GRI 3	3-2	List of material topics	Section Map (four-part structure)	-
GRI 3	3-3	Management of material topics	See relevant Part 2 chapter per topic	-
<b>GRI 302: Energy 2016</b>				
GRI 302	302-1	Energy consumption within the organisation	Section 2 - Energy Stewardship: FY25-26 metrics table	-
GRI 302	302-2	Energy consumption outside the organisation	Section 2 - GHG Emissions: Scope 3 WFH disclosure	-
GRI 302	302-3	Energy intensity	Section 2 - Energy Stewardship: per-employee and per-sq-ft metrics	-
GRI 302	302-4	Reduction of energy consumption	Section 2 - Energy Stewardship: efficiency measures; YoY reduction	-
<b>GRI 303: Water and Effluents 2018</b>				
GRI 303	303-1	Interactions with water as a shared resource	Section 2 - Water Stewardship: 20-year journey narrative	-
GRI 303	303-2	Management of water discharge-related impacts	Section 2 - Water Stewardship: WTP and reuse system	-
GRI 303	303-3	Water withdrawal	Section 2 - Water Stewardship: consumption and source split metrics	-
GRI 303	303-4	Water discharge	Section 2 - Water Stewardship: 84% reuse; municipal 16%	-
GRI 303	303-5	Water consumption	Section 2 - Water Stewardship: +2,000 KL water-positive balance	-

GRI Standard	Disclosure #	Title	Location in this Report	Omission / Note
<b>GRI 304: Biodiversity 2016</b>				
GRI 304	304-1	Operational sites near protected areas	Section 3 - Biodiversity: Bengaluru campus context	Full site assessment completed
GRI 304	304-3	Habitats protected or restored	Section 3 - Biodiversity: 4,000 seed balls; 8 native species; 10-yr programme	-
GRI 304	304-4	IUCN Red List species affected by operations	Section 3 - Biodiversity: native species selection rationale	IUCN assessment completed
<b>GRI 305: Emissions 2016</b>				
GRI 305	305-1	Direct (Scope 1) GHG emissions	Section 2 - GHG Emissions; Part 2 - Carbon Neutrality: facility table	-
GRI 305	305-2	Energy indirect (Scope 2) GHG emissions	Section 2 - GHG Emissions: Market-based Scope 2 accounting and International Renewable Energy Certificates (I-RECs)	-
GRI 305	305-3	Other indirect (Scope 3) GHG emissions	Section 2 - GHG Emissions: Scope 3 inventory (Cat. 1,3,5,6,7)	-
GRI 305	305-4	GHG emissions intensity	Section 2 - GHG Emissions: tCO <sub>2</sub> e per employee	-
GRI 305	305-5	Reduction of GHG emissions	Section 2 - Carbon Neutrality: offset table; source reduction strategy	-
GRI 305	305-6	Emissions of ozone-depleting substances (ODS)	Not material - no significant ODS sources identified	Omitted - not material for IT services operations
GRI 305	305-7	NO <sub>x</sub> , SO <sub>x</sub> and other significant air emissions	Not material for current scale of diesel use, however accounted and monitored	-

GRI Standard	Disclosure #	Title	Location in this Report	Omission / Note
<b>GRI 306: Waste 2020</b>				
GRI 306	306-1	Waste generation and significant waste-related impacts	Section 2 - Waste Management: stewardship narrative	-
GRI 306	306-2	Management of significant waste-related impacts	Section 2 - Waste Management: segregation system; partner network	-
GRI 306	306-3	Waste generated	Section 2 - Waste Management: total tonnes by category	-
GRI 306	306-4	Waste diverted from disposal	Section 2 - Waste Management: diversion rate; EcoKaari and Khadi streams	-
GRI 306	306-5	Waste directed to disposal	Section 2 - Waste Management: landfill and hazardous disposal	-
<b>GRI 307: Environmental Compliance 2016</b>				
GRI 307	307-1	Non-compliance with environmental laws and regulations	Section 2 - Waste Management: 100% regulatory compliance noted	No incidents of non-compliance in FY 2025-26
<b>GRI 308: Supplier Environmental Assessment 2016</b>				
GRI 308	308-1	New suppliers screened using environmental criteria	Section 2 - Energy Stewardship: EPEAT procurement criteria; vendor assessment	Partial - full supplier screening programme in development
<b>TCFD Climate Disclosures (cross-referenced)</b>				
TCFD	-	Governance - climate risks and opportunities	Section 4 - Climate Risk §3: governance structure table	-
TCFD	-	Strategy - physical and transition risks	Section 4 - Climate Risk §1, §2, §4	-
TCFD	-	Risk management - identification and assessment	Section 4 - Climate Risk §5: financial materiality table	-
TCFD	-	Metrics and targets - GHG and climate targets	Section 4 - Climate Risk §7: BRSR Core compliance table	-
TCFD	-	Scenario analysis	Section 4 - Climate Risk: SSP2-4.5 and SSP5-8.5 applied	-

## APPENDIX - GRI CONTENT INDEX

The table below shows how GRI environmental topic standards map to the corresponding BRSR Principles, enabling readers and auditors to navigate between the two frameworks without duplication.

GRI Standard	BRSR Principle	Environmental Disclosures Covered
GRI 302 (Energy)	BRSR P6	Energy consumption, intensity, renewable %, efficiency measures and energy roadmap
GRI 303 (Water)	BRSR P6	Water withdrawal, consumption, water-positive balance, phase-wise recharge infrastructure
GRI 304 (Biodiversity)	BRSR P6	Seed ball programme, 8 native species, habitat restoration, 10-year continuity
GRI 305 (Emissions)	BRSR P6	Scope 1/2/3 GHG inventory, intensity, carbon neutrality achievement, offset mechanism
GRI 306 (Waste)	BRSR P6	Waste generation, diversion, e-waste compliance, hazardous waste management
GRI 308 (Supplier Env.)	BRSR P2	EPEAT procurement criteria, vendor energy management assessment
GRI 2 (Governance)	BRSR P6, P9	Board oversight, CRO accountability, Enterprise Risk Register integration
TCFD Alignment	BRSR P6 (Climate)	Scenario analysis, financial materiality, governance structure, strategic opportunities
GRI 304 + SDG 15	BRSR P8	Community biodiversity outreach, Prakriti Team, school programmes, seed ball drives
GRI 306 + SDG 12	BRSR P2 + P8	Circularity stories, EcoKaari livelihoods, Khadi Gram Udyog rural craft partnership

## GRI REPORTING ROADMAP - PROGRESSIVE DISCLOSURE PLAN

Sasken's approach to GRI reporting follows a progressive improvement model. The table below outlines the planned trajectory toward fuller GRI coverage and, ultimately, an 'in accordance' claim in future reporting cycles.

Reporting Year	GRI Claim Level and Priority Actions	Key Milestones
FY 2025-26 (current)	Prepared with reference to GRI Standards	GRI 302, 303, 304, 305, 306, 307, 308 addressed; TCFD cross-referenced; GRI 2 general disclosures included
FY 2026-27	Expand GRI 2; add GRI 305-6/7 where feasible; formulate Scope 3 Cat. 8	Begin full supplier screening programme (GRI 308); formalise water discharge volumes (GRI 303-4)
FY 2027-28	Target: 'In accordance' with GRI Standards (Core)	Complete Scope 3 inventory >80%; formal IUCN biodiversity assessment; independent reasonable assurance on key metrics
FY 2028-29	Target: 'In accordance' with GRI Standards (Comprehensive)	Full GRI 304 biodiversity assessment; GRI 307 compliance register formalised; third-party reasonable assurance

### Sustainable Development Goals



GRI 2 · GRI 305-6/7 · GRI 302-308 · TCFD cross - referenced

BRSR P1 · P2 · P6 · P8

# Engineering Impact Through People and Trust

Capability, Governance, Inclusion, Resilience

Capability Depth

Trust Architecture

Inclusive Systems

Data-led Governance

# SOCIAL

# Social Excellence

## Engineering Impact Through People and Trust

At Sasken, impact begins with people. As an engineering-led enterprise, we apply the same rigor, systems thinking and structured design principles to our social priorities as we do to our technology solutions. Social Excellence is therefore not an adjunct commitment - it is a deliberately designed framework that strengthens capability, embeds trust and sustains long-term performance.

FY 2025-26 marked a shift from policy maturity to performance discipline. Social priorities are now integrated into enterprise risk management, leadership reviews and structured governance mechanisms - ensuring that workforce considerations are systematically embedded into strategic decision-making.

### BUILDING CAPABILITIES

Sustainable growth must be built on capability depth rather than workforce expansion alone. Structured learning pathways, technical competency frameworks, leadership pipelines and transparent career architectures form the core architecture of our people strategy.

Innovation platforms, patent development and cross-functional technical forums further strengthened intellectual capital and reinforced long-term employability.

By institutionalizing measurable skill progression and transparent advancement pathways, Sasken ensures that growth is anchored in competence, resilience and sustained technical depth.

### DESIGNING TRUST INTO GOVERNANCE

Trust is built through structure and accountability. Multi-layered employee listening mechanisms, calibrated performance evaluations, equitable compensation frameworks and accessible grievance channels reinforce transparency and fairness.

Data-driven HR systems provide real-time visibility into engagement, attrition, diversity representation, and learning intensity - integrated into enterprise risk assessments to enable proactive workforce planning and strengthen organizational resilience.

### ADVANCING INCLUSION AND RESPONSIBLE PRACTICES

Diversity, Equity and Inclusion are embedded through the KenSpire platform, structured leadership pathways, inclusive policies and accessibility initiatives - with representation goals supported by measurable interventions. Respect for human rights and ethical labor practices extends across geographies and value-chain partners through defined policies and transparent reporting.

### SUSTAINING IMPACT

Looking ahead, Sasken will continue strengthening inclusive workplaces, deepening leadership diversity, advancing digital enablement and enhancing capability depth - reinforcing our aspiration to remain a resilient, future-ready and responsible enterprise.

At Sasken, impact is realized not only through technology, but through the deliberate design of equitable systems, accountable governance and empowered people

#### Sustainable Development Goals



GRI 2-22 · GRI 3-3

BRSR P1 · P3

# Message from the Head - Human Resources



## KEY THEMES FY26

- Policy to performance discipline
- Inclusive career outcomes
- Value-chain responsibility
- Human experience within systems
- Trust as governance imperative

Systems create conditions; people create culture. Our task is to ensure the two are genuinely aligned.

FY 2025–26 was, for me personally, a year of asking harder questions. Not just what we were delivering for our people, but why it was working and where our assumptions needed to be tested. As organizations like ours grow in complexity and geographic spread, the temptation is to manage people through frameworks alone. What I kept returning to this year was something simpler: whether the individual at any level of our organization felt that Sasken was keeping its promises to them.

That question shaped much of what we prioritized.

As a technology-led organization, we recognize that long-term business resilience depends significantly on the strength of our workforce capability. The pace of technological change, evolving customer expectations and increasing complexity across industries require continuous investment in learning, leadership development and adaptive skills. Our focus during the year therefore extended beyond employee engagement alone toward strengthening the organizational capability needed to support innovation, delivery excellence and sustainable growth over the long term.

We continue to believe that sustainable growth is built not through scale alone, but through depth of capability, continuity and trust.

We moved from building policies to stress-testing them - examining whether our commitments on fairness, growth and inclusion were visible in actual career outcomes, not just in stated intent. This meant having harder conversations at leadership levels about where gaps existed between our aspirations and our practices, and the willingness to act on what those conversations revealed.

What gives me confidence is not any single metric or award, as meaningful as those are. It is the quality of the dialogue we are now able to have internally - across levels, functions and geographies - about what a responsible workplace actually looks like in practice. That kind of organizational honesty is difficult to build and easy to lose. Protecting it remains a priority.

I am also conscious that our responsibility extends to people we do not often see in our data - contract workers, supply chain partners and communities adjacent to our operations. Bringing the same rigor to those relationships as we bring to our direct workforce is work we have begun in earnest, and work that is far from complete.

As we look ahead, my focus is less on the architecture of our people systems - which has matured considerably - and more on the human experience within them. Systems create conditions; people create culture. Our task is to ensure the two are genuinely aligned.

I am grateful to every individual at Sasken who contributed their voice, effort and trust this year. That trust remains the most consequential responsibility we carry.

**- Moumita Kurup, Head - Human Resources**

## Sustainable Development Goals



GRI 2-22 Statement on Sustainable Development Strategy

BRSR P1 - P3

# Social Governance and the People-Centric Framework



## "The Framework Behind the Commitment"

"The principles and governance mechanisms that give structure to these commitments are outlined below."

Sasken's social strategy is governed through a structured and accountable framework that integrates employee-focused and community-centered priorities into organizational oversight mechanisms. Social matters are reviewed at senior leadership levels and embedded within business planning, risk assessment and performance evaluation cycles.

### THE PRINCIPLES GUIDING OUR SOCIAL EXCELLENCE AGENDA INCLUDE:

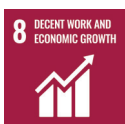
- Respect for human rights across operations and value chains
- Fair labour practices and ethical employment
- Diversity, equity and inclusion
- Health, safety and holistic well-being
- Employee voice, transparency and trust
- Continuous learning and capability development
- Meaningful community engagement and social responsibility

These principles form the backbone of our people, governance architecture and guide decision-making across geographies and functions.

Transparent communication channels, structured grievance redressal mechanisms and clearly articulated codes of conduct further strengthened trust across our workforce and stakeholder ecosystem. By institutionalizing accountability and ethical leadership, we reinforced trust as a foundational enabler of long-term growth.



### Sustainable Development Goals



GRI 2-12 · GRI 2-13 · GRI 2-29

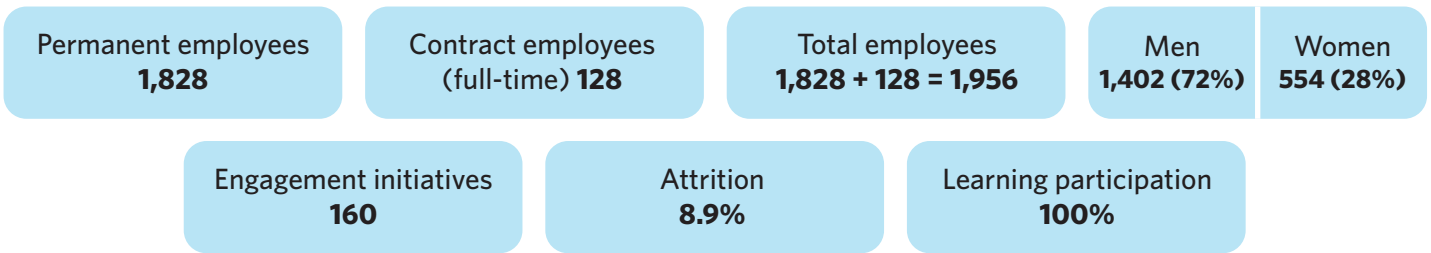
BRSR P1 · P4

# Data-Driven and Insight-Led People Stewardship

FY 2025-26 marked a transition toward more predictive and insight-led people governance. Sasken strengthened its HR architecture through data-driven and technology-enabled systems that enhanced visibility, responsiveness and leadership accountability.

Advanced analytics tools were deployed to generate deeper insights from employee engagement surveys, enabling segmented analysis across functions, levels and geographies. These insights allowed leadership teams to proactively identify emerging trends, strengthen inclusion practices and prioritize targeted interventions.

Interactive dashboards and automated reporting mechanisms enhanced real-time visibility into key workforce indicators, including:



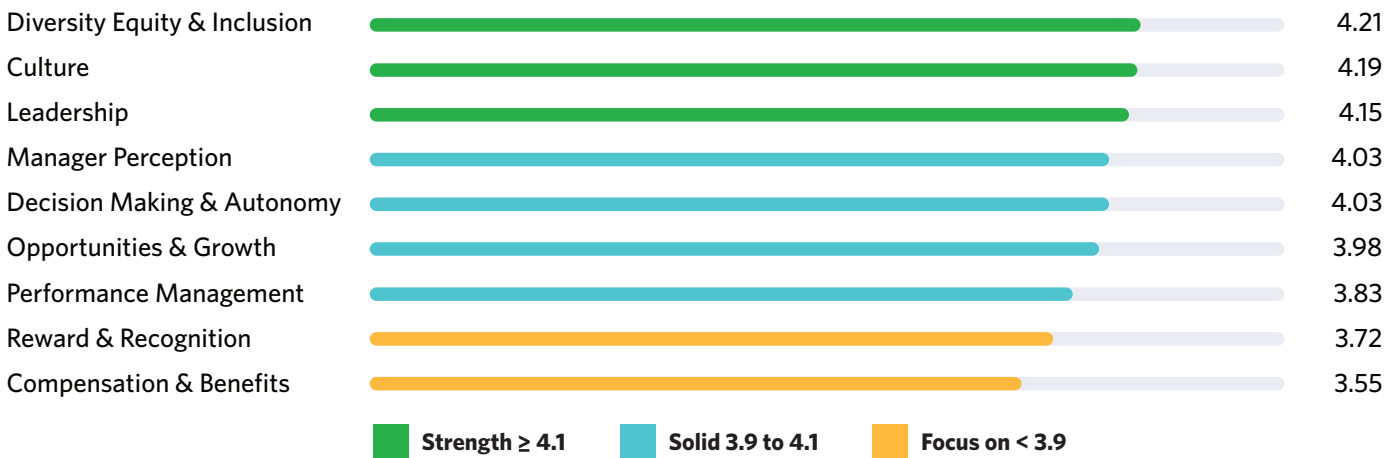
## Performance and development outcomes

This structured analytics framework improved decision-making agility and strengthened evidence-based workforce planning. By integrating automation and analytics into people processes, Sasken reinforced a culture of accountability, transparency and continuous improvement in managing social priorities.

### EXTENDING IMPACT BEYOND THE WORKPLACE

Beyond our workforce, we continued to deepen structured community engagement initiatives aligned with education, digital inclusion, healthcare and local ecosystem development. Our approach focuses on creating meaningful, long-term social value by leveraging our engineering expertise and strengthening partnerships that promote inclusive and sustainable progress.

### KenXperience Pulse Survey FY 2025-26 Result (on a scale of 5)



### Sustainable Development Goals



GRI 2-29 · GRI 404-3

BRSR P1 · P4

# Work Environment and Well-being

## Enabling Sustainable Performance Through Care and Trust



At Sasken, employee well-being is recognized as a foundational driver of sustainable performance and long-term organizational resilience. We are committed to providing a safe, healthy and enabling work environment that supports physical safety, mental well-being and meaningful work-life integration.

Our well-being strategy is embedded within structured governance mechanisms and reinforced through clearly defined policies, leadership oversight and periodic review processes. By aligning workplace practices with evolving workforce needs, we ensure that employee care remains integral to operational excellence.

### HEALTH, SAFETY AND PREVENTIVE CARE

Occupational health and safety practices are strengthened through periodic audits, preventive risk assessments and robust emergency preparedness protocols. Our workplaces are designed with ergonomic standards and inclusive infrastructure, ensuring accessibility for persons with disabilities and promoting equitable participation.

Preventive healthcare initiatives, onsite medical support and wellness awareness programs reinforce a proactive approach to workforce health. Structured employee assistance programs provide confidential mental health support, reflecting our commitment to psychological safety alongside physical well-being.

### HOLISTIC WELL-BEING AND ENGAGEMENT

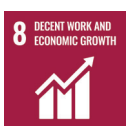
Recognizing that well-being extends beyond compliance and facilities, Sasken fosters a culture that encourages balance, connection and belonging. Flexible and hybrid work models enable productivity while accommodating evolving personal and professional responsibilities.

Employees are supported through a range of engagement initiatives, including sports activities, fitness partnerships, and employee-led interest groups spanning art, music and other creative pursuits. These initiatives cultivate social connection, strengthen peer networks and contribute to a vibrant organizational culture.

Family-inclusive programs further reinforce a sense of community and shared achievement. Celebratory events such as Republic Day commemorations, Top Performer recognition ceremonies and family engagement gatherings create opportunities for employees and their families to participate in collective milestones. These shared experiences foster belonging, recognize excellence and strengthen the social fabric of the organization.



#### Sustainable Development Goals



GRI 403-1 · GRI 403-6 · GRI 401

BRSR P3

## DIGITAL ENABLEMENT FOR DISTRIBUTED EXCELLENCE

As work models evolve, equitable access to technology has become central to employee experience and productivity. Sasken equips its workforce with secure digital infrastructure, reliable connectivity, cloud-based platforms and collaborative tools that enable seamless workflows irrespective of location.

By investing in digital enablement, we support innovation, enhance cross-functional collaboration and ensure that hybrid work environments remain efficient, secure and performance-oriented.

*By integrating health, flexibility, community and digital enablement into our operating model, Sasken builds a workplace ecosystem that sustains performance, strengthens trust and supports holistic employee growth.*

## HEALTH & SAFETY METRICS

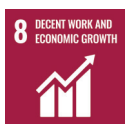
Total recordable incidents **ZERO**

Number of safety audits conducted **THREE**

Emergency evacuation drills **FOUR**



### Sustainable Development Goals



GRI 403-6 · GRI 2-25

BRSR P3 · P4

# Employee Voice, Engagement and Trust

## Embedding Dialogue as a Governance Imperative



At Sasken, employee voice is not episodic - it is institutionalized as a core pillar of organizational governance. We recognize that sustainable progress depends on transparent dialogue, psychological safety and structured responsiveness.

To this end, we have established a multi-layered listening architecture designed to enable open communication, timely issue resolution and continuous organizational improvement.

### STRUCTURED LISTENING AND ACCOUNTABILITY

Our employee listening framework includes:

- Annual engagement surveys and periodic pulse assessments
- HR Connect forums and focused group discussions
- Skip-level meetings and leadership town halls
- Chairperson Connect sessions
- Confidential grievance redressal and whistleblower mechanisms

Feedback collected through these channels is systematically reviewed and translated into targeted, time-bound action plans at team, function and enterprise levels. Leadership teams are accountable for addressing identified themes, monitoring progress and communicating outcomes to employees.

Beyond these structured listening forums, Sasken fosters a culture of participative transparency where employees are

encouraged not only to share feedback but also to actively shape policies and processes. Dedicated platforms enable employees to suggest improvements in organizational practices, policies and workplace systems. These suggestions are formally reviewed by cross-functional committees in consultation with leadership and actionable recommendations are implemented in a structured manner. By institutionalizing employee participation in decision-making, Sasken reinforces the belief that every voice matters and that leadership responsiveness is embedded into governance processes.

### CULTIVATING BELONGING AND CULTURAL COHESION

Beyond formal listening mechanisms, Sasken cultivates connection and engagement through structured cultural and community-building initiatives across locations and accounts. These include team bonding programs, recognition platforms, focused learning interventions tailored to specific needs and family-inclusive events.

Such initiatives strengthen cross-functional collaboration, celebrate performance and foster a shared sense of belonging. By creating inclusive spaces for dialogue and recognition, we nurture an environment where employees feel valued, heard and empowered.



### Sustainable Development Goals



GRI 402 · GRI 2-25

BRSR P3 · P4

## STRUCTURED LISTENING AND ACCOUNTABILITY

During FY 2025-26, Sasken's sustained focus on employee trust and engagement received independent recognition. The organization was certified as a Great Place to Work® (February 2026-27), reflecting strong employee confidence and positive workplace sentiment based on third-party assessments.

Sasken was also honored with the Karnataka Best Employer Brand Awards 2025, acknowledging its commitment to progressive people practices, talent development and responsible workplace culture.

These recognitions serve as external validation of our structured approach to engagement and reinforce our standing as a trusted, inclusive and forward-looking employer aligned with long-term sustainability goals.

### Great Place to Work® Certified

February 2026-27 · Independent third-party validation of employee confidence and positive workplace sentiment



### Karnataka Best Employer Brand Awards 2025

Recognizing progressive people practices, talent development and responsible workplace culture



*At Sasken, trust is not assumed - it is built through dialogue, accountability and visible action*

## EMPLOYEE ENGAGEMENT & CULTURE METRICS

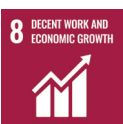
Overall engagement score **4 out of 5**

Survey participation rate **67%**

Number of grievances reported and resolved **0/0**

Whistleblower cases (reported / closed) **0/0**

### Sustainable Development Goals



GRI 402-1 · GRI 404-1

BRSR P3 · P4

# Capability Building and Career Progression

## Building Depth Before Scale



At Sasken, growth begins with capability. Our learning ecosystem is designed to strengthen employability, enhance future-readiness and deepen organizational expertise before expanding workforce scale. By investing in structured capability development, we reinforce sustainable performance, client confidence and long-term competitiveness.

### STRUCTURED LEARNING FOR FUTURE-READINESS

During FY 2025-26, structured learning interventions covered 100% of the workforce, in addition to organization-wide mandatory compliance programs. Learning pathways span technical, functional and behavioral domains and are anchored in role-based capability models and structured onboarding frameworks.

Digital and blended learning platforms enabled scalable upskilling, ensuring accessibility across geographies and levels. Leadership development programs focused on senior leaders and women leaders, strengthening succession readiness and reinforcing leadership continuity.

Mandatory training on ethics, compliance and sustainability achieved a 100% completion rate, underscoring our commitment to responsible business conduct and governance discipline.

<b>100%</b> Workforce covered for skill upgradation/health & safety trainings	<b>99.5%</b> Ethics, compliance & sustainability training completion rate	<b>100%</b> Career development interventions
<b>108,78,125</b> Median remuneration of KMP's	<b>16,00,906</b> Median remuneration of employees (M) other than KMP's & BOD's	<b>11,97,712</b> Median remuneration of employees (F) other than KMP's & BOD's

### TECHNICAL EXCELLENCE THROUGH STRUCTURED COMPETENCY GOVERNANCE

As an engineering-led organization, technical depth remains central to our value proposition. To systematically strengthen capability, Sasken has institutionalized a Technical Competency Framework, supported by a structured KenMAP seven levels of capability assessment methodology. For project managers it will be six level of maturity assessment under KenMAP.

This framework enables objective evaluation of technical proficiency, identification of skill gaps and targeted development planning. By aligning individual expertise with business requirements, we ensure sustained technical excellence and measurable skill progression across critical domains.

*By prioritizing capability depth, structured progression and measurable skill development, Sasken ensures that growth is built on competence, resilience and enduring human capital strength*

#### Sustainable Development Goals



GRI 404-1 · GRI 404-2 · GRI 404-3

BRSR P3 · P4

# Innovation and Engineering Excellence

## Institutionalizing Ingenuity for Sustainable Growth



### TRANSPARENT CAREER ARCHITECTURE AND INTERNAL MOBILITY

Career progression at Sasken is enabled through clearly defined pathways spanning eight career levels, providing transparency, clarity and structured advancement opportunities. Employees may grow across three distinct tracks:

#### Technical Ladder

Deepens domain expertise and innovation capability without requiring transition into managerial roles.

#### Management Ladder

Focuses on people leadership, delivery excellence and project oversight.

#### Corporate Ladder

Builds functional depth and role-based competencies across business functions.

Promotions are governed through a structured bi-annual review process aligned to demonstrated role readiness, performance outcomes, experience and organizational requirements. This disciplined and transparent approach reinforces meritocracy, strengthens employee trust and supports long-term talent retention.

The progression of leaders who have grown within the organization over extended tenures reflects Sasken's commitment to internal mobility, leadership continuity and sustainable talent development.

Innovation at Sasken is not incidental - it is engineered through structured governance, collaborative platforms and performance accountability. As an engineering-led organization, we view innovation as a core driver of long-term competitiveness, intellectual capital creation and workforce capability enhancement.

Employees are empowered to solve complex challenges, experiment responsibly, and contribute new ideas through formal mechanisms that enable systematic evaluation, prioritization and implementation. Innovation outcomes are embedded within

performance frameworks, reinforcing ownership, measurable impact and alignment with business objectives.

### INTELLECTUAL CAPITAL AND MARKET-ALIGNED INNOVATION

Sasken currently holds **80** patents, reflecting sustained investment in intellectual capital and technology-led differentiation. Patent development and technical publications are actively encouraged in alignment with business priorities and customer needs, ensuring that innovation efforts translate into tangible market value.

By linking intellectual property creation with strategic focus areas, Sasken strengthens its technology positioning while deepening technical expertise across critical domains.

### STRUCTURED PLATFORMS FOR COLLABORATIVE PROBLEM-SOLVING

Innovation is supported through institutionalized platforms that foster cross-functional collaboration and applied engineering excellence, including:

#### KenQuark

Idea submission and evaluation portal

#### Delivery Excellence Sessions

Best practice sharing and next Gen Tech

#### Tech Talks & Hackathons

Applied experimentation environments

#### Architects Forum

Advanced technical collaboration

#### Innovation Workshops

Showcasing engineering capability internally and to customers

#### KenTech Fest

Internal and customer-facing capability showcase

These forums encourage continuous learning, skill expansion and collaborative problem-solving across teams and geographies.

## INNOVATION AS A TALENT AND RETENTION ENABLER

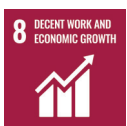
By embedding innovation into governance structures and daily work practices, Sasken enhances employee engagement, strengthens internal mobility and supports long-term employability. Exposure to cutting-edge problem-solving and intellectual contribution opportunities enables employees to deepen expertise while expanding cross-functional perspectives.

A culture that values experimentation, recognition and technical growth contributes to sustained workforce stability. During FY 2025-26, the organization recorded an attrition rate of only 8.9%, reflecting the strength of its engagement-driven and capability-focused work environment.

*At Sasken, innovation is not a program - it is a structured engine for capability growth, intellectual capital creation and enduring competitive advantage*



### Sustainable Development Goals



GRI 404-2 · GRI 404-3

BRSR P3 · P8

# Diversity, Equity and Inclusion

## Advancing Representation, Equity and Leadership Readiness

Diversity, Equity and Inclusion (DEI) remain integral to Sasken's People First philosophy and long-term business sustainability. We recognize that diverse perspectives enhance innovation, strengthen decision-making and build resilient organizations. Our DEI strategy is anchored in structured governance, measurable representation goals and inclusive capability-building pathways.

KenSpire serves as Sasken's dedicated DEI platform, driving focused interventions across diversity hiring, leadership representation, inclusive policies, targeted development programs and initiatives supporting Persons with Disabilities (PwD). Through KenSpire, DEI is institutionalized as a structured and measurable business priority rather than a standalone initiative.

### STRENGTHENING GENDER REPRESENTATION AND LEADERSHIP DIVERSITY

During FY 2025-26, women represented **28%** of the overall workforce and **16%** of leadership roles, reflecting steady progress in advancing gender balance. Our approach extends beyond representation to ensuring equitable access to leadership pathways, career progression, and inclusive workplace experiences.

Gender-neutral policies and benefits, robust POSH compliance frameworks and regular awareness initiatives reinforce a safe and equitable work environment. Career progression for women is supported through structured mentorship programs, curated networking forums, return-to-work enablement and targeted leadership interventions designed to strengthen readiness for expanded roles.

### STRUCTURED WOMEN-FOCUSED ENGAGEMENT PLATFORMS

Such as SHE Talks, SHE Speaks, HER Horizon and SHE Joins provide safe spaces for dialogue, peer networking, onboarding support and leadership inspiration, strengthening confidence, visibility and professional growth across levels.

SHE TALKS

SHE SPEAKS

HER HORIZON

SHE JOINS

Leadership-focused programs such as She Leads and participation in emerging and senior leadership pipelines further strengthen visibility and advancement opportunities. Collectively, these initiatives are designed to build sustained leadership depth and ensure equitable growth opportunities across levels.

### BUILDING AN INCLUSIVE AND ACCESSIBLE WORKPLACE

Sasken's DEI approach also encompasses inclusive workplace infrastructure, flexible work arrangements and sensitization programs that promote respect, belonging and psychological safety. Accessibility enhancements and focused support for Persons with Disabilities reinforce our commitment to equitable participation across the workforce, while inclusive leadership training for managers further strengthens awareness, mitigates unconscious bias and embeds equity principles into day-to-day decision-making.



### EXTERNAL RECOGNITION AND FORWARD COMMITMENT

During FY 2025-26, Sasken was recognized as one of the AVTAR Best Companies for Women in India 2025, reflecting comprehensive progress across policy frameworks, representation metrics, leadership diversity and inclusive culture practices. This recognition serves as independent validation of the structured efforts undertaken through KenSpire and related initiatives.

Gender diversity **28%**

Women in leadership **16%**

*At Sasken, inclusion is not an aspiration - it is a structured pathway to equitable opportunity, leadership depth and sustainable performance*

### Sustainable Development Goals



RI 405-1 · GRI 405-2 · GRI 406-1

BRSR P3 · P5 · P8

# Human Rights, Ethical Labor Practices and Compliance

## Safeguarding Dignity Through Structured Governance

Respect for human rights forms the ethical foundation of Sasken's social responsibility framework. Our human rights commitments are embedded within structured policies, governance mechanisms and operational practices that apply across employees, contractors, suppliers and external stakeholders.

These commitments are aligned with internationally recognized human rights principles and reinforced through comprehensive policy frameworks, including our Code of Conduct, Human Rights Policy, POSH Policy, Whistleblower Policy, DEI Policy, Information Security Policy and other statutory and employee welfare policies. Together, these establish clear behavioral expectations and accountability standards across the organization.

**CODE OF CONDUCT**

**HUMAN RIGHTS**

**POSH**

**WHISTLEBLOWER**

**DEI**

**INFORMATION SECURITY**

## UPHOLDING FAIR AND EQUITABLE EMPLOYMENT

Sasken upholds equal employment opportunity, non-discrimination and workplace diversity, ensuring an environment that safeguards dignity and respect. The organization strictly prohibits child labor, forced labor, bonded labor and any form of coercion. We support freedom of association and collective bargaining in accordance with applicable laws and local regulatory frameworks.

Our commitments extend to fair labor practices, equitable wages, structured career development, work-life balance and safe and healthy working conditions. Equitable recruitment practices, including structured background verification processes, further reinforce ethical hiring standards.

## ETHICAL CONDUCT AND RESPONSIBLE BUSINESS PRACTICES

Sasken's human rights framework is closely integrated with its broader ethics and compliance architecture. This includes robust controls addressing anti-bribery and anti-corruption, fraud prevention, anti-competitive practices, conflict of interest management and data privacy.

Accessible grievance mechanisms and transparent reporting channels, including confidential whistleblower processes, ensure that concerns can be raised without fear of retaliation. These mechanisms are subject to structured review and oversight, reinforcing accountability and organizational integrity.

### Sustainable Development Goals



**GRI 405 · GRI 406 · GRI 407 · GRI 408 · GRI 409**

**BRSR P5 · P3**



These forums encourage continuous learning, skill expansion and collaborative problem-solving across teams and geographies.

## GOVERNANCE & COMPLIANCE METRICS

Human rights training completion **100%**

POSH training completion **100%**

Supplier Code of Conduct adherence (all contracted suppliers) - **100%** Annual ESG assessment coverage - 16 of 30 suppliers | Target: 30 by FY 2026-27

Internal audits (regulatory) conducted: **FOUR**

**Learning** Team View

Search for Learning  Browse Library

Every challenge is an opportunity to learn, evolve, and become better. Sasken e-Learning Portal

Mandatory E-learning Curriculum Compliance Current

<p><b>Information Security Awareness</b></p> <p><small>Curriculum: Mandatory E-Learning courses</small></p> <p><small>Due on Sep/30/2026</small></p> <p><small>Online • 15m</small></p> <p style="text-align: center;"><a href="#">Continue Course</a></p>	<p><b>Ethics and Integrity</b></p> <p><small>Curriculum: Mandatory E-Learning courses</small></p> <p><small>Due on Sep/30/2026</small></p> <p><small>Online • 15m</small></p> <p style="text-align: center;"><a href="#">Continue Course</a></p>	<p><b>Data Privacy</b></p> <p><small>Curriculum: Mandatory E-Learning courses</small></p> <p><small>Due on Sep/30/2026</small></p> <p><small>Online • 15m</small></p> <p style="text-align: center;"><a href="#">Start Course</a></p>	<p><b>Awareness of Sexual Harassment</b></p> <p><small>Curriculum: Mandatory E-Learning courses</small></p> <p><small>Due on Sep/30/2026</small></p> <p><small>Online • 15m</small></p> <p style="text-align: center;"><a href="#">Continue Course</a></p>
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Important Learning

<p><b>ISO 21434 Automotive Cyber Security Certification Training</b></p> <p><small>Instructor-Led with Online Content • 56h 0m</small></p>	<p><b>Mandatory Sales Education - Offerings Training</b></p> <p><small>Instructor-Led with Online Content • 1h 0m</small></p> <p><small>Survey Required for Credit</small></p> <p style="text-align: center;"><a href="#">Continue Survey</a></p>
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*Sasken's leadership approach emphasizes accountability beyond financial performance. Sustainability-related priorities including governance, capability development, operational resilience, employee well-being and ethical business conduct continue to inform leadership expectations and organizational performance culture.*

### Sustainable Development Goals



GRI 406-1 • GRI 407-1 • GRI 408-1 • GRI 409-1

BRSR P1 • P5

# Fair Performance Management, Rewards and Recognition

## Embedding Meritocracy and Transparency



At Sasken, performance management is designed to reinforce fairness, accountability and long-term trust. Structured goal-setting processes, multi-level evaluations and functional leader-level calibration mechanisms promote merit-based outcomes while mitigating potential bias in performance decisions.

Clear expectations, continuous feedback and transparent promotion pathways ensure that career progression is aligned with demonstrated capability, contribution and readiness. This disciplined framework strengthens leadership accountability and reinforces confidence in organizational decision-making.

### EQUITABLE AND COMPETITIVE COMPENSATION

Compensation structures are guided by principles of fairness, equity and market competitiveness. Salaries and benefits are benchmarked using external market data and independent expertise to ensure alignment with industry standards while recognizing individual contribution and performance.

Sasken maintains gender-neutral pay practices and is committed to ensuring that employees clearly understand how compensation is structured and how it progresses over time. Information regarding fixed pay, variable incentives and additional financial rewards is communicated transparently through internal channels, reinforcing clarity and trust.

The organization provides a comprehensive benefits framework that includes short- and long-term performance incentives, medical, accident and life insurance coverage, retirement benefits, statutory social security contributions, employee referral incentives, travel and hardship allowances and welfare initiatives. Together, these provisions support financial security and employee well-being across life stages.

### RECOGNITION AS A CULTURAL REINFORCEMENT MECHANISM

Recognition programs reinforce high performance, innovation and value-driven behaviors. Sasken operates a structured mix of quarterly and half-yearly awards, alongside year-round spot recognition programs that acknowledge real-time contributions.

Panel-based awards ensure consistency and fairness in evaluation, while peer-driven recognitions - such as virtual appreciation platforms and spot acknowledgments - enable employees to celebrate one another's achievements directly. Recognition spans performance excellence, innovation, business impact, technical contributions, customer advocacy and collaborative leadership.

Long-tenure milestones are also celebrated, reflecting the organization's appreciation for sustained contribution and reinforcing a culture that values loyalty, growth and continuity.

Through structured performance and recognition systems, Sasken embeds transparency, equity, and accountability into its people practices - strengthening morale, reinforcing meritocracy and supporting sustainable organizational performance.

*At Sasken, performance with integrity strengthens trust inside our walls; social responsibility carries our impact well beyond them*

#### Sustainable Development Goals



GRI 401-2 · GRI 404-3

BRSR P1 · P5

# Measuring Continuous Improvement

## Driving Accountability Through Data and Governance



Sasken measures performance through a structured framework of defined metrics, governance reviews and stakeholder engagement processes. Key performance indicators include diversity and representation metrics, learning participation, employee engagement outcomes, health and safety indicators.

These metrics are subject to periodic leadership review and are integrated into enterprise risk assessment processes to proactively identify emerging workforce-related and operational risks. By embedding social indicators within broader risk governance, Sasken strengthens organizational resilience and ensures that people-related considerations inform strategic decision-making.

Social disclosures are aligned with SEBI's Business Responsibility and Sustainability Reporting (BRSR) framework, reinforcing regulatory compliance, transparency and stakeholder accountability. Internal monitoring systems, policy reviews, audit mechanisms and compliance checks further strengthen oversight and performance discipline.

Insights derived from workforce analytics and stakeholder feedback inform targeted corrective actions and continuous improvement initiatives, ensuring that social governance evolves in line with organizational growth and stakeholder expectations.

### Looking Ahead: Sustaining Progress Through Inclusive and Responsible Growth

As Sasken advances its ESG journey, the organization remains committed to deepening its social impact through inclusive workplaces, responsible leadership and disciplined governance practices. Building on established foundations, we will continue to **strengthen equity, employee well-being, capability development** and **community engagement** across geographies.

Our forward strategy prioritizes **capability depth, leadership diversity, digital enablement** and **trust-based governance** systems that support sustainable performance. By aligning growth with fairness, transparency and accountability, Sasken seeks to reinforce its position as a responsible engineering-led enterprise.

*By engineering impact through equitable systems and sustaining progress through accountable leadership, Sasken continues to build a resilient, inclusive and future-ready organization*

#### Sustainable Development Goals



GRI 401-2 · GRI 404-3

BRSR P1 · P5

# Community. Care. Continuity.

Five initiatives. One sustained commitment.  
Impact that deepens with time.

The Committee Speaks

Project "SEWA"

Project "Joy of Giving"

Project "Morning Nutrition"

Project "Skill Development"

Project "Nayana"



# CSR

# Community. Care. Continuity.

Five initiatives. One sustained commitment.  
Impact that deepens with time.

**Nutrition**  
13,000+ children

**Healthcare**  
5,265 screenings

**Elderly Care**  
54,545 meals/yr

**Employability**  
1,081 students

**Women's Empow.**  
25 lakh members

*Sasken's approach to Corporate Social Responsibility is guided by a simple understanding: meaningful impact begins with attention to real needs and grows through consistent engagement - not one-time assistance, but long-term well-being.*

## FIVE INITIATIVES

01	<b>Project SEWA</b> In partnership with · Self-Employed Women's Association · Since January 2014	<b>Women's Empowerment</b>
02	<b>Project Joy of Giving</b> In partnership with · Joy of Giving NGO · Since 2023	<b>Elderly Care</b>
03	<b>No Child Goes to School Hungry Ever!</b> In partnership with · Sri Sathya Sai Annapoorna Trust · Chintamani Taluk, Karnataka	<b>Nutrition</b>
04	<b>Project Skill Development</b> In partnership with · dreamz-unlimited · My Little Bit · Karnataka · Since 2023	<b>Youth Employability</b>
05	<b>Project NAYANA - Vision of Hope</b> In partnership with · Vittala International Institute of Ophthalmology · Karnataka	<b>Healthcare</b>

### **BRSR Principle 8 - Inclusive Growth & Equitable Development**

While primarily aligned with BRSR Principle 8 (Inclusive Growth & Equitable Development), our CSR initiatives also advances Principle 5 (Human Rights) through dignity-led interventions, Principle 8 (inclusive growth) and Principle 9 (Customer Value) through technology-enabled social solutions.

# Foreword: Acting Where It Matters

Community | Care | Continuity

Nutrition

Healthcare

Elderly Care

Employability

*Sasken's approach to Corporate Social Responsibility is guided by a simple understanding: meaningful impact begins with attention to real needs and grows through consistent engagement. Our CSR initiatives focus on areas where timely support can change outcomes - not as isolated interventions, but as responses to gaps that persist despite existing systems.*

During the year, Sasken undertook targeted initiatives that address critical stages of life and vulnerability. From supporting children at the start of their school day, to enabling access to specialised medical care, to ensuring food security for elderly residents without means of self-support, and building employability among underprivileged college students - each initiative was designed with a clear purpose and implemented through trusted partners.

Rather than one-time assistance, the initiatives aim to strengthen existing structures, enable access, and support long-term well-being. Resources are directed with accountability, and impact is reviewed honestly - including where challenges remain. This section presents individual narratives of the CSR initiatives undertaken during the year. Each reflects Sasken's commitment to inclusive growth and responsible citizenship - not through scale alone, but through relevance, care and sustained engagement.

*"The emphasis across these efforts has been on dignity, continuity, and measurable outcomes - not one-time assistance, but long-term well-being."*

- CSR PHILOSOPHY, SASKEN



Certificate of appreciation  
by ICSI for CSR excellence

The initiatives that follow are accounts of sustained presence-of communities engaged not as beneficiaries of a programme, but as partners in a shared endeavor. At Sasken, responsible citizenship is measured not by the breadth of what is attempted, but by the depth of what endures.

# The Committee Speaks

A message from Sasken's Corporate Social Responsibility Committee on purpose, practice, and the year ahead.

*CSR, in its truest sense, is not a compliance exercise. It is a continuous act of choosing where your organisation's attention and resources will stand - and then standing there, consistently, even when the outcomes take years to become visible. At Sasken, we have chosen to stand in places that formal systems often overlook: beside the child who arrives at school without breakfast, beside the elderly person for whom tomorrow's meal is uncertain, beside the woman whose savings deserve the same security as anyone else, beside a child for whom timely care can mean a lifetime of sight. We stand there not because it is required of us. We stand there because it is right.*

As the CSR Committee, our role extends beyond approving budgets and reviewing reports. We are responsible for ensuring that Sasken's social commitments are purposeful, that partners are selected with care, that outcomes are measured honestly and - perhaps most importantly - that the work we begin, we sustain.

This year, we are particularly proud of the depth and continuity our initiatives have achieved. The Morning Nutrition Program enters its third consecutive year. Project NAYANA has now delivered over 8,600 screenings across two years, with sight preserved for hundreds of patients who had no other avenue for care. Project SEWA marks twelve years - a partnership that began long before formal CSR mandates and continues because the need endures and the trust has been built, person to person, village to village.

## On Continuity

We believe that one year of support is rarely enough. Real change requires organisations to return - and keep returning- until structures are strong enough to hold on their own.

## On Partnership

We choose partners not merely for reach, but for trust and proximity to communities. Their knowledge of the ground is irreplaceable; our role is to support and sustain, not substitute.

## On Accountability

We hold ourselves to honest measurement- including where gaps remain. An SROI of ₹52 per rupee invested in nutrition is meaningful only when we also acknowledge what still needs to improve.

Looking ahead, the Committee is focused on two priorities: deepening impact in existing initiatives so that the communities we serve experience genuine, multi-year transformation - and carefully exploring where Sasken's capabilities, particularly in technology, can be brought to bear on social problems that are still waiting for the right partner.

We are grateful to our implementing partners, to the communities that have trusted us with their stories and to every Sasken colleague whose commitment makes this work real.



**RAJIV C. MODY**

Chairman & Managing Director | CSR Committee Chair

# CSR: Materiality

## Where We Choose to Stand

Our choices are not incidental. They are shaped by a careful assessment of societal needs, organizational values and the long-term impact we seek to create. This materiality-led approach ensures that our efforts are both relevant and meaningful.

These priorities guide not only what we initiate, but also what we sustain - reflecting our commitment to continuity, depth and measurable change over time.

*In every year of engagement, a question returns quietly but firmly: Where does our attention matter most?*

At Sasken, CSR initiatives are shaped not by abstraction, but by listening - to partners working closest to communities, to needs that persist across years and to gaps that remain even where systems exist. These areas of focus have emerged over time, through observation, dialogue and a sustained sense of responsibility.

## MATERIAL AREAS OF FOCUS

Area	Why It Matters	What It Enables
Nutrition	A child's day cannot begin on an empty morning	Health, attention, learning
Healthcare	Distance often decides who receives care	Early intervention, dignity
Women's Empowerment	Financial inclusion builds long-term resilience	Agency, stability, independence
Employability	Education without opportunity limits potential	Economic mobility
Elderly Care	Some lives require support without condition	Dignity, continuity

These choices guide not just what we begin, but what we return to - year after year. **"What we choose to pay attention to becomes the change we create."**

# CSR Financial Disclosure

Fy 2025-26 companies Act 2013 · Section 135 · Schedule VII

This disclosure is made in compliance with Section 135 of the Companies Act 2013 and the Companies (Corporate Social Responsibility Policy) Rules 2014, as amended. The prescribed format for CSR financial disclosure is additionally included in Saskaen's Annual Report for FY 2025-26.

## STATUTORY CSR OBLIGATION

Item	Amount Spent (₹ Lakhs)
Average net profit of the company (preceding 3 financial years)	₹ 4,680.64
Prescribed CSR expenditure (2% of above)	₹ 93.61
Total CSR amount spent during FY 2025-26	₹ 160.00
Amount spent in excess of prescribed obligation	₹ 66.39
Unspent CSR amount	Nil
Amount transferred to Unspent CSR Account	Nil

Saskaen has spent in excess of its statutory CSR obligation for FY 2025-26. There is no unspent amount and no transfer to an Unspent CSR Account has been required.

Initiative	Implementing Partner	Area	Amount Spent (₹ Lakhs)
Project SEWA	Self-Employed Women's Association	Women's Empowerment	₹ 40.13
Project Joy of Giving	Joy of Giving NGO	Elderly Care	₹ 12
No Child Goes to School Hungry Ever	Sri Sathya Sai Annapoorna Trust	Nutrition	₹ 19.39
Project Skill Development	My Little Bit / dreamz-unlimited	Youth Employability	₹ 12
Project Nayana	Vittala International Institute of Ophthalmology	Healthcare	₹ 78.66

## CSR COMMITTEE OVERSIGHT

CSR expenditure for FY 2025-26 was approved by the CSR Committee chaired by the Chairman and Managing Director, Rajiv C. Mody. All implementing partners are registered entities with valid 80G / 12A certifications as applicable. Expenditure has been incurred directly through implementing partners in accordance with the CSR Policy approved by the Board. The CSR Annual Report in the prescribed format under Rule 8 of the Companies (CSR Policy) Rules 2014 is included in Saskaen's Annual Report for FY 2025-26 and filed with the Registrar of Companies.

Regulatory reference: Companies Act 2013 - Section 135 · Companies (CSR Policy) Rules 2014 · Schedule VII · BRSR Principle 8

# CSR: Stakeholder Engagement

## Listening Before Acting

These choices are not made in isolation. They are shaped by those closest to the need.

Sasken recognises that meaningful CSR is built on continuous engagement - not only with communities but with the partners and institutions that understand them best.

Who We Engage With	How Engagement Happens	What We Learn
<ul style="list-style-type: none"> <li>Local communities and beneficiaries, whose needs define the work</li> <li>Implementation partners, who bring proximity, trust and local knowledge</li> <li>CSR Committee and leadership, who ensure purpose and accountability</li> <li>Employees, who contribute through participation and awareness</li> <li>Institutions and ecosystems, which shape broader development priorities</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing collaboration with partner organisations</li> <li>Feedback gathered during programme implementation</li> <li>Periodic reviews of outcomes and field realities</li> <li>Observations that emerge through sustained presence</li> </ul>	<ul style="list-style-type: none"> <li>The importance of continuity over one-time intervention</li> <li>The need for access, not just provision</li> <li>The central role of trust in enabling impact</li> </ul>

These insights shape how programmes evolve - carefully and over time.

### ASSESSING IMPACT

Alongside ongoing engagement, Sasken places strong emphasis on understanding outcomes beyond implementation. Feedback from stakeholders - especially communities and partner organizations are taken. Feedback is taken from end beneficiaries too. A structured approach such as Social Return on Investment (SROI) is assessed to understand the broader value created. This combination of listening and measurement ensures that programmes remain responsive, accountable and continuously improving.

Through approaches such as Social Return on Investment (SROI), Sasken seeks to understand the deeper value created through its CSR initiatives over time.

Stakeholders including CSR implementing partners, beneficiary communities and suppliers who wish to raise concerns, report unethical conduct, or flag Code of Conduct violations may do so through Sasken's Whistleblower Policy, which provides a confidential and protected channel accessible to all stakeholders - not limited to employees. The mechanism is reviewed by the Audit Committee quarterly and no individual raising a concern in good faith is subject to retaliation.

# Management Approach

## From Need to Action

Each initiative undertaken by Sasken follows a consistent approach - one that begins with understanding a need, responds through sustained action and returns to measure what has changed. Rather than standalone programmes, these initiatives are designed as living commitments: reviewed, refined and renewed.

### APPROACH ACROSS KEY AREAS

Initiative	Focus	Response	Measurement
Nutrition	Addressing morning hunger among school children in government schools across Chintamani Taluk	Daily nutrition through the Morning Nutrition Program in partnership with Sri Sathya Sai Annapoorna Trust	Attendance rates, nutrition-related health indicators, teacher-reported classroom engagement
Healthcare	Access to specialised eye care in underserved rural regions of Karnataka	Mobile eye hospital, grant-assisted surgeries and treatment support via Vittala International Institute of Ophthalmology	Screenings conducted, interventions performed, visual acuity outcomes
Women's Empowerment	Financial inclusion for women in India's informal sector	Digital savings (m-Bachat) and Membership Management System in partnership with SEWA	Women enrolled, savings mobilised, system usage and member records
Employability	Bridging the gap between education and employment for underprivileged college students	Integrated Skill Development Program (ISDP) woven into academic curricula via My Little Bit	Student participation, employment rate post-completion, average starting income
Elderly Care	Food security for destitute elderly individuals with no means of self-support	Daily meal provision through Joy of Giving NGO at the Sipani Seva Sadan destitute home	Meals served annually, health stability indicators, caregiver-reported well-being

Across all initiatives, the emphasis remains on continuity, accountability and measurable outcomes.

What begins as a response to need evolves into sustained action, guided by learning and measured through impact.

# Risks, Challenges & Limitations

## Where the Work Remains Incomplete

Impact, when observed closely, is never without its limits. Across Sasken's CSR initiatives, progress exists alongside constraints - some structural, some inherent to the nature of the work itself. Acknowledging these honestly is part of responsible reporting.

### Dependence on Partnerships

CSR initiatives are implemented through partner organisations whose capacity and local conditions may influence outcomes. Programme continuity is partly contingent on partner stability.

### Geographic Reach

Programmes are implemented across multiple states and districts in India, reflecting a growing and diversified presence in underserved regions. While certain geographies continue to see deeper engagement, efforts are steadily expanding to reach communities across a wider national footprint.

### Scaling Constraints

Expanding beyond current geographies and beneficiary groups requires sustained funding, strong new partnerships and readiness of local infrastructure - none of which can be assumed.

### Measurement Limitations

While structured metrics and SROI methodologies are used, certain outcomes - such as restored dignity, renewed confidence and long-term behavioural change - remain inherently qualitative and difficult to capture precisely.

### Risk of Dependency

Sustained support in areas such as nutrition and elderly care may create reliance if not complemented by broader systemic or governmental solutions. Sasken is mindful of this and actively explores system-strengthening approaches.

### Our Response

To address these challenges, Sasken:

- Works with experienced, community-based partners selected for trust and proximity
- Focuses on long-term engagement rather than short-term intervention
- Reviews outcomes regularly and adapts programme design accordingly
- Prioritises strengthening systems alongside direct support, to reduce future dependency

Not every gap can be closed within a year. But with continuity, even complex challenges begin to shift.

# Project SEWA

SEWA Digital Empowerment Project | Self-Employed Women's Association | Since January 2014

Members - MMS  
**25 Lakh**

Savings Collected  
**₹2.68 Cr**

m-Bachat Enrolled  
**31,692 Women**

States & UTs  
**11 States - 3 UTs**

Partnership Since  
**January 2014**

*Project SEWA is Sassen's twelve-year technology partnership with the Self-Employed Women's Association - providing digital solutions that enable financial inclusion for women in India's informal sector. Through m-Bachat (savings management) and the Membership Management System, Sassen has helped SEWA grow from a manual, paper-based operation to a digitally-enabled network of nearly 25 lakh women across 11 states and 3 Union Territories.*

In a village meeting, the women sit close together.

Money is discussed softly here. Savings are counted twice. Names are spoken carefully. For many of these women, financial decisions have always carried weight-not because the amounts are large, but because mistakes are costly and trust has been hard-earned.

These women are members of the Self-Employed Women's Association (SEWA). They work in fields, homes, markets, and small workshops. Their incomes are modest, irregular and deeply tied to circumstance. What they have built together over decades is not wealth, but reliability.

In January 2026, Sassen marked twelve years of partnership with SEWA. The collaboration did not begin with technology. It began with a recognition: that financial inclusion only works when it respects how people already live, save and decide. From that understanding came the two platforms that now anchor this work.



GRI 203-1 · GRI 203-2

BRSR P8, P5

## TWO PLATFORMS. ONE PURPOSE.

### m-Bachat

Savings & Credit Management – Since 2014

- Replaces handwritten ledgers with a trusted digital system
- Bilingual interface - Gujarati and English
- Built for users with limited computer literacy
- Operates across 11 districts of Gujarat
- 31,692 women enrolled as of Feb 2026
- ₹2.68 crore in savings collected (Apr 2025 – Feb 2026)

### MMS

(Membership Management System) - Since 2017

- Digital backbone for SEWA's expanding network
- Mobile app + web portal - dual access
- Supports Hindi, Bangla, Gujarati & English
- Covers 11 states, 3 UTs & 11 aspirational districts
- Nearly 25 lakh member records as of Feb 2026
- New member-facing solution in development since 2024

₹2.68 Cr

*in savings collected between April 2025 and February 2026 through the m-Bachat platform - fewer disputes, quicker reconciliations and the assurance that one's*

**Covered 11 aspirational districts in FY 2025-26**

**12 Years**  
of Sustained Partnership

Women who were once invisible in formal systems now exist clearly within one - named, recorded, and represented. This work does not draw attention to itself. It strengthens what already exists. It respects the pace at which trust travels - slowly, person to person, village to village.

“For Sasken, the long-standing partnership with SEWA reflects a consistent belief: that technology, when designed with care, can quietly support dignity, autonomy and economic resilience.

And for the women who save a little each week, whose names now live securely in systems built for them, **trust has learned to travel** - across districts, across states and into a future that feels a little more certain.”

### Social Return on Investment (SROI)

₹1 invested → ₹3 in social value

For every rupee invested in Project SEWA, ₹3 of measurable social value is generated through financial inclusion, economic resilience and digital empowerment of women.

# Project Joy of Giving

Ensuring food security and dignity for destitute elderly residents  
- Sustained since 2023

Residents Sheltered  
**Elderly**

Meals Served Annually  
**54,545 Meals**

Partnership Duration  
**Since 2023**

Delivery Model  
**365 Days**

*Project "Joy of Giving" is Sasken's CSR initiative supporting a destitute home that shelters approximately 150 elderly residents with no family or means of self-support. Since 2023, the project ensures consistent food provision, delivering nearly 54,545 meals annually to those who can no longer provide for themselves-restoring dignity and stability in their final years.*

By late afternoon, the heat settles into the courtyard of the destitute home.

Some of the elderly sit against the wall, backs curved by age and years of work that no longer matters to anyone outside these gates. A few speak softly to themselves. Others simply wait. Most of them have no place to return to, no work to finish, no family expecting them. Whatever life they once had has narrowed to a handful of certainties-and food is the most important of them.

Hunger, at this stage of life, is not dramatic. It is tiring. For many of these men and women, earning a meal is no longer possible. Their bodies no longer cooperate. Their skills no longer find demand. Some have outlived families. Others were never claimed by one. A roof, a plate of food, a place to sit-these are no longer temporary needs, but permanent ones.

The Joy of Giving destitute home exists for this reason. It takes in those who have nowhere else to go, offering shelter, care and routine. But routine only holds if its most basic element is assured. A home cannot function on goodwill alone. It needs food - every day, without question. Since 2023, Sasken has ensured exactly that.

What this support creates is simple but profound: certainty. For residents in fragile health, certainty around meals helps stabilize medicine schedules, reduce stress and preserve dignity. In a place where abandonment is a shared history, dependable nourishment becomes a daily sign that someone still remembers.



Sipani seva sadan, Adisonnahatti Village, Masur post, Anekal Taluk



Sipani seva sadan, Adisonnahatti Village, Masur post, Anekal Taluk

When the food is ready, there are no speeches. Instead, the residents gather, their hands together and begin to sing. The prayers are soft and familiar, learned long ago and never forgotten. They thank those who continue to care for people the world has learned to overlook.

Only after the prayer ends do they begin to eat.

By ensuring that food is dependable for those who can no longer provide for themselves, Sassen supports something essential: **dignity in the last chapters of life**. Not improvement. Not transformation. Simply care, sustained and reliable.

For those who live at the destitute home, the question is no longer whether they will eat today. And sometimes, that is enough to make the day still possible.

## THE RESIDENTS

**150**  
Elderly Residents  
Sheltered  
**54,545**  
Meals per Year

### Who They Are

- Destitute with no family support or next of kin
- Unable to engage in any income-generating activity
- Requiring consistent nutritional support for medication compliance
- Dependent on the home for shelter, care and daily meals
- Many have outlived families or were never claimed by one

### Social Return on Investment (SROI)

₹1 invested → ₹8.0 in social value

For every rupee invested in Project Joy of Giving, ₹8.0 of measurable social value is generated through improved nutrition, reduced healthcare costs and restored dignity for elderly residents.

## BEYOND MEALS: SECONDARY HEALTH OUTCOMES

### Reported by Caregivers

- Measurable reduction in malnutrition-related medical emergencies
- Improved medication adherence among residents with chronic conditions
- Enhanced mental well-being through the dignity of assured daily meals
- Reduced anxiety and behavioural challenges linked to food insecurity

### Sustainable Development Goals



GRI 416-1

BRSR P8, P5

# Project Morning Nutrition

No Child Goes to School Hungry Ever! | Sri Sathya Sai Annapoorna Trust | Chintamani Taluk, Karnataka

**13,000+**  
Students served

**316**  
Schools

**3rd Year**  
Of sustained Sasken support

## THE RESIDENTS

In the early hours of the morning, before the bell rings, the schoolyard in Chintamani Taluk fills slowly.

Children arrive in pairs or alone, some still half-asleep, some already restless, carrying notebooks that are too thin and bags that are too light. Their teachers notice certain things first: the way a child stares too long at the blackboard, the way another rests his head on folded arms, the quiet absence of questions where curiosity should be.

Hunger is not dramatic here. It does not announce itself. It simply settles in, dulling attention, shortening patience, making learning feel like a task meant for someone else.

At **Sasken**, when we speak of the future, it is easy to picture offices, plans and milestones. But the future begins earlier than that. It begins in classrooms like these, where ability is present but energy is not always guaranteed. There has always been a quiet conviction at **Sasken** that progress means little unless it reaches the lives it hopes to improve. For many children, the morning determines the day.

For the third year in a row, **Sasken** has partnered with the **Sri Sathya Sai Annapoorna Trust** to continue the Morning Nutrition Program. The act itself is simple and repeated: a protein-rich health drink "**SaiSure**," served each school morning. But its power lies in its reliability. Children learn quickly what they can depend on. When nourishment becomes routine, readiness follows.

Today, more than thirteen thousand children across 316 government schools begin their school day with that assurance. Attendance steadies. Focus sharpens. Illness recedes. What looks like data, on paper, is in fact a series of small personal shifts - children staying in their seats, raising their hands, remaining present.



GRI 416-1

BRSR P8, P5

"...there are fewer empty desks now. Fewer sick days. Health checkups show improvements that persist beyond the immediate program. The children are not just arriving at school; they are staying engaged. They are lasting through the day...."

- Mrs. LakshmiDevamma, Head Mistress, GHPS Irgampalli

It becomes clear then that this is not about a morning drink alone. It is about restoring something essential: attention, confidence, the quiet belief that learning is possible today, not just someday. When a child begins the day nourished, the mind follows. And with it, the chance to imagine a future that feels reachable.

₹52

### Social Return on Investment (SROI)

in social value generated for every ₹1 invested - calculated through improved educational outcomes, reduced healthcare costs and enhanced future earning potential.

## THE RESIDENTS

- Attendance rates: Consistent improvement in regular school attendance
- Health metrics: Measurable reduction in nutrition-related illnesses
- Academic performance: Teachers report improved concentration and classroom participation
- Continuity: Third consecutive year of partnership, demonstrating sustained commitment

SROI methodology developed in partnership with Sri Sathya Sai Annapoorna Trust, using standardised frameworks for educational and health outcome valuation.

### Sustainable Development Goals



# Project Skill Development

Dreamz unlimited | My littlebit | Bangalore, Karnataka

ISDP Curriculum

Employability

Women's Inclusion

Placement Support

*In Saskaen's partnership with My Little Bit, the Integrated Skill Development Program (ISDP) under the dreamz-unlimited initiative embeds employability training - communication skills, workplace readiness and practical exposure - directly into college curricula for underprivileged students across Karnataka.*

In the back rows of the classroom, the girls listen carefully. They are BCom, BBA and BA students - young women and men who have learned, early on, not to take attention for granted. Many of them are the first in their families to reach college. Their notebooks are neat. Their questions, when they come, are measured. Ambition exists here, but it has learned to keep its voice low.

Talent is not the problem. Exposure is. For students like these, education often ends at theory. Degrees are earned, but confidence is not. Skills remain abstract. Employment feels distant, spoken of in terms that do not quite belong to them.

Through its Integrated Skill Development Program (ISDP) under the dreamz-unlimited initiative, My Little Bit weaves skill-building directly into the academic curriculum. Communication, workplace readiness and practical exposure are treated not as optional additions, but as part of learning itself.

Since 2023, Saskaen has partnered with My Little Bit to support this work across Karnataka. The partnership does not alter the classroom from the outside; it strengthens it quietly from within. Most of the beneficiaries are young women - nearly 48% - a reflection of both need and intent. For many of them, employment represents independence, choice and the ability to remain in education longer than the generation before them.

The changes appear gradually. Students begin to speak more easily. They learn how to introduce themselves without apology. They understand what an interview expects, what a workplace demands and how their own abilities translate beyond examinations.



*Young women should leave college not just educated, but prepared. Skills are introduced alongside subjects. Confidence is built alongside coursework.*

*- ISDP Programme Philosophy*

## Social Return on Investment (SROI)

For every rupee invested in Project Skill Development, ₹25.75 of measurable social value is generated through employment outcomes, income uplift and long-term economic empowerment of youth.

## WHERE POSSIBILITY LEARNS TO STAY - CONTINUED

*By FY 2025-26, the scale of the effort continued meaningfully. Sasken's support enabled skill development for 1,081 students, extending structured training and employability-focused learning to a much wider group of young people from underprivileged backgrounds.*

Those who teach in these programs notice the shift before the students do. The way young women sit straighter during presentations. The way they stay back after class, asking questions not about marks, but about next steps.

This work does not promise instant transformation. It offers something steadier: preparation. It allows students to imagine employment not as a distant exception, but as a reasonable outcome of effort.

For many of these young women and men, that is where possibility finally learns to stay. The partnership with My Little Bit continues to demonstrate that the gap between education and employment is not unbridgeable - it requires consistent attention, trusted execution and an understanding that real change moves at the pace of human confidence.

Sasken's role in this program reflects a broader commitment: not to perform impact from a distance, but to invest in the structures that allow young people to realise the potential their education has already given them.

*By supporting skill development where education and opportunity often diverge, Sasken contributes to something enduring - the confidence to remain present in one's own future."*

- Sasken CSR

## OUTCOMES BEYOND TRAINING

**1,081**  
Students Supported  
FY 2025-26

**50-60%**  
Employment Rate  
Post-Completion

**₹20,000**  
Avg. Starting Salary  
Per Month

### Sectors

Graduates found placement in retail, banking, IT support, administrative roles and hospitality.

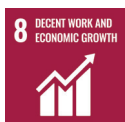
### Timeline

Employment secured within 6-12 months of program completion for the majority of graduates.

### Gender Focus

Nearly 48% of beneficiaries are young women, with the program directly supporting women's economic independence.

### Sustainable Development Goals



GRI 404-2

BRSR P8, P5

### Partnership Impact - Sasken & My Little Bit (2023-2026)

The dreamz-unlimited ISDP demonstrates that meaningful employability outcomes require embedding skill-building within educational systems rather than offering it as an afterthought. Sasken's sustained partnership with My Little Bit since 2023 has progressively scaled structured training to over 1,000 underprivileged students, with measurable employment outcomes and a strong focus on gender equity - contributing directly to SDG 4, 5, 8, 1 and 10.

# Project Nayana

The Vision of Hope - Transforming Rural Eye Care - Vittala International Institute of Ophthalmology - Karnataka

**8,626**  
Screenings over two years

**2,066**  
Laser sessions performed

**954**  
Anti-VEGF injections

**903**  
Corrective surgeries

*Project NAYANA is Saskaen's partnership with Vittala International Institute of Ophthalmology to prevent blindness caused by diabetic retinopathy and glaucoma in rural Karnataka - through a state-of-the-art mobile eye hospital and grant-assisted surgeries, bringing advanced eye care directly to underserved villages where access to specialized treatment would otherwise be impossible.*

## VISION OF HOPE - TRANSFORMING RURAL HEALTHCARE

In many villages, sight fades quietly.

It begins with small things - a number that refuses to stay sharp, a face that feels harder to recognize, a step taken a little too cautiously. For people living with diabetes, this change is often gradual enough to ignore, until ignoring it is no longer possible.

Conditions like diabetic retinopathy and glaucoma are among the leading causes of preventable blindness in developing countries. They do not arrive suddenly. They progress in silence, requiring early detection, specialized equipment and trained care - things that are not evenly available across districts in Karnataka. India carries a particular weight in this reality: with more than 32 million people living with diabetes, the risk of vision loss is widespread. Where technology and skilled intervention are missing, preventable blindness slowly becomes accepted as fate.

For nearly sixteen years, the Vittala International Institute of Ophthalmology had been addressing this gap - taking eye care into underserved communities, building trust village by village. The work was proven. The need was growing. What was needed was not a new idea, but a committed partner who could help carry the work forward.

That partnership took shape in January 2023, when Saskaen stepped in - supporting the vision with what it most required at that moment: scale, technology and continuity. Together, they established a new state-of-the-art Mobile Eye Hospital - fully functional, equipped to screen, diagnose and treat diabetic retinopathy and glaucoma and supporting surgeries and medication for patients who could not otherwise afford them.

Healthcare, in these places, does not fail loudly. It fails by distance.



Over time, the mobile hospital became a familiar presence in the villages it visited. People arrived cautiously at first, encouraged by neighbours or family members who noticed changes before they did. Screenings happened one by one. Results were explained patiently. Treatment plans were made. Beyond the figures are quieter changes - farmers continuing to work, elders moving with confidence, individuals regaining independence in daily life.

Two Years of Impact: By the Numbers			
Metric	FY 2024-25	FY 2025-26	Total
Screenings (Early Detection)	4,126	4,500	8,626
Laser Sessions	1,066	1,000	2,066
Anti-VEGF Injections	466	488	954
Corrective Surgeries	452	451	903

## SOCIAL RETURN ON INVESTMENT (SROI)

Impact Multiplier

**Every Rupee Invested Creates Measurable Social Value**

₹1 invested → ₹8 value

For every rupee invested in Project NAYANA, ₹8 of measurable social value is generated - through sight preserved, livelihoods protected and healthcare access extended to underserved communities across rural Karnataka.

## THE PARTNERSHIP MODEL

**Mobile Eye Hospital**

Bringing advanced screening and treatment directly to remote villages

**Base Hospital Support**

Enabling complex surgeries and specialist care for referred patients

**Grant Assistance Program**

Ensuring financial barriers do not prevent sight-saving treatment

"This is where healthcare becomes human."

### Sustainable Development Goals



GRI 416-1 · GRI 203-1

BRSR P8, P5

The four stories narrated in the next pages are drawn from nearly 8,000 human lives that needed intervention but might otherwise have remained beyond reach. In each case, NAYANA has helped turn vulnerability into possibility.

# A Small Light Held Steady

Koriagundi Village | Rural Karnataka

Patient  
**Vinay**

Age  
**7 Years**

Condition  
**Retinal Detachment**

Intervention  
**Vitreotomy +  
Endolaser**

Support  
**Nayana Grant  
Assistance**

In the village of Koriagundi, where mango trees stand patient through the seasons and the land decides the rhythm of each day, seven-year-old Vinay learned early how to notice things adults sometimes miss.

He knew the sound of grape leaves in the wind and the way morning light slanted across the farm. What he could not explain was why, over a few weeks, that light began to fade on one side. It was not his parents who first saw it - it was his schoolteacher, noticing how Vinay leaned closer to his books, how he hesitated when copying from the blackboard. That small act of attention - ordinary, almost forgettable - became the beginning of a longer story.

When Vinay was brought to the hospital, his parents carried with them more than worry. They carried the quiet arithmetic of their lives: a monthly income of ₹16,000, five mouths to feed, no savings to speak of. They worked as caretakers on a mango grove and grape farm, living on the land but owning none of it.

## What Vinay Could See



**Right Eye - Shadows & faint light only**



**Left Eye - Blurred shapes at close range**

## What Was Wrong & What Was Done

- His right eye had a small natural gap in the coloured ring - present from birth, but manageable
- The seeing surface at the back of his eye - the retina - had peeled away from its position, like wallpaper lifting off a damp wall
- Surgeons carefully reattached the retina, used a fine laser to seal it back in place, then filled the eye with a special medical oil to hold everything steady while it healed
- The procedure was done under full anaesthesia so Vinay felt nothing - it lasted one hour and forty-five minutes
- Led by Dr. Vinaya Kumar K, supported by Dr. Swathi & Dr. Chaitra

For Vinay's parents, the recommendation sounded less like a treatment plan and more like a closed door. The cost was beyond what they could imagine managing. It was at this intersection - between medical necessity and financial impossibility - that the Nayana Foundation, with the support of Sasken's CSR initiative, stepped in. The decision was simple: that this child's sight mattered. Vinay was discharged the next day carrying instructions that would test the patience of any child: maintaining a prone position for most of the day, careful medication schedules and regular follow-ups. His parents followed each instruction with diligence born not of medical knowledge, but of gratitude and fear mixed together.

Follow-up Period  
**8 Months**

Right Eye (Post-op)  
**Counting Fingers**

Next Step  
**Low-vision Aid Management**

This is not a story of complete restoration. Vinay's sight is not perfect, but it is preserved. His future remains open. Through this CSR initiative, Sasken, with the support of the Nayana Foundation, did not just fund a surgery - we did our best to ensure that a child from a farming family could continue to read, learn and look at the world with at least one steady eye.

"Sometimes social responsibility is not about grand transformation, but about **holding a small light steady** - long enough for a life to move forward."

# What the Eyes Remember

Koriagundi Village | Rural Karnataka

Patient  
**Smt. Maheshwari**

Condition  
**Diabetic Retinopathy**

Diagnosis  
**Cataract · Vitreous  
Hemorrhage · Retinal  
Detachment**

Coverage  
**Yeshasvini Scheme**

Lead Surgeon  
**Dr. Bhargavi Murali**

Smt. Maheshwari had always believed that sight went last.

It was not something anyone had told her. It was simply what she had assumed - the way one assumes that a house will stand as long as its walls look firm from the outside. She had cooked, planted, harvested and raised two daughters without ever questioning whether her eyes would one day betray her before her strength did.

The trouble began subtly, the way trouble often does. A blur in the left eye that came and went. A shadow that seemed to float across her vision like smoke from a distant fire. She blamed the heat, the long hours in the paddy fields, the sugar levels everyone spoke about in worried tones. On the day the Sasken CSR funded "Nayana mobile eye clinic" came to Kollegal, she almost didn't go - there was rice to sort and a neighbour's granddaughter visiting. But perhaps the boy from the next house, who had already lost sight in one eye, made her step onto the dusty road and wait.

*The van looked out of place, white and blue, its letters clean and hopeful. Inside, it smelled of medicine and metal. The doctors spoke gently, but with urgency - the kind that suggested they had seen this before.*

She was told to lie face down for hours each day after discharge. It was uncomfortable, humbling. Her husband adjusted pillows and brought her water. Neither spoke much. There was comfort in routine. By mid-October, the doctors said the retina was settling. Sight would not return to what it once was, but there was light, shape, continuity.



*"Someone far away decided that her seeing mattered. And because of that decision, the world, though altered, has not disappeared. Sight, she has learned, does not vanish all at once. Sometimes, it stays - just enough to let you recognize the life you are still living."*

# The Space Between Prayer and Light

Chamarajanagar | Rural Karnataka

Patient  
**Mr. Shankar**

Occupation  
**Temple Priest**

Condition  
**Proliferative Diabetic  
Retinopathy**

Support  
**Grant Assistance  
Programme**

Lead Surgeons  
**Dr. Krishna R. Murthy  
& Dr. Bhargavi Murali**

Shankar had learned, over the years, to stand very still.

As a priest, stillness was part of the work. He stood before idols whose expressions did not change, before lamps that flickered and settled on their own terms. People believed this stillness came from certainty, from faith perfected long ago. But increasingly, it came from something more physical: sudden movement made the world tilt, especially when he relied on his left eye. Letters in the sacred texts blurred. Faces at the edges of gatherings softened and slipped away.

When the Nayana mobile eye care van arrived in Chamarajanagar, he went without urgency. Inside, machines hummed softly and doctors spoke in calm, measured voices. They explained that diabetes had begun to damage the blood vessels in his retina. He underwent one sitting of retinal laser treatment inside the mobile van - an early intervention meant to slow the progression. He was then advised to visit the base hospital for further evaluation.

*The weight of medical words stayed with him. So did another concern: money. He earned about ₹10,000 a month performing religious poojas. Asking for help did not come easily. But through Sasken CSR's Project Nayana, support was approved under the Grant Assistance programme - quietly, without spectacle, but it altered everything that followed.*

## Surgical Team

**Dr. Krishna R. Murthy**

Lead Surgeon

**Dr. Bhargavi Murali**

Vitreo-Retina Consultant & Surgeon

**Dr. Swathi Kushwa**

Surgical Assistant

**Dr. Raghavendra**

Anaesthetist

**Mr. Suresh**

Surgical Assistant

He was discharged the next day with instructions to maintain a strict prone position for 12 to 13 hours a day for two to three weeks, allowing the gas bubble to support retinal healing. Recovery required patience. His wife arranged pillows. His daughter reminded him about eye drops. The house adjusted itself around his stillness.

Surgery Duration  
**2 Hrs 30 Min**

Retinal Status  
**Stable at Follow-up**

VA Improvement  
**CF 3m → 6/36**

Financial Barrier  
**Resolved via Grant**

"He stood very still, as he always had. But now, because Project Nayana and Sasken CSR had intervened at the right moment, the world remained visible - imperfect, fragile and still worth seeing."

# What Remains in Focus

Chamarajanagar | Rural Karnataka | September 2025

Patient  
**Rugesh**

Age  
**57 Years**

Occupation  
**Agricultural Labourer**

Condition  
**Vitreous Hemorrhage ·  
Decentered IOL**

Support  
**Grant Assistance  
Programme**

In Chamarajanagar, Rugesh's days had long been organised by movement.

Before sunrise, there were fields to walk through, cows to feed, milk to measure and carry to the cooperative. These actions were not planned so much as repeated - learned over years until the body remembered them without effort. Work followed work and the day resolved itself through routine. It was his vision that began to interrupt this rhythm.

Rugesh was fifty-seven when he noticed it clearly. Years earlier, he had undergone cataract surgery in both eyes. The improvement then had felt complete. But gradually, vision in his right eye began to fail again. Shadows replaced clarity. By the time he acknowledged the loss, he could see little more than hand movements close to his face.

When the Nayana mobile eye care van arrived in Chamarajanagar in September 2025, he joined the queue without expectation. Retinal laser treatment was performed in a single sitting. He was then referred to the Vittala Institute of Ophthalmology for further evaluation.

## Livelihood Context Sole Earner

**₹400/day**  
Daily-wage agricultural  
labour income

**12 Litres**  
Milk sold daily to cooperative  
(₹18,000/month)

**B.Sc. Nursing**  
Son's education - funded by  
Rugesh alone

*He requested financial assistance without elaboration. Through Project Nayana, his case was assessed and approved under the Grant Assistance Programme. The approval did not alter his circumstances dramatically, but it removed a single, decisive obstacle.*

## Surgical Team

**Dr. Bhargavi Murali**  
Lead Surgeon · Vitreo-Retina Consultant

**Dr. Vandana Sayra**  
Surgeon

**Dr. Swathi**  
Surgical Assistant

**Dr. Naveen**  
Anaesthetist

**Mr. Suresh**  
Surgical Assistant

Surgery Duration  
**2 Hrs 45 Min**

Follow-up  
**4 Months · Doing Well**

Financial Barrier  
**Resolved via Grant**

Continued Care  
**Review Near Chamarajanagar**

# Reflection: What Continuity Makes Possible

Five initiatives. One sustained commitment. Impact that deepens with time.

Nutrition  
Year 3 - 13,000+  
Children

Healthcare  
8,000+ Eye  
Interventions

Elderly Care  
54,545 Meals / Year

Skill Development  
1,081 Students ·  
FY 2025-26

Women's  
Empowerment  
25+ Lakh Members

Across these five initiatives, a common thread emerges: impact deepens with time.

The Morning Nutrition Program enters its third year. Project NAYANA expands from 4,126 screenings to 4,500. The SEWA partnership marks a decade. My Little Bit progresses from pilot to scale. Joy of Giving sustains 54,545 meals annually. This continuity reflects Sasken's understanding that social change is not transactional but relational - built through sustained engagement, evolving partnerships and the patience to let impact accumulate.

## Why Continuity Matters - Impact That Extends Beyond Years

<b>Nutrition</b>	A child nourished today may teach tomorrow	<b>Healthcare</b>	Vision preserved enables livelihood continued
<b>Skills</b>	Skills learned open doors previously unimagined	<b>Empowerment</b>	Savings secured build economic resilience across generations
<b>Elderly Care</b>	Meals provided restore dignity in life's final chapters	<b>Scope</b>	Outcomes of FY 2024-25 & 2025-26 will extend far beyond these years

## COLLECTIVE OUTCOMES - FIVE PRINCIPLES OF PRACTICE

### Consistency

Returning year after year, allowing trust and systems to strengthen

### Partnership

Working through organisations with proven community presence

### Dignity

Treating individuals as deserving of care and opportunity, not charity

### Measurement

Tracking outcomes honestly, including limitations and challenges

### Focus

Concentrating resources where they create meaningful, lasting change

### Classrooms

Where children arrive nourished and ready to learn

### Villages

Where sight is preserved and livelihoods continue

### Homes

Where the elderly are remembered with dignity

### Colleges

Where young women discover their capabilities

### Meetings

Where women's economic agency is supported by technology

**Alignment with BSR Principle 8:** All initiatives documented in this section contribute directly to inclusive growth and equitable development through targeted support to vulnerable and marginalised communities across nutrition, healthcare, elderly care, youth employability and women's economic empowerment domains.

# Appendix: GRI Content Index

## Statement of Use

This report has been prepared with reference to the GRI Standards.

**GRI 1 Used: GRI 1:** Foundation 2021

## GRI 2: General Disclosures

GRI Standard	Disclosure	Description	Page(s)
GRI 2-2	Entities included	Scope of CSR activities	66-67
GRI 2-3	Reporting period	FY reference	66
GRI 2-6	Activities, value chain	CSR initiatives overview	67
GRI 2-9	Governance structure	CSR Committee	69-72
GRI 2-12	Role of highest governance body	CSR oversight	69
GRI 2-13	Delegation of responsibility	CSR Committee role	69
GRI 2-14	Role in reporting	Implied governance oversight	69-72
GRI 2-22	Strategy statement	CSR philosophy	68-69
GRI 2-23	Policy commitments	CSR intent	68
GRI 2-24	Embedding policy	Implementation via programmes	74
GRI 2-25	Grievance mechanisms	No formal mechanism in place; under review	73-75
GRI 2-29	Stakeholder engagement	See Stakeholder Engagement section	73

### GRI 413: Local Communities (Core CSR Standard)

GRI Standard	Disclosure	Description	Page(s)
GRI 413-1	Operations with community engagement	All CSR initiatives	67-74
GRI 413-2	Negative impacts on communities	Nil	76, 78, 79, 82, 84

### GRI 203: Indirect Economic Impacts

GRI Standard	Disclosure	Description	Page(s)
GRI 203-1	Infrastructure investments	SEWA, NAYANA (systems, mobile hospital)	76-84
GRI 203-2	Indirect economic impacts	Employability, financial inclusion	76-82

### GRI 404: Training & Education

GRI Standard	Disclosure	Description	Page(s)
GRI 404-2	Programmes for upgrading skills	Skill Development initiative	81-82

### GRI 416: Health & Safety (Community Impact)

GRI Standard	Disclosure	Description	Page(s)
GRI 416-1	Health & safety impacts	Nutrition, healthcare programmes	78, 79, 83, 84

# Driving Ethical & Accountable Growth

Engineering Impact Through People and Trust

Board Governance

Ethics & Integrity

Security & Continuity

Accountability & Disclosure



- TRANSPARENCY
- ACCOUNTABILITY
- RESPONSIBILITY
- FAIRNESS

# GOVERNANCE

# Driving Ethical & Accountable Growth

Engineering Impact Through People and Trust



Training Coverage <b>100%</b>	Data Privacy Breaches <b>Zero</b>	Cybersecurity Breaches <b>Zero</b>	Disaster Incidents <b>Zero</b>	AV / VA / PT Compliance <b>100%</b>	Governance Guardians <b>16</b>
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## OVERVIEW OF GOVERNANCE

<p>Strong governance is the foundation of sustainable growth. At Sasken, we uphold the highest standards of integrity, transparency and accountability in everything we do. Our governance framework not only ensures compliance but also guides responsible decision-making across the organization.</p> <p>Governance at Sasken is closely aligned with our strategic priorities and risk management practices. It is integrated into daily operations through robust policies, ethical conduct, data protection, board oversight and stakeholder engagement mechanisms - ensuring that we operate with responsibility and resilience.</p> <p>This section offers a clear view of our governance structure, board practices, compliance frameworks and ethical conduct initiatives. It reflects our commitment to building long-term stakeholder value through principled leadership and operational excellence.</p>	<p><b>Section Contents</b></p> <ul style="list-style-type: none"> <li>Driving Ethical and Accountable Growth</li> <li>Building a Bridge to a Sustainable and Ethical Future</li> <li>Sustainability Governance Strategy</li> <li>Sustainability Governance Leadership Model</li> <li>Integrity, Ethics &amp; Transparency</li> <li>Data Privacy &amp; Cybersecurity</li> <li>Business Continuity</li> </ul> <p><b>Regulatory Frameworks</b></p> <ul style="list-style-type: none"> <li>National Stock Exchange (NSE) &amp; Bombay Stock Exchange (BSE) Limited</li> <li>SEBI (LODR) 2015 - Listing Obligations &amp; Disclosure Requirements</li> <li>BRSR - Business Responsibility and Sustainability Report regulatory disclosure framework</li> </ul>
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## OUR GOVERNANCE GUARDIANS

01 Board Composition	05 Stakeholder Engagement	09 Cybersecurity Controls	13 Audits and Assessments
02 Executive Compensation	06 Transparency in Disclosures	10 Whistleblower Policies	14 Business Continuity Planning
03 Shareholder Rights	07 Anti-Corruption & Anti-Bribery Policy	11 Prevention of Insider Trading	15 Sustainable Supply Chain
04 Diversified Risk Governance	08 Code of Conduct	12 Data Privacy Controls	16 Software Integrity

## BOARD COMPOSITION & EXECUTIVE GOVERNANCE

Governance Guardians 01 · 02 · 03 - Board Composition · Executive Compensation · Shareholder Rights. Sasken's Board of Directors provides strategic oversight, ensures accountability and safeguards stakeholder interests. The Board is structured to balance executive leadership with independent oversight - upholding the highest standards of corporate governance as mandated by SEBI (LODR) Regulations 2015 and the Companies Act, 2013.

**8**

Total board strength

**75%**

Independent directors  
(6 of 8) of board

**12.5%**

Women directors  
on board (1)

**7**

Board meetings held  
FY 2025-26

## BOARD COMPOSITION - DIRECTOR PROFILES

NAME	DESIGNATION	CATEGORY
<b>Mr. Rajiv C. Mody</b>	Chairperson, MD & CEO	Executive / Promoter
<b>Mr. Pranabh D. Mody</b>	Non-Executive Director	Non-Executive / Promoter
<b>Mr. Som Mittal</b>	Independent Director	Non-Executive Independent
<b>Dr. G. Venkatesh</b>	Independent Director	Non-Executive Independent
<b>Mr. Raja Ramana Macha</b>	Independent Director	Non-Executive Independent
<b>Mr. Sunirmal Talukdar</b>	Independent Director	Non-Executive Independent
<b>Mr. Sunil Sachan</b>	Independent Director	Non-Executive Independent
<b>Ms. Madhu Khatri</b> (Until July 29, 2025)	Independent Director	Non-Executive Independent
<b>Ms. Meeta Malhotra</b> (From October 22, 2025)	Independent Director	Non-Executive Independent

GRI 2-9 · GRI 2-12 · GRI 2-27 · GRI 205-1

BRSR P1 · P4 · P5

# Building a Bridge to a Sustainable & Ethical Future



## BUILDING A BRIDGE TO A SUSTAINABLE AND ETHICAL FUTURE

At Sasken, we are committed to the highest standards of corporate governance, underpinned by a robust framework that ensures integrity, fairness, equity and transparency. Our governance model is strengthened by well-defined policies, effective oversight mechanisms and a dedicated leadership team - including the Board and its committees.

This principled approach not only enhances stakeholder trust but also creates sustainable long-term value, enabling us to navigate an evolving business environment while upholding the highest ethical standards.

People and Prosperity

### Corporate Governance

#### Performance Measurement

Clear sustainability metrics integrated into regular corporate reporting, aligned with overall objectives.

#### Integration into Strategy

Sustainability goals aligned with corporate objectives for cohesive long-term direction and impact.

#### Stakeholder Engagement

Actively engage stakeholders to understand concerns, building trust and addressing conflicting perspectives.

#### Leadership Commitment

Sustained senior leadership involvement driving and championing sustainability priorities.

Risk Mitigation

### Climate Change Mitigation

## OUR ESG FRAMEWORK PILLARS

### Governance

- Risk Management
- Tax Transparency
- Corporate Governance
- Anti-Corruption

### Environmental

- Biodiversity
- Climate Change
- Pollution & Resources
- Water Use
- Supply Chain: Environmental

### Social

- Labour Standards
- Human Rights & Community
- Health & Safety
- Customer Responsibility
- Supply Chain: Social

## OUR SUSTAINABILITY GOVERNANCE STRATEGY

### Challenges We Navigate

Balancing short-term business performance with long-term sustainability goals. Engaging diverse stakeholders with varying interests, priorities and expectations requires building trust, fostering dialogue and addressing conflicting perspectives.

### Leadership Commitment

Sustained senior leadership involvement in driving and championing sustainability priorities. Committed to continuous improvement and embedding sustainability across all business functions.

GRI 2-9 · GRI 2-10 · GRI 2-11 · GRI 2-17 · GRI 2-19 · GRI 2-20

BRSR P1 · P4 · P6

# ERM Committee - Governance



Sasken’s ERM Committee is a formally constituted governance body responsible for overseeing the Company’s sustainability strategy, BRSR obligations and ESG performance reporting. The Committee meets quarterly, operates under a formal charter ratified by the Board of Directors and escalates material risks and progress updates to the Board Risk Management Committee. Its mandate, composition and escalation protocols are reviewed annually.

**4**  
Meetings per year - Quarterly cadence

**FY 2025-26**  
Charter established

**Annual**  
Charter review frequency

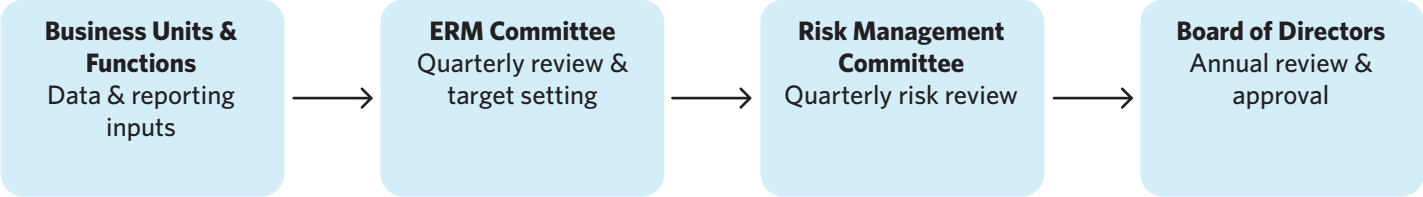
**Board**  
Escalation level - Board Risk Management Committee

## COMMITTEE COMPOSITION

<b>CFO</b>	<b>Enterprise Risk committee</b>	<b>VP - Human Resources</b> Social & people pillar DEI & employee wellbeing	<b>Head of Legal</b> Legal and Regulatory Risks	<b>Head - Information Technology</b> Cybersecurity & data privacy Technology risk oversight	<b>Head - Op Excellence and Data Privacy</b> Operational excellence and delivery risks, Engineering and Data Privacy Risk Management oversight
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## ESCALATION PATHWAY

### Escalation Pathway - ERM Committee to Board of Directors



## MANDATE & OPERATING PROCEDURES

SI No.	Mandate & Responsibilities	Operating Procedures
1.	Formulate and recommend the Enterprise Risk Management (ERM) / Risk Management Policy	Periodically review the ERM framework and policy considering regulatory requirements, industry practices, business strategy, and emerging risks; recommend revisions to the Board for approval.
2.	Identify internal and external risks impacting the organization	Establish structured risk identification mechanisms through risk registers, workshops, audits, management reviews, incident analysis, and environmental scanning.
3.	Oversee financial, operational, sectoral, ESG, information security, and cybersecurity risks	Review enterprise risk dashboards and mitigation status periodically; ensure critical risks are monitored with defined controls and accountability.
4.	Ensure implementation of risk mitigation measures and internal controls	Evaluate adequacy and effectiveness of mitigation plans, internal control systems, escalation protocols, and corrective actions.
5.	Review business continuity and resilience preparedness	Monitor business continuity planning (BCP), disaster recovery readiness, crisis management mechanisms, and response capabilities through periodic testing and reviews.
6.	Monitor effectiveness of the risk management framework	Review risk reports, heat maps, Key Risk Indicators (KRIs), and mitigation progress to assess effectiveness and maturity of the ERM framework.
7.	Ensure appropriate risk management methodology, processes, and systems are in place	Validate that standardized methodologies, tools, reporting structures, and governance mechanisms are implemented consistently across the organization.
8.	Review adequacy of the risk management system	Assess alignment of the ERM system with organizational objectives, regulatory expectations, and evolving business complexities.
9.	Periodically review the Risk Management Policy	Conduct formal policy review at least once in two years or earlier based on business, regulatory, technological, or market changes.
10.	Keep the Board informed on key risk matters	Submit periodic updates to the Board on key risks, mitigation effectiveness, emerging risks, major incidents, and recommendations requiring Board attention.

GRI 2-12 · GRI 2-13 · GRI 2-14 · GRI 2-17 · GRI 2-16

BRSR Principle 1 · SEBI LODR Reg. 27

## MANDATE & OPERATING PROCEDURES

SI No.	Mandate & Responsibilities	Operating Procedures
11.	Oversee ESG and sustainability-related risks	Review climate, environmental, social, governance, and sustainability risks as part of the enterprise risk universe and strategic decision-making.
12.	Review appointment and performance of the Chief Risk Officer (CRO), where applicable	Review appointment, removal, responsibilities, and remuneration of the CRO or equivalent risk management function.
13.	Coordinate with other Board Committees	Engage with Audit Committee, CSR Committee, ESG/Sustainability Committee, and other governance forums where risk oversight overlaps.
14.	Promote a risk-aware culture across the organization	Encourage management to conduct awareness programs, training, and communication initiatives to strengthen enterprise-wide risk ownership and accountability.
15.	Ensure compliance with applicable laws and regulations	Monitor compliance obligations related to risk governance under the Companies Act, SEBI (LODR) Regulations, BRSR requirements, and other applicable standards.
16.	Seek independent expert advice where necessary	Engage external consultants, legal advisors, cyber experts, or subject matter specialists for independent assessments or guidance on complex risks.
17.	Review emerging and strategic risks	Periodically assess macroeconomic, geopolitical, technological, AI, cyber, climate, and market developments that may materially impact the business.
18.	Monitor reporting and disclosure obligations	Ensure risk disclosures in the Annual Report, BRSR, sustainability disclosures, and website disclosures are accurate, complete, and timely.
19.	Ensure accountability for risk ownership	Require management to assign risk owners, define mitigation timelines, and track closure of critical action items through periodic review mechanisms.
20.	Conduct periodic Committee meetings and reviews	Hold meetings at least twice annually; circulate agenda papers in advance; maintain minutes and action trackers; escalate significant risks to the Board as required.

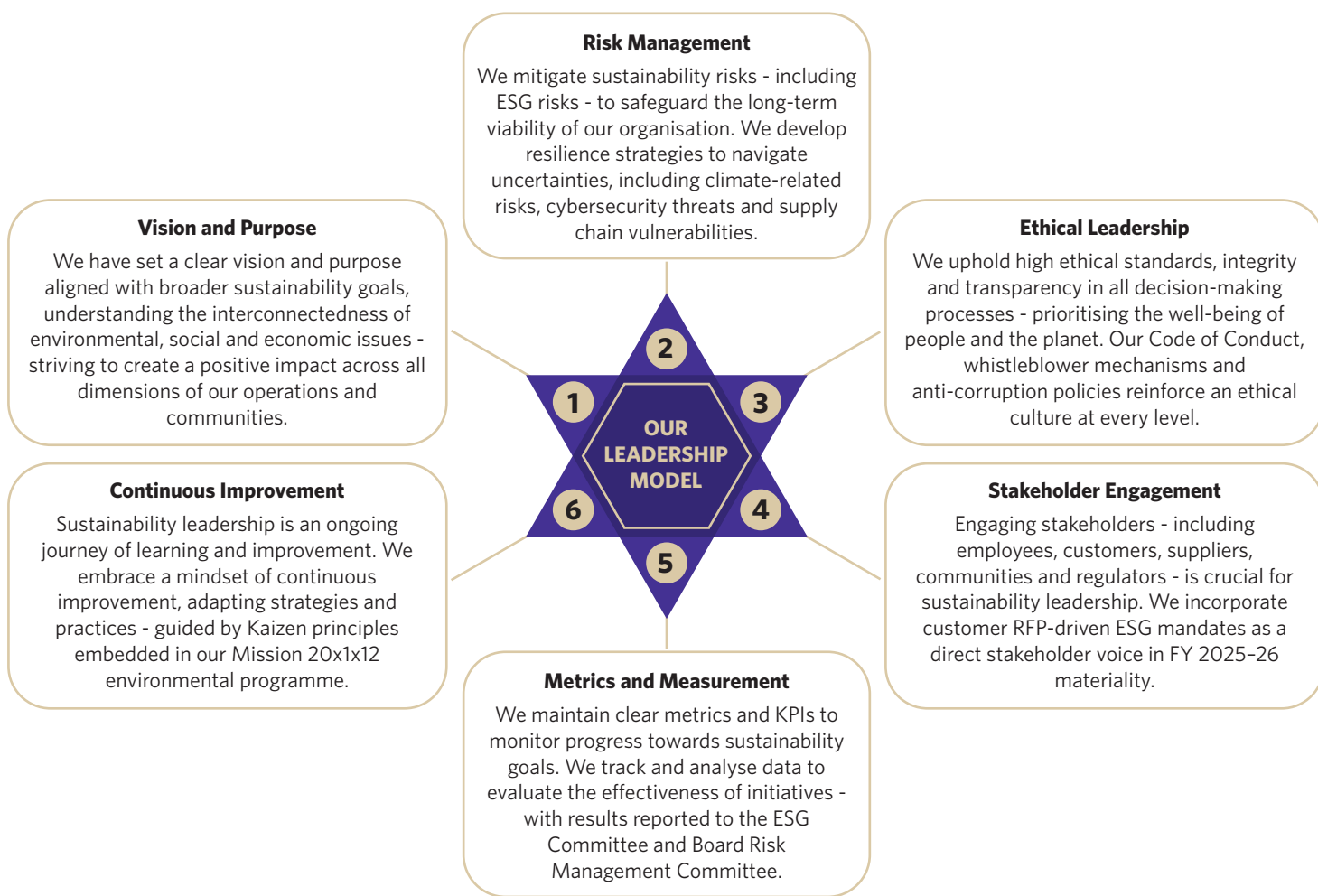
# Sustainability Governance

## Leadership Model



At Sasken, our Sustainability Governance Leadership Model provides the structural foundation for embedding ESG principles into every layer of our business. This model guides how we set direction, manage risk, engage stakeholders, measure performance and drive continuous improvement - ensuring that our sustainability commitments translate into accountable, measurable outcomes across the organisation and its value chain.

## SIX PILLARS OF SUSTAINABILITY GOVERNANCE LEADERSHIP



### BRSR Alignment

Sasken's Sustainability Governance Leadership Model reflects its commitment to conducting business with integrity, transparency and accountability. It embeds responsible risk management and continuous improvement into sustainable service delivery, ensures structured and responsive engagement with all stakeholder groups, integrates climate risk governance and environmental protection into core operations and upholds responsible consumer engagement through measurable ESG performance disclosures.

GRI 2-13 · GRI 2-17 · GRI 2-22

BRSR P1 · P4

# Leadership Model & Integrity, Ethics & Transparency



## SUSTAINABILITY GOVERNANCE LEADERSHIP MODEL

Direction	Execution	Continuity
<b>01 Vision and Purpose</b> A clear vision aligned with broader sustainability goals - creating a positive impact across environmental, social and economic dimensions.	<b>02 Risk Management</b> Mitigating ESG and operational risks through resilience strategies that address climate, cyber, and supply chain vulnerabilities.	<b>03 Ethical Leadership</b> High ethical standards with anti-corruption policies, whistleblower mechanisms and a Code of Conduct embedded at every level.
<b>04 Stakeholder Engagement</b> Inclusive engagement with employees, customers, suppliers, communities and regulators - incorporating customer RFP ESG mandates.	<b>05 Metrics &amp; Measurement</b> Clear KPIs tracked and reported to the ESG Committee and Board Risk Management Committee for continuous accountability.	<b>06 Continuous Improvement</b> We embrace a mindset of continuous improvement, adapting strategies in response to evolving challenges and opportunities.

## INTEGRITY, ETHICS AND TRANSPARENCY - TRAINING COVERAGE

100% Board of Directors	100% Senior Management Personnel	100% Employees
<ul style="list-style-type: none"> <li>Code of Conduct and Director's Independence criterion</li> <li>Insider Trading Regulations, Related Party Transactions, Forex and Hedging</li> <li>Regulatory updates at quarterly intervals</li> <li>Awareness session on the updated BRSR format, 9 principles and BRSR KPIs along with Statutory requirements</li> </ul>	<ul style="list-style-type: none"> <li>Code of Conduct</li> <li>Company policies and related statutory requirements</li> <li>Addressing Sexual Harassment at Workplace</li> <li>Discipline at Workplace</li> <li>Information Security Awareness</li> <li>Environment Management System</li> <li>Insider Trading Regulations</li> <li>Sasken's Sustainability &amp; CSR initiatives</li> </ul>	<ul style="list-style-type: none"> <li>Addressing Sexual Harassment at Workplace</li> <li>Discipline at Workplace</li> <li>Code of Conduct</li> <li>Information Security Awareness</li> <li>Environment Management System</li> <li>Insider Trading Regulations</li> <li>Sasken's Sustainability &amp; CSR initiatives</li> </ul>

## TRAINING HOURS - AVERAGE PER EMPLOYEE PER YEAR

Sasken tracks training hours across all employee categories and programmes - spanning technical capability development, compliance and ethics, sustainability awareness and leadership development. Hours are recorded in the LMS and verified quarterly by the HR function.

**16 hrs**

Board of Directors - avg training hrs

**19.5 hrs**

Senior Management Personnel - avg hrs

**3.5 hrs**

All other employees - avg hrs

**6,523 hrs**

Organisation-wide training hrs

## WHISTLEBLOWER MECHANISM - FY 2025-26 OUTCOMES

Sasken's Whistleblower Policy provides a confidential and protected channel for employees, directors and stakeholders to report concerns relating to unethical behaviour, fraud, or violations of the Code of Conduct. All disclosures are reviewed by the Audit Committee and reported to the Board quarterly. No individual raising a concern in good faith is subject to retaliation or adverse action.

**Zero**

Complaints received via whistleblower mechanism

**Zero**

Complaints investigated during the year

**Zero**

Complaints dismissed or unsubstantiated

**Zero**

Complaints pending resolution at year-end

## FOUR-YEAR TREND - WHISTLEBLOWER COMPLAINTS

Disclosure Item	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Complaints received	0	0	1	0
Complaints investigated	0	0	1	0
Complaints resolved	0	0	1	0
Complaints pending	0	0	0	0
Retaliations reported	0	0	0	0

**GRI:** GRI 2-25 · GRI 2-26 · GRI 205-3 | BRSR Principle 1 · Essential Indicator · Governance Guardian 10

## ANTI-CORRUPTION & ANTI-BRIBERY - INCIDENT DISCLOSURES

Sasken's Anti-Corruption and Anti-Bribery Policy prohibits all forms of bribery, corruption, facilitation payments and improper inducements across all geographies and business relationships. Compliance is monitored by the Audit Committee and reported to the Board quarterly.

**Zero**

Confirmed incidents of corruption - FY 2025-26

**Zero**

Employees dismissed or disciplined for corruption

**Zero**

Contracts terminated due to corruption violations

**Zero**

Legal cases filed against Sasken for corruption

GRI 2-25 note that the four-year trend table satisfies the outcome reporting requirement of this standard

## FOUR-YEAR TREND - ANTI-CORRUPTION & INCIDENT REGISTER

**Nil\***

No confirmed penalties, fines, or strictures were imposed on Sasken across most regulatory domains in FY 2025-26.

Regulatory Domain	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
<b>Regulatory Penalty Register - FY 2022-23 to FY 2025-26</b>				
*SEBI - Capital markets & LODR (Reg. 17(1) & 20(2)/(2A))	Nil	Nil	Nil	₹11.28 lakh - Disputed notice. See detail below.
MCA - Companies Act compliance	Nil	Nil	Nil	Nil
Income Tax / GST authorities	Nil	Nil	Nil	Nil
Labour & employment laws	Nil	Nil	Nil	Nil
Environmental regulations	Nil	Nil	Nil	Nil
Data privacy & cybersecurity	Nil	Nil	Nil	Nil
Any other regulatory authority	Nil	Nil	Nil	Nil
Confirmed corruption incidents	Nil	Nil	Nil	Nil
Employees dismissed	Nil	Nil	Nil	Nil
Employees disciplined	Nil	Nil	Nil	Nil
Business partner contracts	Nil	Nil	Nil	Nil
Legal proceedings	Nil	Nil	Nil	Nil
Regulatory fines	Nil	Nil	Nil	Nil

GRI Standard	Disclosure	Description	Location	Omission / Note
GRI 2	2-30	Collective bargaining agreements	Page 113 - Stakeholder Engagement Matrix	Not applicable to Indian IT sector.

**PENALTY NOTICE - FULL PARTICULARS** | SEBI (LODR) Regulations 2015 | Regulation 30 Disclosure  
 BSE Limited and NSE Limited has levied fine of Rs.11.28 lakhs plus GST for alleged non-compliance of Regulation 17(1) & 20(2) / (2A) of Listing Regulations. As such, the Company's Board composition and composition of Stakeholders Relationship Committee has been regularly at par with the requirement of Regulation 17(1) & 20(2) / (2A) of the Listing Regulations. To ensure adherence to Stock Exchanges directive, we have remitted the penalty amount within the stipulated timeline i.e., by March 16, 2026. We have also expressed our concern to the Stock Exchanges that our request for a personal hearing was not accommodated and our application for withdrawal of penalty was rejected without the chance to present our case directly. We believe a personal hearing would allow us to clarify the circumstances and demonstrate the Company's diligent efforts to comply. We wish to assure our stakeholders that compliance has always been a top priority for Sasken Technologies Limited and we continue to comply with all applicable regulations.

**NOTICE RECEIVED FROM**

BSE Limited &amp; NSE India

**DATE OF NOTICE**

March 02, 2026

**REGULATION CITED**

Reg. 17(1) &amp; 20(2)/(2A) - Board composition &amp; committee structure

**PENALTY AMOUNT**

₹10.40 lakh (aggregate - BSE &amp; NSE combined)

**COMPANY POSITION**

Disputed - Company asserts full compliance with governance regulations throughout the period

**ACTION TAKEN**

Waiver applications filed with BSE &amp; NSE - matter pending resolution. Expected to be resolved in FY 2026-27.

**\*\*\* Transparency note:** This disclosure is made voluntarily in the interest of full transparency and is consistent with Sasken's commitment to open and accountable governance. The penalty notice has been separately disclosed to stock exchanges per SEBI LODR Regulation 30 (Material Events). A pending notice under dispute does not constitute a confirmed penalty or regulatory finding against the Company. Details of contingent liabilities are disclosed in Sasken's Annual Report.

**Conflicts of Interest**

Sasken manages conflicts of interest through its Code of Conduct, which requires all directors, key managerial personnel and senior employees to disclose actual or potential conflicts annually and as they arise.

Declaration & Recusal All Board members and KMPs submit annual declarations of interest. Any director with a material interest in a matter on the Board agenda is required to disclose it at the outset of the meeting and recuse themselves from the related discussion and vote. Oversight Declared conflicts are reviewed by the Audit Committee on a periodic basis. Failure to disclose a conflict of interest is treated as a violation of the Code of Conduct and is subject to disciplinary action.

**PREVENTION OF INSIDER TRADING - COMPLIANCE DISCLOSURE**

Sasken has adopted a Code of Conduct for Prevention of Insider Trading in accordance with SEBI (Prohibition of Insider Trading) Regulations, 2015. The Code governs the trading window, pre-clearance requirements and disclosure obligations applicable to designated persons including directors, KMPs and employees with access to unpublished price sensitive information (UPSI). Compliance is monitored by the Compliance Officer and reported to the Board quarterly.

**Zero**

Insider trading violations - FY 2025-26

**Zero**

SEBI enquiries or notices received

**Zero**

Pre-clearance requests denied or flagged

**100%**

Designated persons trained on the code

**SEBI LODR COMPLIANCE STATUS - FY 2025-26**

Compliance Item	Status
Code of conduct adopted and filed with stock exchanges	Yes
Compliance Officer appointed	Yes
Quarterly reporting to Board of Directors	Yes
Trading window closure notices issued for all material events	Yes - all instances
Designated persons list updated	Yes - quarterly
SEBI structured digital database filing	Compliant

## FOUR-YEAR INCIDENT TREND - PREVENTION OF INSIDER TRADING

Disclosure Item	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Violations of the insider trading code	Nil	Nil	2	Nil
SEBI enquiries / notices received	0	0	0	0
Employees disciplined for trading violations	0	0	2	0
Pre-clearance requests denied	Nil	Nil	Nil	Nil
Penalties or fines levied by SEBI	Nil	Nil	Nil	Nil

## BOARD PERFORMANCE EVALUATION

Sasken conducts an annual evaluation of the Board of Directors, its Committees and individual directors - in accordance with the Companies Act 2013, SEBI LODR Regulations 2015 and SEBI Guidance Note on Board Evaluation. The evaluation process is overseen by the Nomination and Remuneration Committee (NRC) and results are reviewed by the full Board.

### Annual

Frequency of board performance evaluation

### NRC

Committee overseeing the evaluation

### 360°

Scope: Board · Committees · Individual directors

### FY26

Most recent evaluation completed

## EVALUATION DIMENSIONS - BOARD · COMMITTEES · INDIVIDUAL DIRECTORS

Dimension	Board Level	Committee Level	Individual Director
Strategy & Direction	Assessed	Assessed	Assessed
Risk Oversight	Assessed	Assessed	Assessed
ESG & Sustainability	Assessed	Assessed	Assessed
Stakeholder Engagement	Assessed	Not applicable	Assessed
Attendance & Participation	Assessed	Assessed	Assessed

Full details of the evaluation process and outcomes are disclosed in Sasken's Annual Report under the Corporate Governance Report - Schedule V, Para C.

GRI 404-1 · GRI 404-2 · GRI 205-2 · GRI 2-25 · GRI 2-26 · GRI 2-27 · GRI 205-1 · GRI 205-2 · GRI 205-3 · GRI 2-18 · GRI 2-15

BRSR P1 · P7

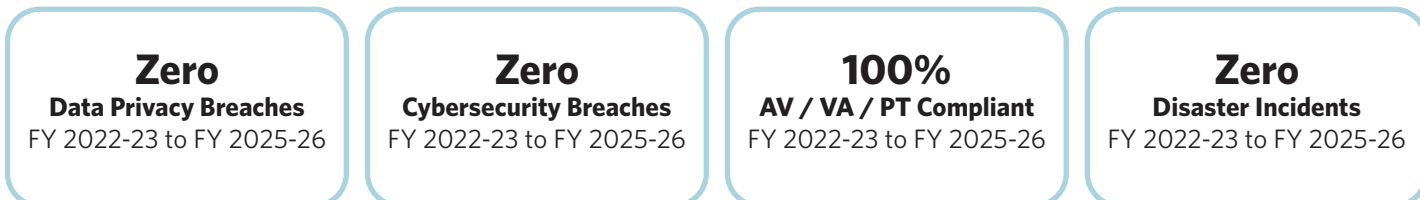
# Data Privacy & Cybersecurity

## Governance Framework



Sasken's cybersecurity and data privacy governance is built on internationally recognized standards including ISO/IEC 27001, ISO 27701 and NIST frameworks. Our layered approach combines policy governance, technical controls, regulatory compliance and board-level oversight to protect data and ensure business continuity.

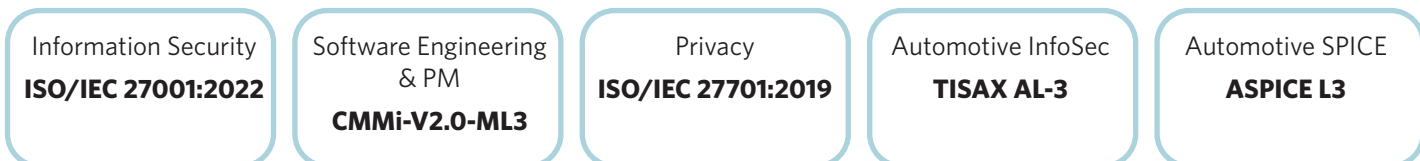
## KEY SECURITY & COMPLIANCE METRICS - AT A GLANCE



## FOUR-LAYER GOVERNANCE FRAMEWORK

<b>ISMS</b>	<p><b>Information Security Management System</b> ISO/IEC 27001-aligned policy framework covering risk assessment, asset management, access control, security awareness and continuous monitoring across all operations.</p>
<b>Cyber Gov.</b>	<p><b>Cybersecurity Governance</b> Structured governance model led by the CISO and Risk Committee - ensuring regulatory compliance, integrated cyber risk management, board-level oversight and robust incident response capabilities.</p>
<b>GRC</b>	<p><b>Governance, Risk &amp; Compliance</b> Technical and organisational controls - including encryption, firewalls and multi-factor authentication - alongside vendor risk management and performance dashboards that drive continuous improvement.</p>
<b>Data Privacy</b>	<p><b>Data Privacy Layer - ISO 27701 &amp; Privacy Regulations Aligned</b> Governs collection, processing, storage, and protection of personal and sensitive data. Privacy obligations are embedded from policy design through to third-party assessments and quarterly board-level risk reviews.</p>

## CERTIFICATIONS & STANDARDS



# ISMS, Cybersecurity Governance & Corporate Information Security



Sasken's Information Security Management System (ISMS) is built on four interlocking pillars - ISMS, Cybersecurity Governance, GRC and Data Privacy. The ISMS pillar establishes the foundational policy framework aligned with ISO/IEC 27001, covering risk assessment, asset management, access control, security awareness, and continuous monitoring. Cybersecurity Governance defines clear roles and responsibilities through a structured governance model led by the CISO and Risk Committee, ensuring regulatory compliance, integrated cyber risk management, board-level oversight and robust incident response capabilities. The GRC pillar reinforces the framework with technical and organisational controls - including encryption, firewalls, and multi-factor authentication - alongside vendor risk management and performance dashboards that drive continuous improvement. Underpinning all three pillars is the Data Privacy layer, aligned with ISO 27701 and GDPR principles, which governs how personal and sensitive data is collected, processed, stored and protected across Sasken's operations.

## ISMS, CYBERSECURITY GOVERNANCE & CORPORATE INFORMATION SECURITY

Category	Key Component	Description
ISMS	Policy Framework	ISO/IEC 27001-aligned policies governing information security management.
ISMS	Risk Assessment & Treatment	Formal process to identify, assess and mitigate information security risks.
ISMS	Asset Management	Classification and control of information assets.
ISMS	Access Control	Role-based access, least privilege and periodic access reviews.
ISMS	Security Awareness Training	Ongoing education to build a security-first culture.
ISMS	Monitoring & Review	Continuous performance tracking and improvement via audits and reviews.
Cyber Gov.	Governance Structure	Defined roles and responsibilities (e.g., CISO, Risk Committee).
Cyber Gov.	Policies & Standards	Formal documentation of security practices, aligned with ISO, NIST, etc.
Cyber Gov.	Regulatory Compliance	Adherence to laws such as GDPR and industry-specific mandates.
Cyber Gov.	Cyber Risk Management	Integration of cyber risks into enterprise risk management processes.
Cyber Gov.	Incident Response & Recovery	Defined procedures for detecting, responding to and recovering from security incidents.
Cyber Gov.	Board Oversight	Regular reporting to the Board/Risk Management Committee on cybersecurity posture.
GRC	Technical & Org. Measures	Encryption, firewalls, intrusion detection, multi-factor authentication, etc.
GRC	Data Privacy Framework	Policies and procedures aligned with global data protection laws and client requirements.
GRC	Vendor Risk Management	Third-party assessments, security clauses in contracts and ongoing monitoring.
GRC	Continuous Improvement	Feedback loops from audits, incidents, and new threats drive updates to policies and controls.
GRC	Security Metrics & Reporting	KPIs and dashboards for visibility into security performance and compliance.

# Business Continuity & DR Testing



To ensure the robustness of our business continuity plans, Sasken conducts regular drills and simulations every quarter - including **Call Tree Tests, Tabletop Exercises and Data Restoration tests** - in alignment with ISO 22301 requirements. Comprehensive incident response protocols are thoroughly documented, with integration into BCM periodically reviewed. Procedures are tested annually or following significant infrastructure changes, whichever occurs first.

## DISASTER RECOVERY - BCP TESTING SCHEDULE & OUTCOMES

Disaster Type*	Nature	BCP Area	Plan Qtr	Executed Date	Outcome Achieved
Type 1	Software	Recovery of IT Data Center Operations Following an Unplanned Outage	Q1	9 Sep 2025	Successful restoration of Data Center operations to normal functioning after an unplanned shutdown
Type 1	Software	Gitlab Application Recovery	Q2	25 Sep 2025	Successful restoration of Gitlab environment from backup
Type 1	Software	Recovery of Repository from Offsite Backup	Q2	8 Sep 2025	Successful restoration of repository from offsite copy of the backup
Type 1	Software	Recovery of Success Factor Application hosted in Cloud	Q2	29 Sep 2025	Successful restoration of Sasken instance of Success Factor Application
Type 1	Software	Restoration of Firewall Configuration through NCM	Q3	6 Nov 2025	Successful restoration of Firewall configuration from NCM backup
Type 1	Software	Recovery of ERP Application	Q3	21 Nov 2025	Successful restoration of ERP (SAP) application from backup

## VALUE TO CUSTOMER. RESPONSIBLY.

**Zero**  
Cybersecurity Complaints  
FY 2022-23 to FY 2025-26

**Zero**  
Data Privacy Complaints  
FY 2022-23 to FY 2025-26

**100%**  
BCM Compliance  
FY 2022-23 to FY 2025-26

**Zero**  
Disaster Incidents  
FY 2022-23 to FY 2025-26

\*\*\* Disaster types are classified per Sasken's internal BCM framework. Type 1 = software/application recovery. A structured testing calendar covers the organisation, individual locations and delivery units annually.

GRI 2-23 · GRI 2-24 · GRI 418-1

BRSR P1 · P9

# Business Materiality Assessment



BRSR

Stakeholder Analysis · ERM Integration

Enhanced Materiality Mapping

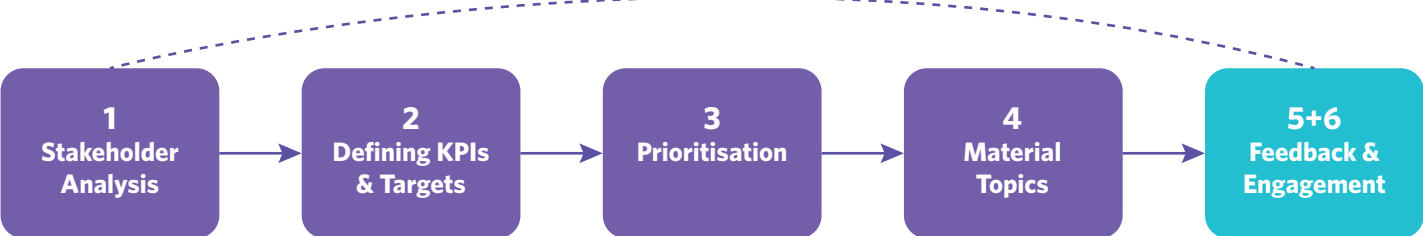
Inside-Out · Outside-In Perspectives

Our materiality assessment for FY 2025-26 identifies issues significant to both our business performance and our stakeholders. This year's assessment was conducted using structured proxy methods rather than a formal primary stakeholder engagement exercise - a limitation we disclose transparently. Stakeholder impact perspectives (Issues 8-11) have been inferred from recurring ESG requirements in customer RFPs, particularly from European clients and from NGRBC regulatory obligations. Financial materiality (Issues 1-7) is derived from our Enterprise Risk Management framework. We term this approach Enhanced Materiality Mapping. A dedicated primary stakeholder engagement programme is planned for FY 2026-27 to deepen this methodology toward formal double materiality.

## SIX-STEP MATERIALITY ASSESSMENT PROCESS

<p><b>1 Stakeholder Analysis</b> Recognising all material stakeholders - employees, customers, investors, suppliers, communities and regulators - and evaluating their significance in influencing the direction and sustainability of the business.</p>	<p><b>2 Defining KPIs &amp; Targets</b> Identifying KPIs for each material capital - financial, human, intellectual, social and natural - and publicly disclosing progress through BRSR and ESG reporting channels.</p>	<p><b>3 Prioritisation</b> Categorising material issues based on impact types - financial, operational, strategic, reputational, environmental and regulatory - considering magnitude and timeframes for FY 2025-26.</p>
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### Continuous Improvement Loop



<p><b>4 Material Topics</b> Topics aligned with Sasken's ERM framework, roadmap targets, policies, risk register and business strategies - ensuring comprehensive integration across all offices and functions.</p>	<p><b>5 Stakeholder &amp; Mgmt Feedback</b> Pinpointing the functions and business units responsible for each material initiative, incorporating feedback from the ESG Committee, CFO, VP-HR, IT Head and business vertical leaders.</p>	<p><b>6 Engagement Methods</b> Setting up channels and frequency for stakeholder engagement - C-SAT surveys, V-SAT assessments, RFP interactions, regulatory filings and community dialogues - to ensure effective collaboration.</p>
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# OUR MATERIALITY APPROACH - STRUCTURED PROXIES, DISCLOSED LIMITATIONS AND THE PATH TO DOUBLE MATERIALITY

In FY 2025-26, Sasken has strengthened its materiality process by supplementing ERM-derived financial risk signals (Issues 1-7, Outside-In) with stakeholder-inferred impact perspectives drawn from recurring ESG requirements in customer RFPs - particularly from European clients - and NGRBC regulatory obligations (Issues 8-11, Inside-Out proxy).

This structured integration of customer mandates as a proxy for stakeholder voice represents a deliberate and transparent advancement. Sasken terms this approach Enhanced Materiality Mapping.

## What This Means in Practice

- Goes beyond single financial materiality without overclaiming formal Double Materiality
- Outside-In: ERM-derived financial risk signals - Issues 1-7
- Inside-Out proxy: Customer RFP mandates & NGRBC obligations - Issues 8-11
- Sasken's customers ESG requirements integrated as structured stakeholder voice proxy

## OUR APPROACH · SHARED CHALLENGES · PRIORITIES

### Our Approach

Actively engage stakeholders to understand concerns and expectations. Building trust, fostering dialogue and addressing conflicting perspectives across all stakeholder groups.

### Shared Challenges

Balancing short-term performance with long-term sustainability goals while engaging diverse stakeholders with varying interests, priorities and expectations.

### Our Priorities

Strengthening ERM integration, deepening customer RFP alignment, expanding stakeholder feedback channels and progressing toward formal double materiality assessment.

\*\*\* Stakeholder expectations have been inferred from recurring ESG-related requirements in customer RFPs, regulatory frameworks (NGRBC) and industry practices. A formal stakeholder engagement exercise has not been conducted for this assessment.

GRI 3-1 · GRI 3-2 · GRI 2-22

BRSR P1 · P4

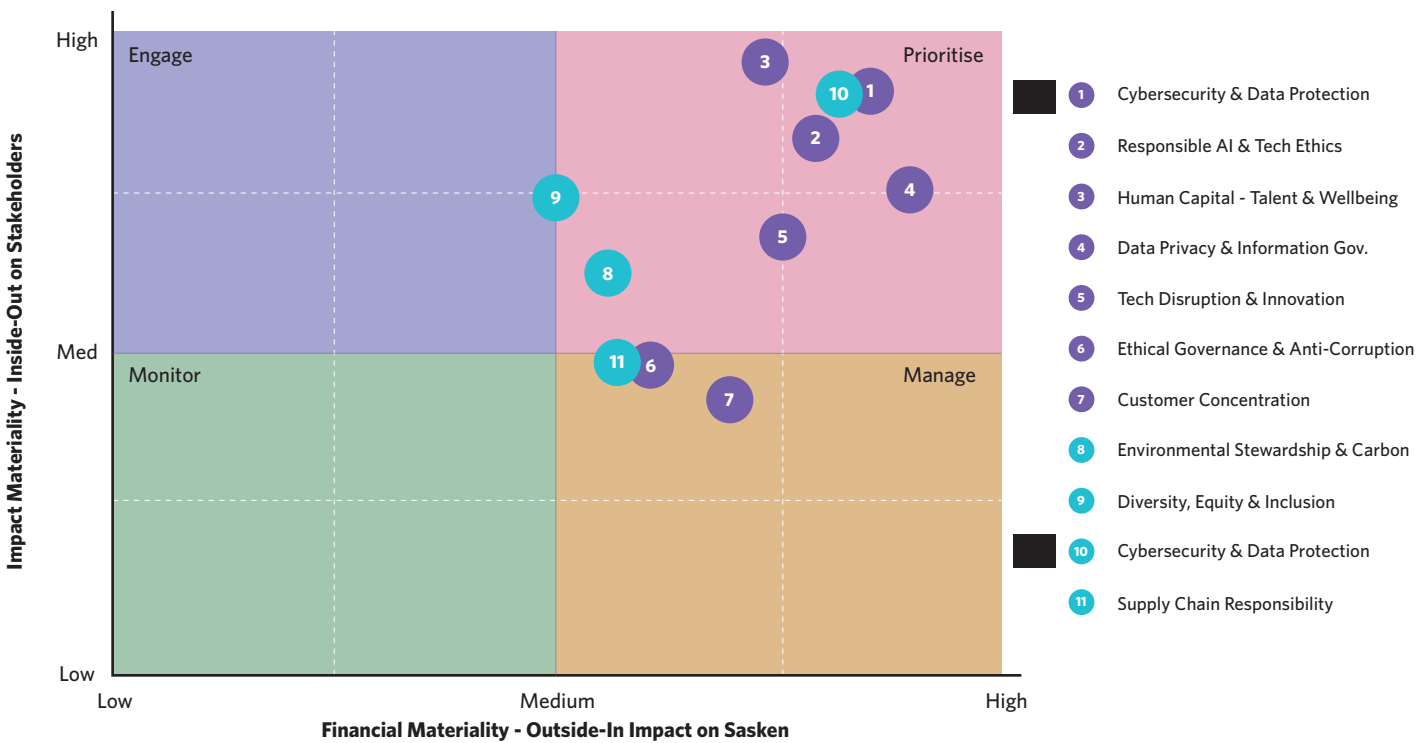
# Enhanced Materiality Matrix



The Enhanced Materiality Matrix for FY 2025-26 builds on the previous year's framework by introducing a more structured approach combining financial materiality (outside-in) with impact materiality (inside-out). The enhanced version strengthens the methodology by systematically linking inputs from Sasken's Enterprise Risk Management (ERM) framework with stakeholder-informed ESG requirements such as RFPs and NGRBC, creating a clearer, more comprehensive view of 11 material issues - improving the precision of prioritisation and alignment with evolving regulatory expectations.

## MATERIALITY SCATTER MATRIX - 11 MATERIAL ISSUES

- ERM-Derived - Financial Materiality (Issues 1-7)
- RFP / NGRBC-Derived - Stakeholder-Inferred Impact (Issues 8-11)



The matrix maps 11 material issues across Financial Materiality (Outside-In) and Impact Materiality (Inside-Out). Issues 1-7 are ERM-derived; Issues 8-11 are informed by customer RFPs and NGRBC obligations, serving as stakeholder-driven impact perspectives. Together they form Sasken's Enhanced Materiality Mapping for FY 2025-26.

# Material Issues - Financial & Impact Implications

Issue Register

11 Material Issues · Source · Priority · Financial Implications

## MATERIAL ISSUES - NEGATIVE & POSITIVE FINANCIAL IMPLICATIONS

#	Material Issue	Chapter	Source	Priority	Type	Rationale for Identification	Approach to Adapt or Mitigate	Negative Financial Implication	Positive Financial Implication
1	Cybersecurity & Data Protection	Governance	ERM	High	Risk / Opp.	Sasken handles client source code, IP and design data for automotive, semiconductor and satellite engagements; cyber exposure is high and directly linked to contract eligibility and revenue continuity.	Maintenance of ISO 27001, ISO 21434 and TISAX certifications (as disclosed); ERM-led cyber risk oversight. Incident response, PEN test VA assessment programme, board-level cyber review cadence.	Breach triggers financial losses, regulatory penalties, client contract terminations and sustained revenue loss.	ISO 27001, ISO 21434 & TISAX posture is a direct revenue enabler; differentiates Sasken in competitive bids in automotive, semiconductor & satellite sectors.
2	Responsible AI & Technology Ethics	Governance	ERM	High	Risk / Opp.	Client procurement frameworks and emerging AI regulation increasingly require demonstrable AI governance; without it, AI-led engagements and associated margins are at risk.	Responsible AI policy, AI governance committee, model risk assessment process, human-in-the-loop controls, training programs.	Failure to adopt responsible AI or meet client governance expectations risks loss of engagements, reputational risk & margin erosion.	Successful AI capability development expands addressable market, improves delivery margins through automation & generates new revenue streams.
3	Human Capital - Talent & Wellbeing	Social	ERM	High	Risk / Opp.	As a knowledge-services business, project delivery and client outcomes are directly tied to engineer retention, skills currency and workforce wellbeing.	Learning & development spend, wellbeing programmes, attrition tracking, employee engagement scores, succession planning, and employer-brand initiatives.	High attrition increases recruitment & training costs, disrupts project delivery timelines, risks client disengagement and revenue loss.	Investment in development & wellbeing improves delivery quality and client satisfaction. Strong employer brand reduces hiring costs.
4	Data Privacy & Information Governance	Governance	ERM	High	Risk / Opp.	Cross-border delivery to European clients and automotive OEMs makes GDPR and DPDP Act compliance a precondition for engagement; non-compliance carries material financial and reputational exposure.	ISO 27701 and TISAX certifications. DPO governance, DPIA process, data residency controls, breach notification procedures, cross-border transfer mechanisms.	Non-compliance with GDPR / DPDP Act attracts significant regulatory fines, litigation costs, contractual penalties & client attrition.	ISO 27701 & TISAX certifications are commercial prerequisites for European clients & automotive OEMs; accelerates procurement approvals.
5	Technology Disruption & Innovation Readiness	Governance	ERM	High	Risk / Opp.	Sasken's client base in automotive, semiconductors and telecom is undergoing structural transitions (SDV, electrification, 5G/6G); lagging investment risks account erosion in transitioning segments.	Certification investment, CoE structure, strategic partnerships, IP and patent pipeline	Insufficient investment risks reduced competitiveness, loss of strategic accounts & declining revenue in transitioning industry segments.	Early investment in SDVs, autonomous systems & 5G positions Sasken to capture high-value emerging programmes ahead of competitors.

## MATERIAL ISSUES - NEGATIVE & POSITIVE FINANCIAL IMPLICATIONS

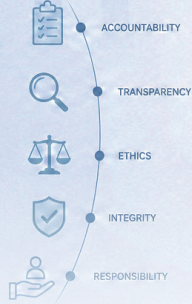
#	Material Issue	Chapter	Source	Priority	Type	Rationale for Identification	Approach to Adapt or Mitigate	Negative Financial Implication	Positive Financial Implication
6	Business Continuity & Operational Resilience	Governance	ERM	High	Risk / Opp.	Service-level commitments to global clients are contractual; any disruption to delivery directly attracts penalties and erodes client trust.	Multi-geography delivery model. BCP/DR plans, frequency of tested recovery exercises, RTO/RPO commitments.	Operational disruptions result in contractual penalties, project delays, client attrition & unplanned service recovery costs.	Proven multi-geography delivery model is a competitive differentiator supporting contract wins & premium positioning.
7	Customer Concentration & Responsible Engagement	Governance	ERM	Medium	Risk / Opp.	Historical revenue dependence on a small set of strategic accounts creates concentration risk in the short-to-medium term; diversification is therefore a stated strategic priority.	60x4x3 diversification mission and inorganic acquisition strategy. Top-client revenue share trend, new-logo wins target, M&A pipeline governance.	Loss of a major client could materially impact revenue, profitability & growth trajectory in the short to medium term.	60x4x3 diversification mission opens new revenue streams; inorganic acquisitions expand addressable market & cross-sell potential.
8	Environmental Stewardship - Carbon Intensity	Environment	RFP / NGRBC	Medium	Risk / Opp.	ESG-linked client procurement and emerging carbon pricing mechanisms make decarbonisation a commercial as well as compliance issue; ESG index inclusion is increasingly tied to climate performance.	86% GHG reduction achieved, 100% green energy and carbon neutrality roadmap. Scope 3 strategy, Carbon credits purchase, water and waste KPIs.	Regulatory carbon pricing & potential exclusion from ESG-linked investment indices if carbon intensity is not proactively managed.	86% GHG reduction compared to FY2018-19, 100% green energy & early carbon neutrality achievement by FY2026 is strengthening Fortune 500 client relationships.
9	Diversity, Equity & Inclusion	Social	RFP / NGRBC	Medium	Opp.	Workforce diversity is a recurring requirement in client RFPs and a recognised driver of innovation and engagement in engineering services.	Classified as opportunity only - no mitigation column required under BRSR for pure opportunities. Programmes evidenced by Best Company for Women recognition (3 consecutive years) gender ratio, leadership diversity %, DEI targets and timelines.	Not applicable.	Diverse workforce enhances innovation & engagement; Best Company for Women recognition (3 consecutive years) creates measurable recruitment & retention advantages.
10	Ethical Governance & Anti-Corruption	Governance	RFP / NGRBC	Medium	Risk / Opp.	Listed-entity status, institutional investor expectations and client procurement processes require demonstrable anti-corruption and ethical conduct controls.	ICAI BRSR Award-standard disclosure disclosed Code of Conduct coverage, anti-bribery & anti-corruption policy, whistleblower mechanism, training completion rates, vigil mechanism statistics.	Governance failures or non-compliance result in financial penalties, legal costs, reputational damage & loss of investor confidence.	Strong governance & ICAI BRSR Award-standard disclosure improves access to institutional & ESG-linked capital and supports index inclusion.
11	Supply Chain Responsibility	Governance	RFP / NGRBC	Medium	Risk / Opp.	Fortune 500 clients increasingly assess ESG and security performance of tier-2 vendors; third-party security incidents have direct contractual consequences for Sasken.	Supplier Code of Conduct, supplier ESG questionnaire, third-party security assessment process, % of critical suppliers assessed, supplier audit programme.	Supply chain disruptions or third-party security incidents result in project delays, contractual penalties & regulatory penalties.	Robust supply chain governance strengthens client confidence with Fortune 500 clients; supports contract retention & ESG procurement assessments.

Stakeholder expectations have been inferred from recurring ESG-related requirements in customer RFPs, regulatory frameworks (NGRBC) and industry practices. A formal stakeholder engagement exercise has not been conducted for this assessment.

GRI 3-2 · GRI 3-3 · GRI 308-2

BRSR P1 · P2 · P3 · P4 · P6 · P9

# Governance - Stakeholder Engagement



Stakeholder Engagement

Shareholders · Customers · Employees · Suppliers

Communities · Regulators · Investors · Media

Effective stakeholder engagement involves including individuals, groups and organizations determined by our decisions, activities, or outcomes. At Sasken, we believe this process builds trust, enhances communication and enables collaboration - identifying all relevant stakeholders, understanding their interests and concerns, maintaining open communication, involving them in decision-making and approaching all interactions with integrity and respect. By following these steps, we align our goals regularly with stakeholder needs, address potential conflicts and build stronger and more resilient relationships.

## STAKEHOLDER ENGAGEMENT MATRIX - FY 2025-26

Stakeholder Group	Vulnerable & Marginalised Group	Channels of Communication	Frequency of Engagement	Purpose and Scope of Engagement - Key Topics and Concerns
Shareholders <b>No</b>	-	Emails, SMS, Newspaper advertisements, Stock Exchange filings, Members' meetings, Website, Annual Reports, and others.	Quarterly, half-yearly and annually as well as on a case-to-case basis.	Information sharing, financial results, corporate actions, regulatory communications, ESG performance updates and disclosures aligned with SEBI LODR requirements.
Customers <b>No</b>	-	Site visits, meetings, e-mails, C-SAT surveys, RFP/RFI responses, ESG questionnaires and account review sessions.	As agreed with customers and on need basis.	Review of engagement, project progress, account mining, ESG and sustainability compliance requirements (particularly European clients) and quality/delivery performance assessments.
Employees <b>No</b>	-	Business update meetings, small group meetings, mailers, group meetings, intranet communications, employee satisfaction surveys and Ken Genie / Ken-Pal platforms.	Quarterly business meets and need based.	Affairs of the organization, way forward, plans, results, employee wellbeing, learning & development updates, DEI initiatives and grievance redressal mechanisms.
Suppliers & Vendors <b>Mixed</b>	-	V-SAT survey, performance evaluation and ESG supplier assessment questionnaires.	Need based.	Engagement matters and progress, ESG compliance expectations, sustainable sourcing practices, open-source vulnerability management and vendor code of conduct adherence.

## STAKEHOLDER ENGAGEMENT MATRIX - FY 2025–26

Stakeholder Group	Vulnerable & Marginalised Group	Channels of Communication	Frequency of Engagement	Purpose and Scope of Engagement - Key Topics and Concerns
Communities <b>Mixed</b>	-	Surveys, representations, discussions, committee meeting inputs, NGO partnerships and CSR programme interactions.	Need based.	Need assessment for CSR, reviews and addressing grievances (if any), community development programmes covering healthcare, education, nutrition, women empowerment and environmental initiatives.
Regulators & Government <b>No</b>	-	Reporting/filings with SEBI, NSE, BSE, MCA and other applicable statutory authorities.	On a periodical basis as provided under relevant legislations.	Compliance with applicable laws, BRSR/ESG disclosure requirements, NGRBC principles, industry concerns and changes in regulatory frameworks including SEBI LODR and data privacy regulations.
Investors <b>No</b>	-	Investor presentations, earnings calls, Annual Reports, ESG disclosures, Stock Exchange filings and direct correspondence.	Quarterly and annually, as well as on a case-to-case basis.	ESG ratings and performance, financial health, governance practices, sustainability strategy, risk management frameworks and BRSR disclosures supporting ESG-linked investment decisions.
Media <b>Mixed</b>	-	Emails, personal interactions, press releases and official communications.	Need based.	Press releases, announcements, ESG milestone communications, CSR programme highlights and industry recognition.

\*\*\* Sasken maintains ongoing engagement with a broad range of stakeholders throughout the year to shape its sustainability strategy and reporting. Stakeholder engagement outcomes inform Sasken's Enhanced Materiality Mapping process for FY 2025–26.

# Professional Associations & Certifications



Memberships

NASSCOM · UNGC · DSCI · CERT-IN · NHRD

ISO 27001 · ISO 27701 · ISO 14001 · CMMI · TISAX · ASPICE

## TRADE & INDUSTRY CHAMBER / ASSOCIATION MEMBERSHIPS

S. No.	Name of Trade & Industry	Scope	Purpose of Association
01	NASSCOM	National	Industry advocacy, policy engagement, talent development and IT sector sustainability initiatives including ESG and digital inclusion programmes.
02	UN Global Compact (UNGC)	International	Alignment with the Ten Principles on human rights, labour, environment and anti-corruption; advancing SDG commitments through corporate action.
03	DSCI	National	Data security and privacy best practices, cybersecurity capability building and engagement on national data protection frameworks.
04	CERT-IN	National	Cybersecurity incident reporting, threat intelligence sharing and coordination with India's national cybersecurity response framework.
05	NHRD Network	National	Human resource development, workforce practices, learning & development benchmarking and DEI advocacy across the technology sector.
06	CII - Southern Region	State/Regional	Industry engagement, policy advocacy for the technology sector, and participation in regional sustainability and governance working groups.
07	IESA	National	Semiconductor and embedded systems ecosystem development, talent programmes and technology standards advancement in India.
08	ISO Member Body	International	Standards development and implementation across information security, privacy, environmental management and quality management systems.
09	Project Management Institute (PMI)	South Asia	Industry advocacy in Project Management, Program Management and Portfolio Management. Benchmark best practices, contribute to practitioner community through PM events like International PM day, PMI conferences etc.

## QUALITY, SECURITY & AUTOMOTIVE CERTIFICATIONS

Information Security  
**ISO/IEC 27001:2022**

Software Engineering & PM  
**CMMi-V2.0-ML3**

Privacy  
**ISO/IEC 27701:2019**

Automotive Information Security  
**TISAX AL-3**

Automotive SPICE  
**ASPICE L3**

GRI 2-27 · GRI 2-28

BRSR P1 · P7

# Governance as a Living Commitment - Not a Reporting Obligation



At Sasken, governance is not a chapter that opens at the start of a reporting cycle and closes at its end. It is a living, breathing commitment - woven into every Board decision, every training session, every cybersecurity audit and every line of code we deliver to our clients.

This ESG report captures that commitment in its most measurable form: 100% training coverage across Board of Directors (BoDs), Key Managerial Personnel (KMPs) and all employees; zero data privacy and cybersecurity breaches across four consecutive financial years; and a Business Continuity Management (BCM) framework compliant with ISO 22301:2019 that recorded zero disaster incidents throughout the year.

These are not isolated metrics. They are the outcome of a governance architecture built on 16 pillars - ranging from Board Composition and Whistleblower Policies to Software Integrity and Sustainable Supply Chain practices - and a leadership model that anchors sustainability across six dimensions: Vision, Risk Management, Ethical Leadership, Stakeholder Engagement, Metrics & Measurement and Continuous Improvement.

Our BRSR disclosures - from the Enhanced Materiality Mapping that integrates Enterprise Risk Management (ERM) risk signals with customer RFP mandates, to the Stakeholder Engagement Matrix spanning eight stakeholder groups, and the mapping of 11 material issues across 12 UN Sustainable Development Goals (SDGs) - reflect a deliberate evolution toward greater transparency and accountability. We do not claim perfection; we claim direction.

The seven disaster recovery (DR) tests executed during FY 2025-26, the quarterly Board reviews of data privacy risk, the assessment of 16 suppliers under the annual ESG assessment programme - with a target to expand coverage to 30 suppliers in FY 2026-27 - and the structured adoption of ISO 27001, ISO 27701, TISAX, SPIICE and CMMi each reflect Sasken's belief that responsible governance is the foundation upon which sustainable growth is built, and not a compliance obligation added at its margins.

## Our Commitment Moving Forward

1

Deepen our BRSR disclosures toward formal Double Materiality and independent stakeholder engagement in the next reporting cycle.

2

To sustain Carbon Neutrality achieved in FY 2025-26, Reduce GHG emission year on year, Increase Green energy transition from 80% to more.

3

Extend the annual ESG assessment programme to cover 30 supply chain partners by FY 2026-27, building on the 16 assessed in FY 2025-26. Vendor Code of Conduct adherence remains at 100% across all contracted suppliers.

GRI 2-22 • GRI 2-24 • GRI 3-3

BRSR P1 • P4 • P6

# GRI Disclosure Reference Key

GRI Code	Description
<b>GRI 2-9</b>	Governance structure & composition
<b>GRI 2-10</b>	Nomination & selection of governance body
<b>GRI 2-11</b>	Chair of governance body
<b>GRI 2-12</b>	Governance body oversight of impacts
<b>GRI 2-13</b>	Delegation of impact responsibility
<b>GRI 2-14</b>	Governance body in sustainability reporting
<b>GRI 2-16</b>	Communication of critical concerns
<b>GRI 2-17</b>	Collective knowledge of governance body
<b>GRI 2-18</b>	Evaluation of governance body
<b>GRI 2-19</b>	Approach to stakeholder engagement (employees)
<b>GRI 2-22</b>	Statement on sustainable development strategy
<b>GRI 2-23</b>	Policy commitments
<b>GRI 2-24</b>	Embedding policy commitments
<b>GRI 2-25</b>	Processes to remediate negative impacts
<b>GRI 2-26</b>	Mechanisms for raising concerns
<b>GRI 2-27</b>	Compliance with laws & regulations
<b>GRI 2-28</b>	Membership associations
<b>GRI 2-29</b>	Approach to stakeholder engagement
<b>GRI 3-1</b>	Process to determine material topics
<b>GRI 3-2</b>	List of material topics
<b>GRI 3-3</b>	Management of material topics
<b>GRI 205-1</b>	Anti-corruption - operations assessed for risk
<b>GRI 205-2</b>	Anti-corruption - communication and training
<b>GRI 205-3</b>	Anti-corruption - confirmed incidents
<b>GRI 308-2</b>	Supplier environmental impact assessment
<b>GRI 404-1</b>	Training hours per employee
<b>GRI 404-2</b>	Skills upgrade programmes
<b>GRI 418-1</b>	Substantiated complaints on data privacy breaches

# Reporting Boundary & Entities Included

This report covers Sasken Technologies Limited, India - the listed entity under SEBI (LODR) Regulations 2015. The reporting boundary is defined by operational control and the SEBI regulatory perimeter applicable to the listed Indian entity.

## ENTITIES INCLUDED IN THIS REPORT

Entity	Location	Inclusion basis
Sasken Technologies Limited	Bengaluru (HQ), Chennai, Pune, Kolkata	Full inclusion - operational control, all scopes

## ENTITIES EXCLUDED FROM THIS REPORT

Entity	Location
Sasken Finland Oy, Finland	Finland
Sasken Inc., USA	USA
Sasken Communication Technologies Mexico S.A. de C.V.	Mexico
Sasken Technologies Japan Co., Ltd	Japan
Sasken Design Solutions Pte. Ltd.	Singapore
Sasken Silicon Technologies Private Limited (formerly known as Anups Silicon Services Private Limited)	India
Borqs International Holding Corp.	China
BORQS Technologies India Private Limited (formerly known as BORQS Software Solutions Private Limited)	India
BORQS Technologies (HK) Limited	Hong Kong
New Borqs Technologies (Beijing) Company, Ltd.	China

While excluded from quantitative ESG disclosure, Sasken's Code of Conduct, Information Security Policy, Human Rights Policy and governance standards apply to all entities group-wide.





SASKEN

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