



Sasken Technologies

ESG Report 2023-24

15 July, 2024



Sasken is a pioneer in Product Engineering and Digital Transformation delivering concept-to-market and chip-to-cognition R&D solutions to customers across the semiconductor, automotive, industrial, consumer electronics, enterprise devices, satellite communications, telecom, and transportation domains. Through the last three decades, Sasken's deep engineering capabilities and technology patents have helped transform over a hundred Fortune 500 clients and powered more than a billion digital devices from its state-of-the-art facilities in India, Finland, Germany, and Japan. Sasken has always been at the forefront of technology in the cellular modem, radio access network, and satellite domains, more recently delivering state-of-the-art solutions to its automotive Tier 1 and OEM customers in the IVI, Body Electronics, Instrument Cluster, ADAS, and Autonomous vehicles, V2X, and Telematics domains. Sasken's investments in technology and innovation have continued to benefit its customers. Sasken has been listed on the NSE and BSE, Mumbai, India, since 2005.

Sasken's solutions are backed by CMMI-DEV-V2.0-ML3, ISO 9001 (Quality), ISO/IEC 27001 (Information security), and ISO/IEC 27701 (Privacy), TISAX AL-3 certifications. Sasken's proprietary quality management system strengthens its business offerings and ensures client satisfaction. Sasken's commitment to the environment, health, and safety is backed by its ISO 14001 (Environment) certification. Sasken is compliant with ISO 26262 Road Vehicles-Functional Safety standard for the Management of Functional Safety, Software Product Development, and Supporting Processes, and our Quality management systems are compliant with the Automotive SPICE standard.



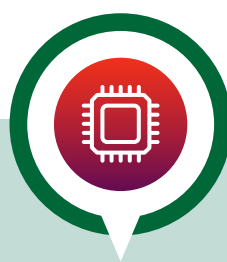
34+ Years
Product
Engineering &
Digital
Transformation



70+
Clients that
include Fortune
500 Companies



500+
Projects Delivered
Successfully

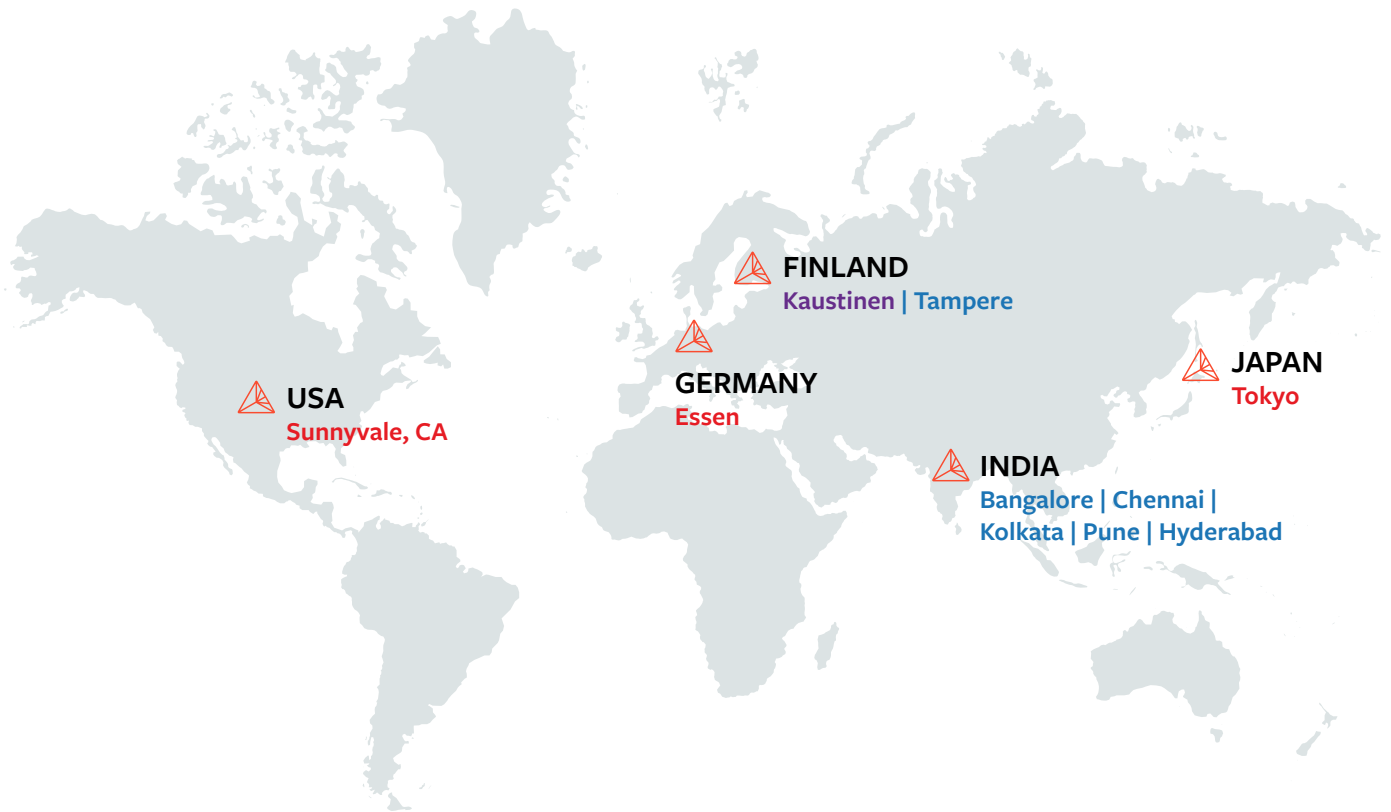


Billion+
Products Powered
by Sasken's IP and
Services



70+
Patents
(granted &
pending)

Sasken at a glance



Certifications @ Sasken



Quality

ISO
9001:2015



Environment

ISO
14001:2015



Information
Security

ISO/IEC
27001:2013



Software Engineering &
Project Management

CMMi-
V2.0-ML3



Privacy

ISO/IEC
27701:2019



Automotive
Information Security

TISAX AL-3

Sasken Management Systems Are Compliant To



Privacy
Regulations

EU-GDPR | CCPA |
India Data Privacy Act



Automotive
Functional Safety

ISO 26262



Automotive
SPICE

ASPICE

Values

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. Let's unite in purpose and passion to make Sasken a beacon of excellence, integrity, and innovation.



70+
Customers

Our customers are our business partners and our biggest allies and always support our initiatives

INR 4064 M
Net Revenue

for the year ending
2023

1526
Total Employees

Our employees are educated about and supportive of our initiatives.

4
R & D Centre
in India

All of our offices adhere to the most up-to-date green initiatives



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 center of the work we do and in their success is Sasken's success. We strive to add value in every interaction and are ambassadors for our customers within Sasken. We earn customers' trust by combining a deep understanding of their context and priorities with 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. In doing so we create 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.



Intellectual Integrity

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



Delivering Outcome through Ownership and Accountability

High quality execution brings results and success. We recognize that we are Sas-ians first and think and act beyond our immediate role and team for the success of the company. We take end to end accountability including managing dependencies and unblocking ourselves as we deliver to our commitments.



Innovation and Continuous Learning

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

Partnerships and Alliances



Partnerships

BlackBerry | QNX

aws

SMARTRAC ((•))

Gold
Microsoft Partner
Microsoft

Made for
iPhone | iPad | iPod

RENESAS

YOKOGAWA ◆

Cohda
Wireless

Autotalks

QUALCOMM

MEDIATEK

Alliances

3GPP
A GLOBAL INITIATIVE

AUTOMOTIVE
GRADE LINUX

EtherCAT
Technology Group

CMD's Message

"At Sasken, we are committed to pioneering technological solutions that redefine industry standards, driven by innovation and unwavering ethical practices. Our vision extends beyond mere profitability; we strive to create a positive influence on society, championing diversity, inclusion, and environmental stewardship.

At the heart of our business lies a dedication to integrating Environmental, Social, and Governance (ESG) principles into every facet of our operations and values. By prioritizing sustainability and responsible leadership, we aim to foster equitable outcomes while minimizing our environmental footprint.

Embracing our commitment to ESG, we are dedicated to advancing societal well-being, promoting diversity and inclusion, safeguarding water resources, and reducing carbon emissions. Through these efforts, we aspire to not only excel in our industry but also contribute meaningfully to a better world for all."



Rajiv C Mody

Chairperson, Managing Director & CEO

CFO's Message

“At Sasken, we’re passionate about embedding Environmental, Social, and Governance (ESG) practices into everything we do. For us, it’s not just a necessity for sustainable growth and long-term success; it’s a core part of our identity. By focusing on ESG principles, we are committed to reducing our environmental footprint, nurturing a diverse and inclusive workplace, and maintaining the highest standards of ethical governance. Integrating these values into our daily operations allows us to enhance our reputation, comply with regulations, and attract investors. But more than that, it helps us manage risks better and make a positive impact on society.

Embracing ESG is a strategic move and an opportunity to build a resilient, responsible business that benefits everyone involved”



Priyaranjan

Chief Financial Officer

Reporting Boundaries

This document provides a comprehensive overview of quantitative and qualitative ESG data points concerning Sasken Technologies Ltd. The underlying period for annual information is FY24, for more information check <https://www.Sasken.com/about-us/sustainability>.

90% of our operations, employees are in Indian offices. All other offices contribute to 10% in the overall energy consumption and emissions with minimal operational control. Hence, Indian offices covering over 90% of our operations are covered in the Environment Data such as Emissions, Water, Energy, Waste.

Alignment to Sustainability Frameworks

The disclosures in the report also draw inspiration from the Global Reporting Initiative (GRI). We also report complying to BRSR (Business Responsibility and Sustainability reporting).



2023-24 Sustainability Highlights

We are committed to advancing our sustainability initiatives by strengthening our positive impact on all stakeholders while mitigating any negative consequences throughout our value chain. Our dedication, integrity, entrepreneurial spirit, and innovative thinking underscore our commitment as we strive to achieve our vision.



100%

Environment Targets

We have successfully achieved the environment targets which we had envisaged for FY24



100%

Compliance to Governance

We are 100% compliant to all statutory and regulatory compliance



100%

Employee Participation in Environmental Awareness

All new hires are onboarded with awareness on our Sustainability practices and mandates



375
KL

Recycled Water for Common Use

We have Recycled average 375KL of water every month which is used for the common usage purpose.

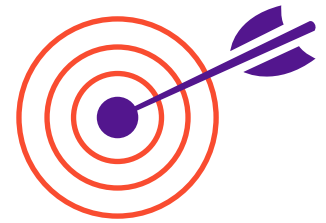


100%

Employees Covered by Human Rights Assessments

As was the case in the previous years, we ensure all employees are respected and feel safe at work.

Our Ambitions & Goals 2023-2024



	2024 Goals	Ambition	Focus
Social	<0.2% Incidents in a year across the organization	Be a safe workplace devoid of injuries and hazards	Health & Safety
	To Be Recognized by external bodies	As a leader in labour and human rights	Human Rights
	To Be One in Top 100 Best Places to work	Offer the best experience in all operating locations	Employee Engagement
Governance	Zero Cyber and Data privacy incidents	Attack resilient Sasken Network	Cyber Security and Data privacy
Environmental	<30% Compared to base year 2018	Reduce our carbon footprint as well as GHG emissions.	Climate Change
	<2 litre Unnecessary water consumption/person	Maintain our consistency in water efficiency.	Water Impact
	20kg per person/annum Waste reduction compared to 2022	Reduce waste at source/ person	Reduce & Recycle

Environmental Experience 

Social Excellence

Governance

BRSR Reporting

- Environmental Goals
- Water Impact
- Energy Management
- Greenhouse Gas Emission
- GHG Management
- Sustainable Sourcing
- Environmental Stewardship



Environmental Goals

Carbon Neutrality: Strive towards achieving carbon neutrality in our operations by 2030, through the adoption of renewable energy sources, energy efficiency measures, and carbon offset initiatives.

Waste Reduction: Maintain initiatives to minimize waste generation and maximize recycling efforts across all operations, aiming to continue Zero waste campus status

Resource Efficiency: Optimize resource consumption by adopting sustainable practices in water usage, paper consumption, and energy efficiency, aiming to reduce resource consumption in every aspect of business operation



- Climate Change and Carbon Emissions
- Air and Water Pollution
- Biodiversity
- Afforestation
- Energy Management
- Waste Management
- Water Impact
- Sustainable Procurement
- Environmental Reporting and Transparency

Water Impact

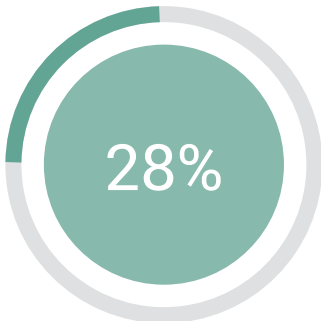
Through our concerted efforts, we have implemented a series of initiatives aimed at conserving water resources and minimizing wastage. By judiciously employing water recycling plants, reducing unnecessary consumption, and harvesting rainwater, we have significantly curbed our water footprint. These measures have not only led to tangible reductions in water usage but have also bolstered our commitment to environmental sustainability. By prioritizing responsible water management practices, we are not only safeguarding this invaluable resource for future generations but also setting a precedent for conscientious stewardship within our community. Our collective actions underscore our dedication to preserving the planet's most precious resource and highlight the positive impact achievable through concerted conservation efforts.

6500KL

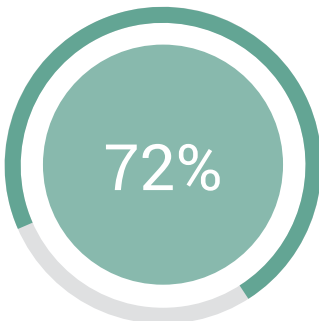
Rainwater recharged

3832KL

Water Recovered



Water from municipality



Water from ground/ Rain

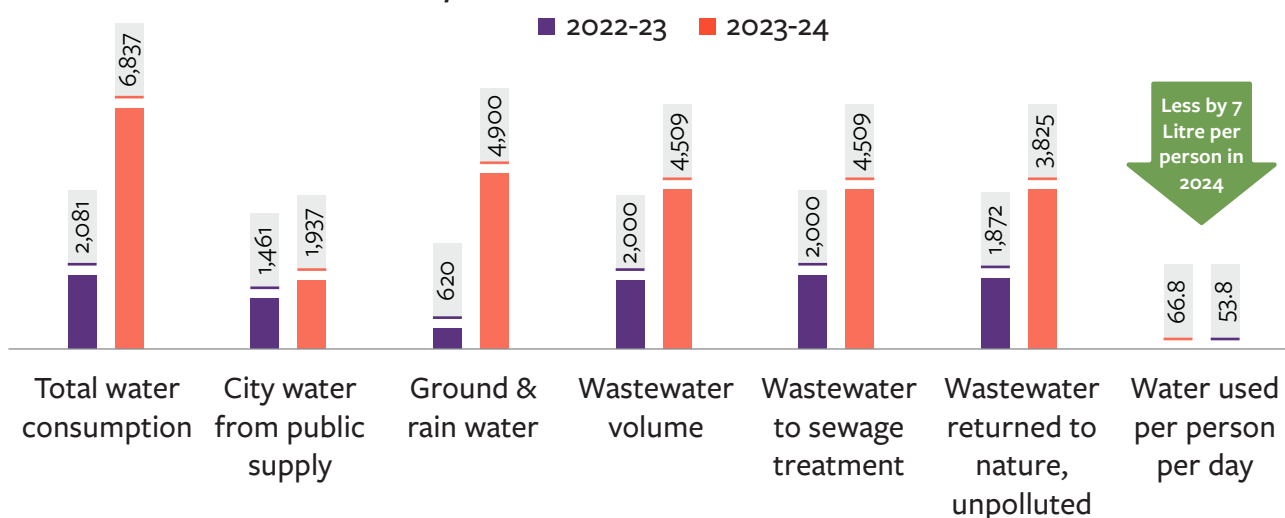


Wastewater recycled

We introduced our water conservation strategy in 2001 to help us improve water efficiency through recycling projects (2001), Rainwater recharging project (2022) contributing to SDG 6 Goals.



WATER/RECYCLED WATER IN KILO LITRE



Energy Management

Through concerted efforts, ever since 2018 we've transitioned 80-85% of our energy sourcing to wind power, reducing reliance on non-renewables. This shift curbs emissions, mitigates pollution, and aligns with sustainable development goals. By prioritizing wind energy, we safeguard resources, combat climate change, and set a standard for responsible energy stewardship, showcasing our commitment to a cleaner, sustainable future.

85%

Power replenished by Sustainable energy in 2023-24

100%

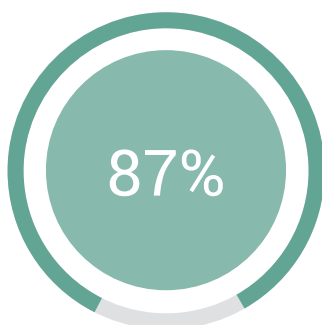
All light fittings on LED

100%

Of the electronic devices procured are EPEAT certified



Power from Green source in 2018

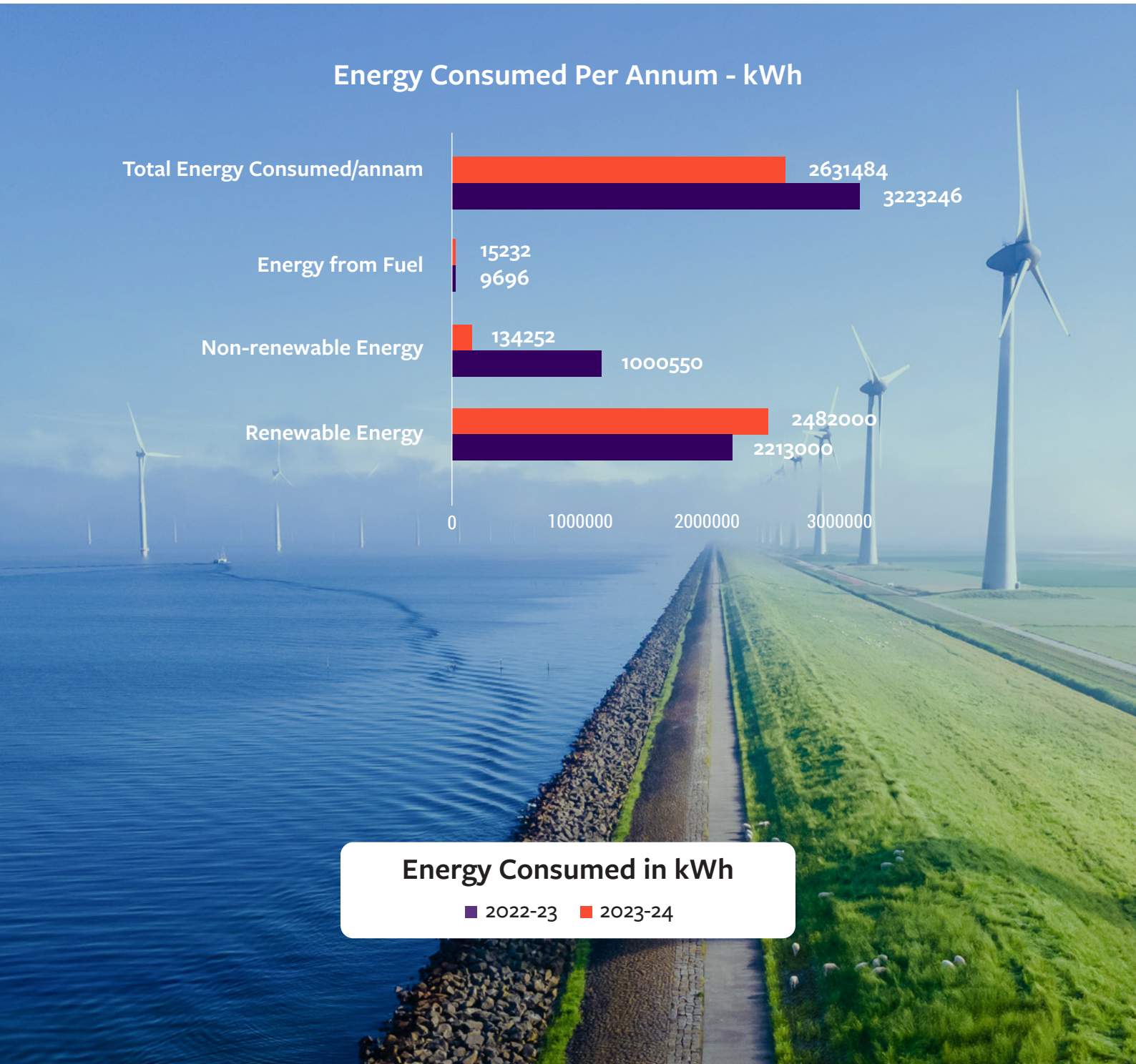


Power from Green source in 2023

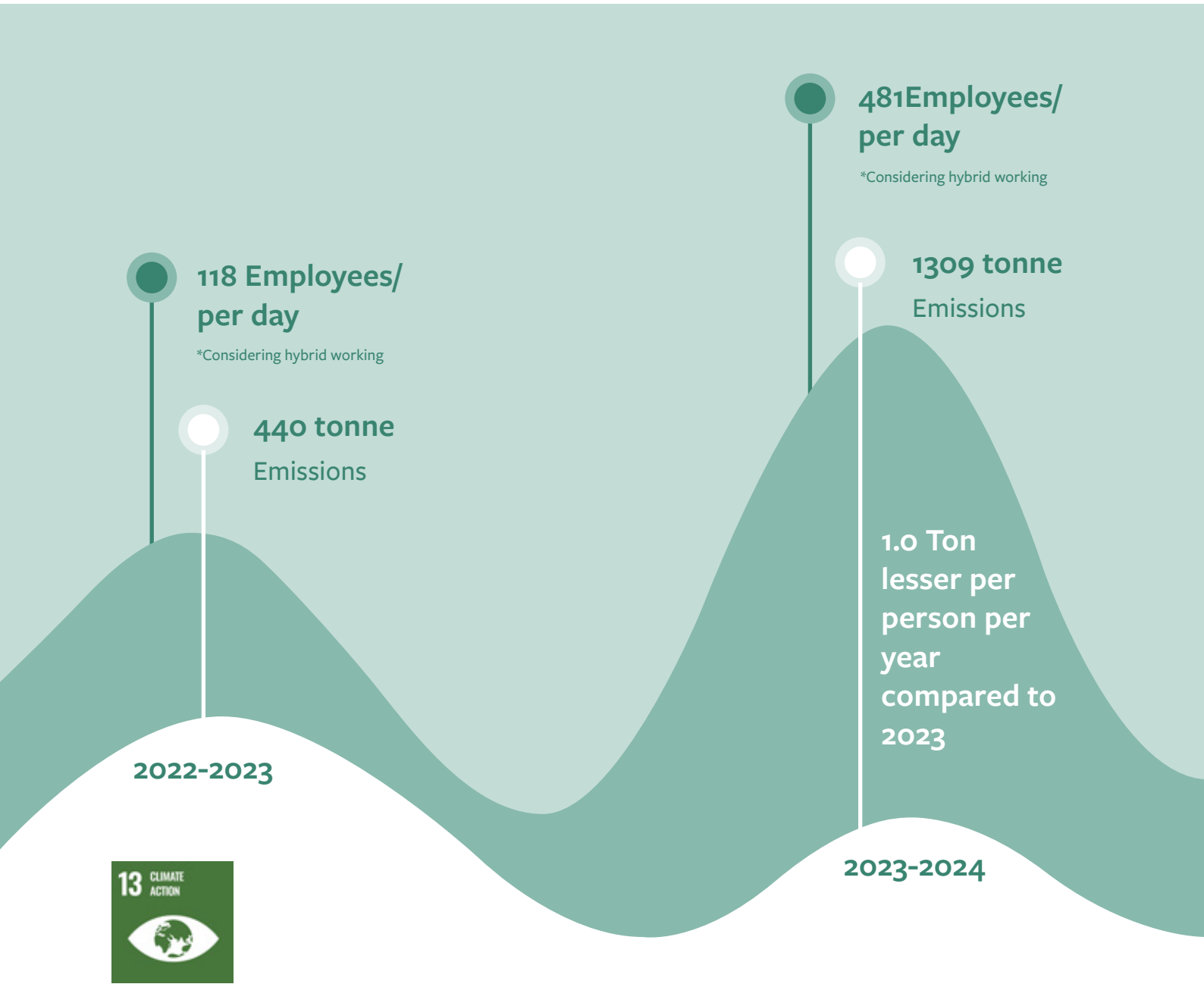


Power from green source in 2024

We introduced our Energy management strategy in 2018 to help us improve Energy Efficiency through wind energy that is helping us to reduce about 160 Tonnes/month of CO2e emission.

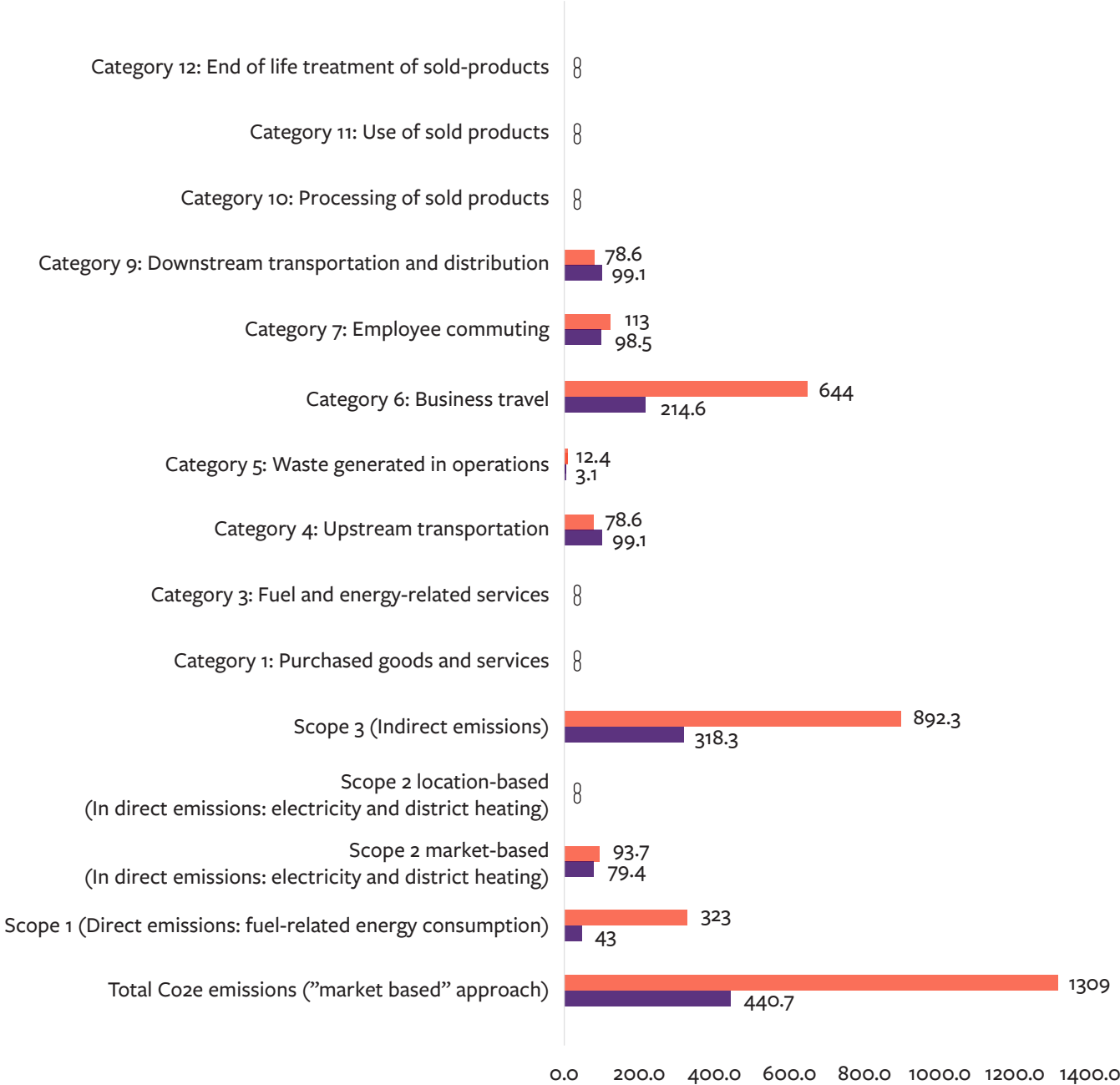


Greenhouse Gas Emissions per Employee at Office



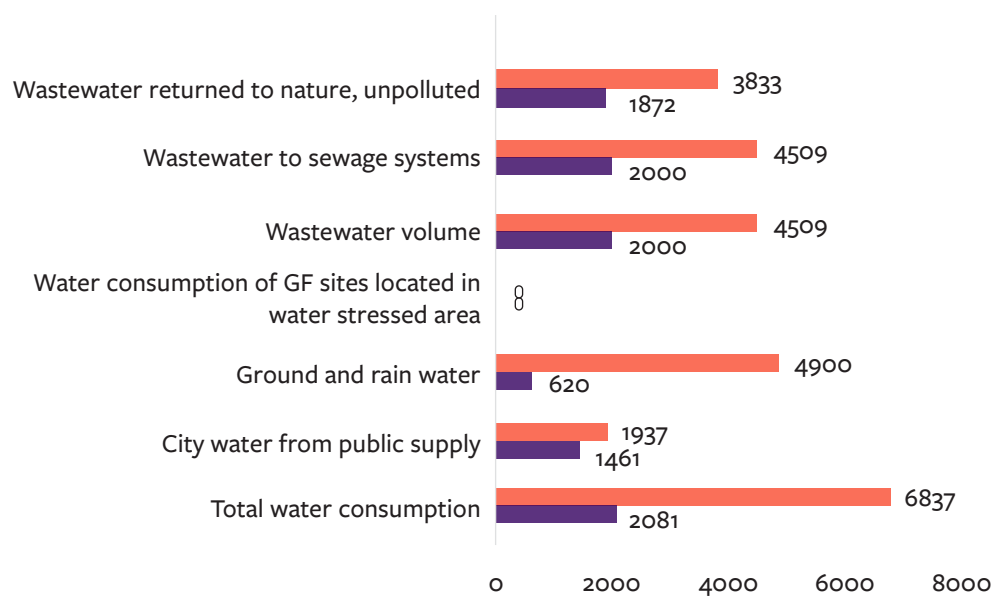
In comparison to our base year of 2018-19 our GHG emission less by 62% due to continual improvement in process.

GHG emission - CO2e in Tons

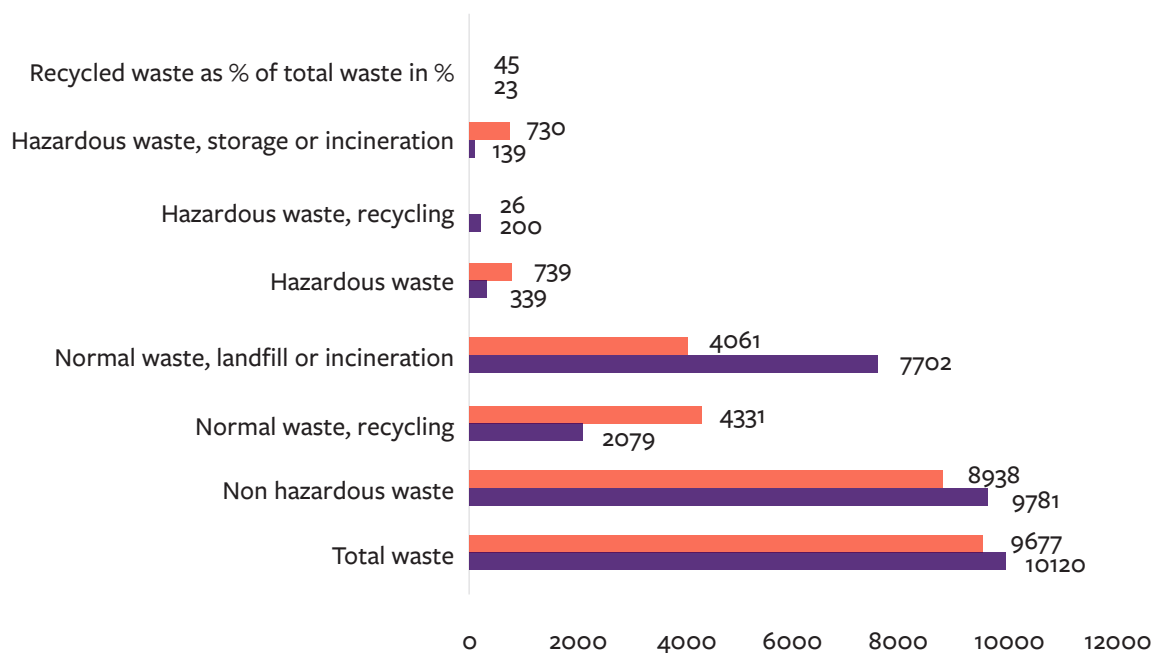


2024
2023

Water and Waste Water - KL



Waste Recycling in kg



2024
2023

Sustainable Sourcing

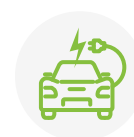
At Sasken, our commitment to sustainability drives us to prioritize responsible sourcing practices. By partnering with sustainable vendors, we reduce our Scope 3 emissions and enable environmental consciousness among our employees. We ensure all electronic purchases meet stringent energy efficiency standards, such as being Energy Star-rated and EPEAT certified.



Our stationery is made from 100% recycled paper, reducing water waste, deforestation, emissions, and the use of harmful bleaching chemicals. So also our procurement of ecofriendly pens and pencils. Additionally, our corporate gifts are crafted by rural artisans, supporting organizations that revitalize traditional crafts. This initiative creates revenue streams for artisans, helping sustain their livelihoods and preserve India's rich artistic heritage.



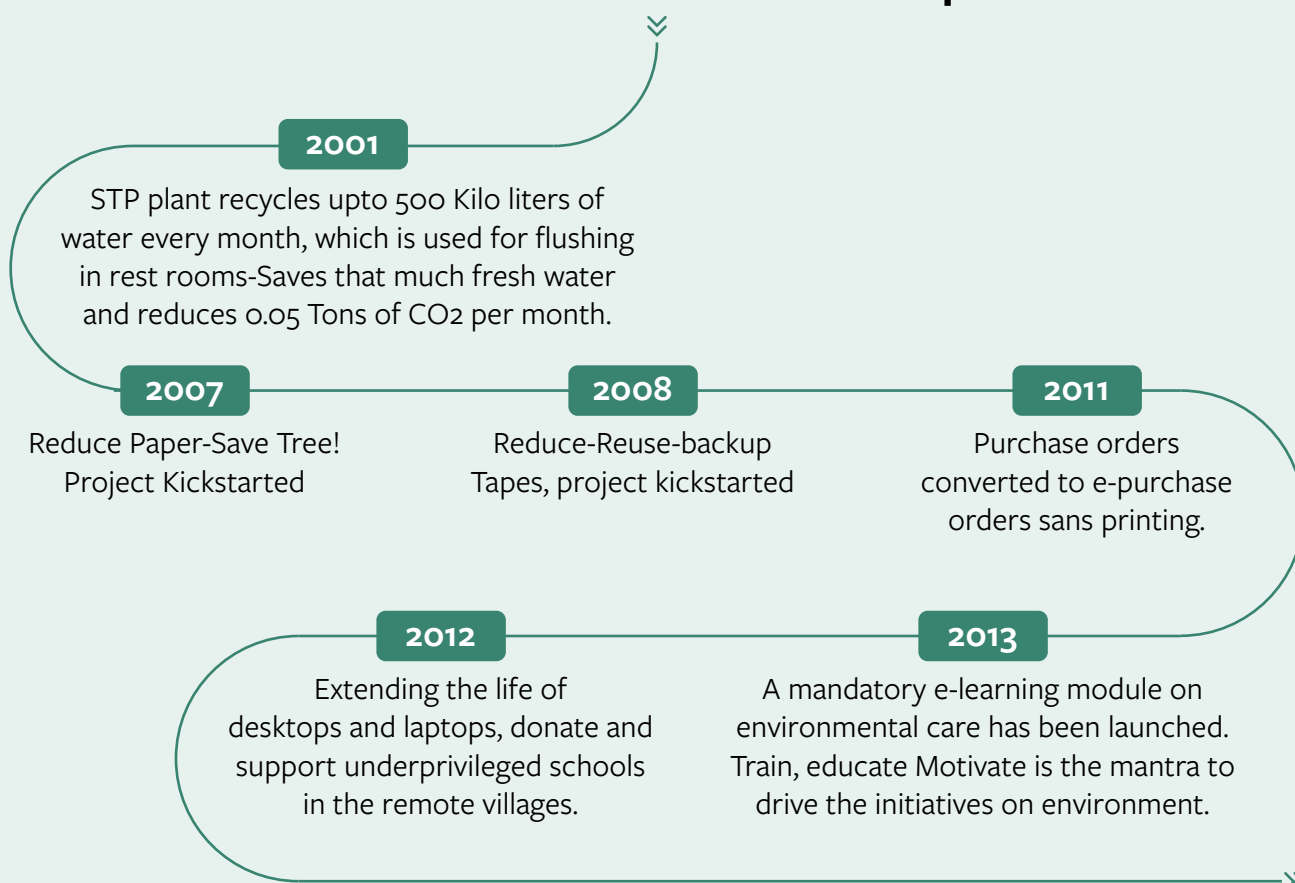
On a mission to make our offices plastic free we use eco-friendly, bio-degradable and sustainable chemical sachets which are used instead of chemicals from plastic cans / bottles for all the cleaning purposes. This helps us to reduce carbon footprint on PET bottles. Sourcing E-vehicles for Employee transport requirement, helps us in producing zero tailpipe emissions, reducing air pollution and greenhouse gas emissions.

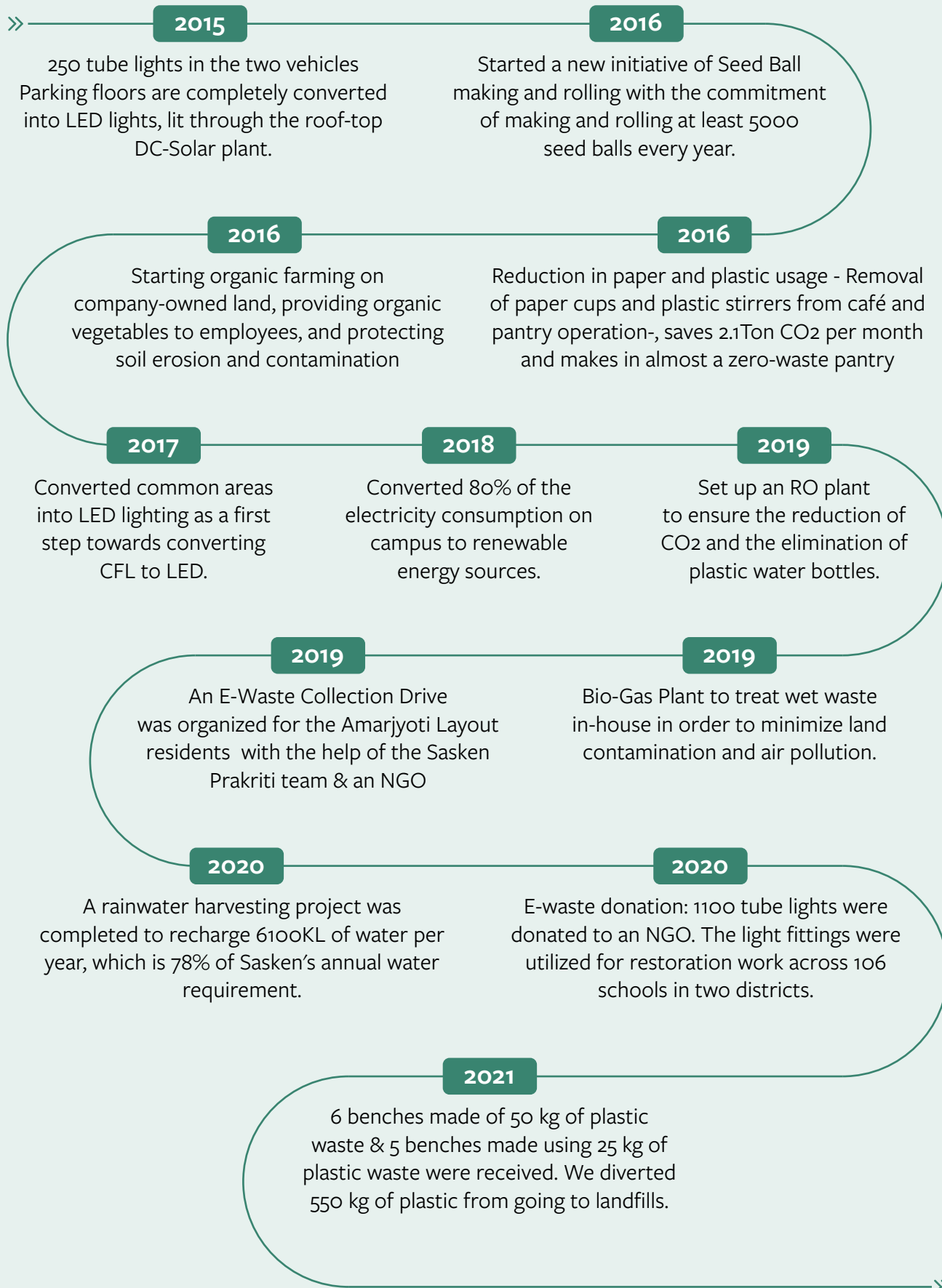


Through such and many other procurement practices, we not only lessen our carbon footprint but also encourage sustainable behaviors within and beyond our organization.



Environmental Stewardship







2022

PARTNERED WITH Eco-Kaari
to pick up plastic waste to upscale
to something useful

2022

Donation yard inside the organization is
setup to encourage employees to donate
their old items clothes, which in turn gets
donated to Ashrams

2023

- Recycled stationary
- Sustainable dairies
- Sustainable chemicals
- Butterfly park



17 of these 21 initiatives are continued every year.
The Consistency in running these projects year on year demonstrates a
commitment to SASKEN's long-term environmental stewardship and it is
leading to significant positive impacts over time.



Environmental Experience

Social Excellence

Governance

BRSR Reporting

- Social Goals
- Diversity & Inclusion
- Human Rights
- Women Empowerment
- Safe and Inclusive Workplace
- Investing in Our People
- Well-being
- Inclusive Growth Equitable Development



Social Goals

Diversity and Inclusion: Foster a diverse and inclusive workplace culture where every individual feels valued and respected.

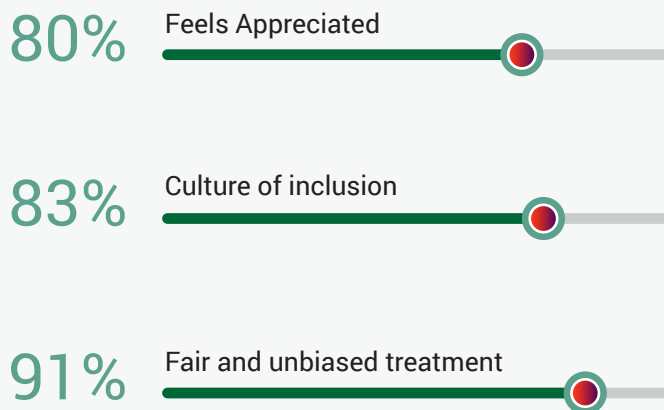
Employee Well-being: Prioritize employee well-being by offering comprehensive health and wellness programs, flexible work arrangements, and professional development opportunities to enhance job satisfaction and work-life balance.

Community Engagement: Engage with local communities through volunteering initiatives, skill development programs, and partnerships with NGOs to address social challenges and contribute positively to the communities in which we operate.



- Human Rights
- Gender and Diversity
- Employee Well-being
- Labor standards
- Women Empowerment
- Diversity and Inclusion
- Employee Health and Safety
- Employee Satisfaction
- Customer Satisfaction
- Community Impact and CSR
- Investing in People

Diversity & Inclusion



12%

Women operate from home office

87%

Women using Flexi hrs. Benefits

53%

Women undergoes Mentorship program

As a global business, our ability to understand, embrace and operate provide best place to work, is critical to our long-term sustainability and to doing business the right way. By building an inclusive workplace at Sasken, we seek to leverage the talent, insights and ideas of our global employees. Our aspiration is not only to mirror, at every level of leadership, the diversity of the communities we operate, but also to exceed industry norms. We share diversity and inclusion metrics across our global workforce with our board of directors and senior leaders on a quarterly basis, highlighting progress and driving accountability.

As a part of our commitment to inclusive world, at Sasken we have ESN (employee with special needs) employees inducted into various department and working in the mainstream.



Sasken is proud to be identified amongst best in fostering a Diverse, inclusive and Equitable workplace by Avatar and Seramount's "100 best companies for Women" and "Exemplar's Inclusion Awards"

Human Rights

Our programs are established to ensure that all our employees are treated with respect and dignity. Leading by example in this space and driving our requirements down our supply chain, we can positively influence others to do the same, adding value to communities, employees, suppliers and society.

We have established formal policies that articulate our commitment to upholding human rights standards as outlined in international frameworks such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and relevant conventions of the International Labor Organization.



Women Empowerment

A crucial movement advocating for equal rights, opportunities, and recognition of women's abilities and contributions in all spheres of life.

Sasken has been acknowledged as a leading workplace for women, but our commitment extends beyond our office boundaries. Through a range of CSR initiatives, we strive to support economically disadvantaged women and girl children, empowering them for a better future. Each of our programs reach minimum of 58% of the women population, reflecting our dedication to fostering inclusivity and opportunity for women.



Sasken is proud to be identified amongst best in fostering a Diverse , inclusive and Equitable workplace by Avatar and Searamount's "100 best companies for Women" and "Exemplar's Inclusion Awards"

50%

..average women considered in every CSR initiatives of Sasken

53%

..of 4577 students are women covered under morning nutrition program

63%

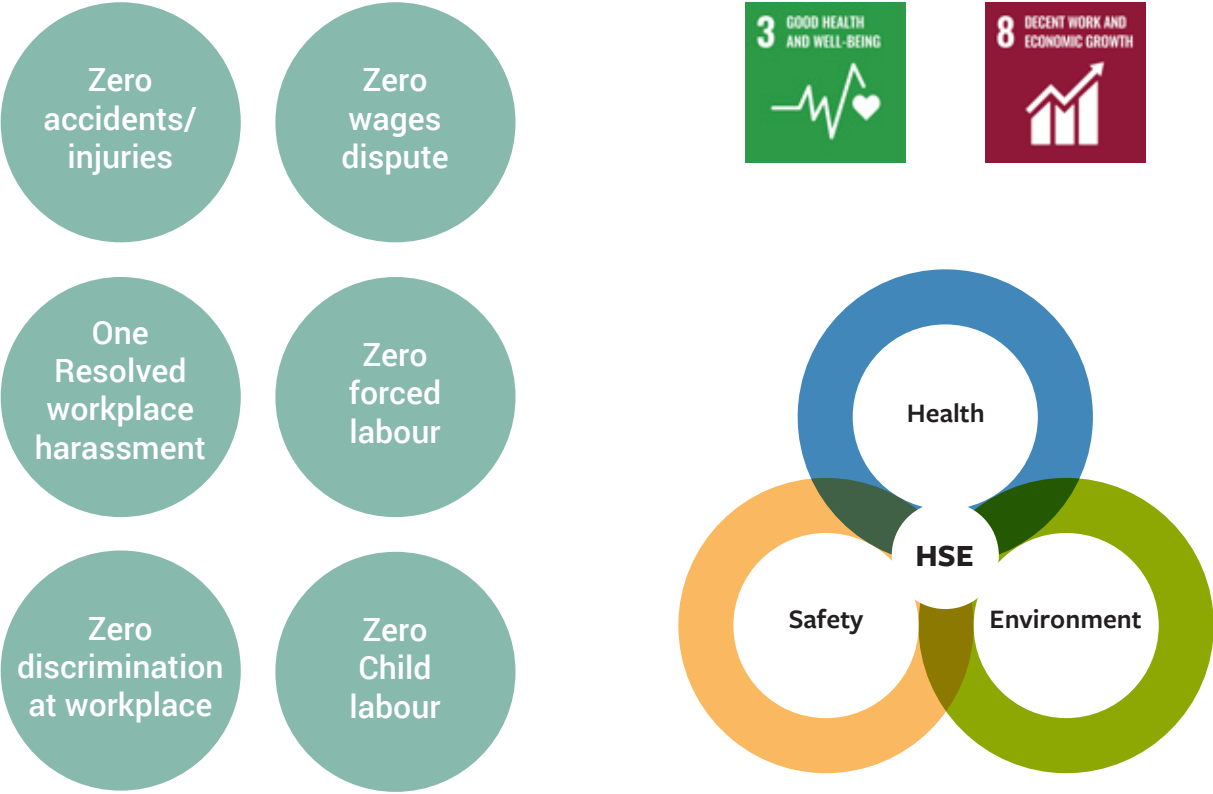
..of 2048 Students are women and are trained in skill development

16.5L

..women members under Digital program for micro financing banking

Safe and Inclusive Workspace

Ensuring the safety and well-being of our workforce is a top priority across all our global operations. We take pride in being a responsible organization that prioritizes both environmental stewardship and the welfare of our employees. We consistently exceed minimum legal standards, demonstrating our commitment to upholding our duty of care. Through our robust Occupational Health and Safety management, we instill a culture where every individual is aware of their role in fostering a safe workplace and adhering to healthy practices on a regular basis. Consistently we are maintaining Zero adverse health incidents/accidents at our development centers over last couple of years.



Investing in Our People

A crucial movement advocating for equal rights, opportunities, and recognition of women’s abilities and contributions in all spheres of life.

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Training Given to Employees

Category	FY 2023-24 (Current Financial Year)					FY 2022-23* (Previous Financial Year)				
	Total (A)	On Health and safety		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1064	1060	99.6%	751	70.5%	973	389	39.98%	973	100%
Female	462	461	99.7%	346	74.8%	475	203	42.74%	475	100%
Total	1526	1521	99.6%	1097	71.8%	1,448	592	40.88%	1,448	100%
Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

People Well-being & People Retirement Benefits

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Num. (B)	% (B/A)	Num. (C)	% (C/A)	Num. (D)	% (D/A)	Num. (E)	% (E/A)	Num. (F)	% (F/A)
Permanent Employees											
Male	1003	792	79%	996	99%	0	0	1003	100%	NIL	
Female	440	310	70%	439	100%	440	100%	0	0	NIL	
Total	1443	1102	76%	1435	99%	440	30%	1003	70%	NIL	
Other Than Permanent Employees											
Male	62	17	27%	22	35%	0	0	22	35%	NIL	
Female	21	8	38%	7	33%	7	33%	0	0	NIL	
Total	83	25	30%	29	35%	7	8%	22	27%	NIL	

Details of Retirement Benefits, for Current FY and Previous Financial Year

Benefits	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted & deposited with the authority (Y/N/N/A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted & deposited with the authority (Y/N/N/A.)
PF	100%	NA	Y	100%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI	0%	NA	NA	0%	NA	NA
Other-Su perannuation	1.52%	NA	Y	1.6%	NA	Y

Return to Work and Retention Rates of Permanent Employees and Workers that Took Parental Leave

	Permanent Employees	
Gender	Return to work rate	Retention rate
Male	100%	98%
Female	100%	100%
Total	100%	98%

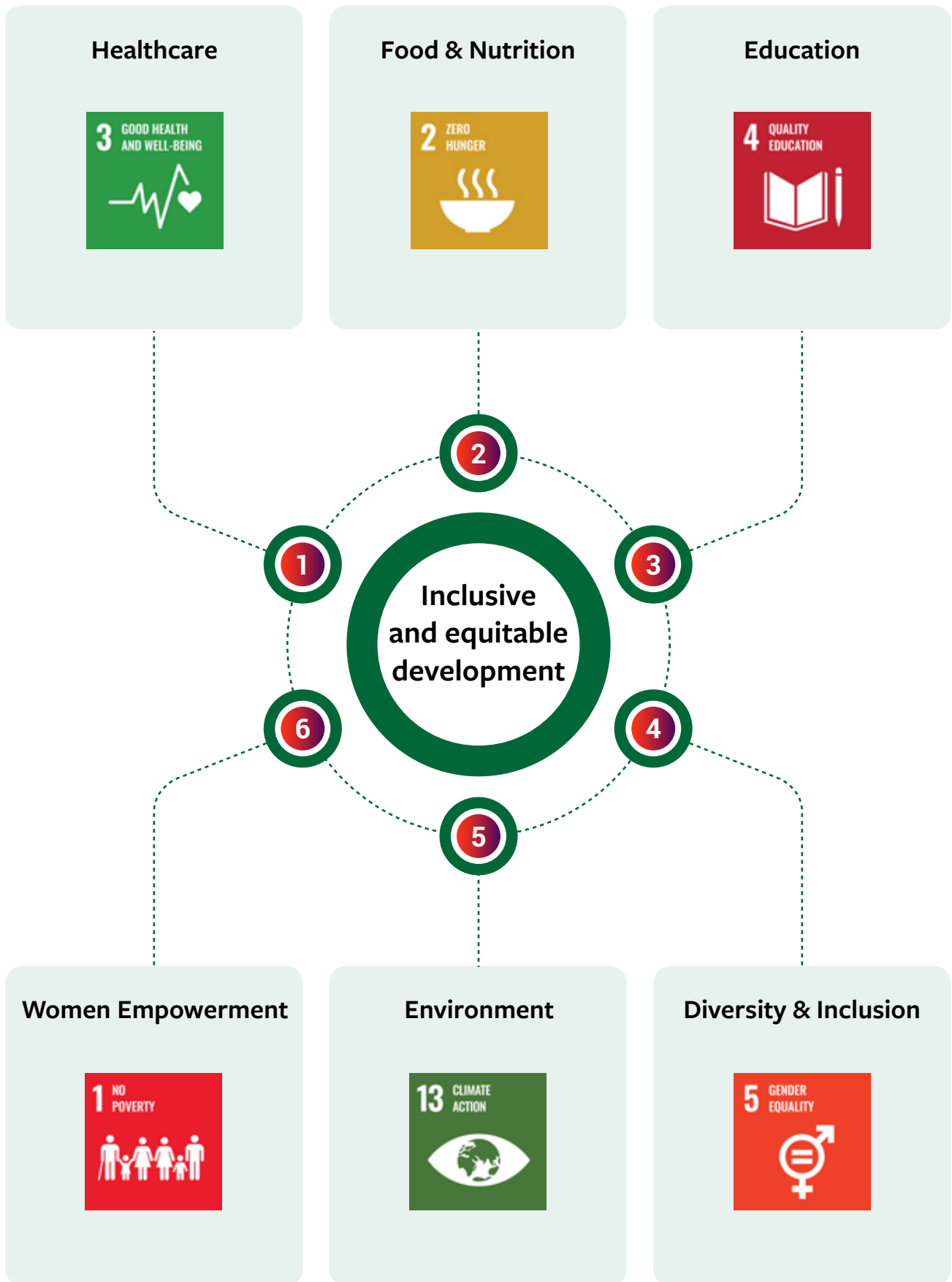
Training on Human Rights Issues and Policy(ies)

Category	FY 2023-24 (Current Financial Year)			FY 2022-23* (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1443	1437	99.5%	1429	1395	96%
Other than permanent	83	83	100%	19	19	100%
Total Employees	1526	1520	99.6%	1448	1414	97.5%

Details of Performance and Career Development Reviews of Employees

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1003	1003	100%	956	956	100%
Female	440	440	100%	473	473	100%
Total	1443	1443	100%	1,429	1,429	100%

Our Inclusive Growth and Equitable Development Focus





"Our vision is to be a catalyst for positive change, leveraging our resources, expertise, and influence to create a more sustainable and equitable world. Through innovative and impactful CSR initiatives, we aspire to empower communities, preserve the environment, and inspire others to join us in building a brighter future for generations to come".

Rajiv. C. Mody

Chairperson, Managing Director & CEO,
Sasken Technologies Ltd.

Morning Nutrition Program for School Children

Sasken has joined forces with the **Sri Sathya Sai Annapoorna Trust**, a distinguished organization dedicated to administering a highly effective morning nutrition program for rural school children in India. This collaboration targets issues concerning child nutrition, security, and the management of **"hidden hunger"** at the grassroots level. The trust extends crucial support to underprivileged children, offering nutrient rich **"SaiSure"** health mix with milk, as well as nourishing Ragi Wholesome Cereal Drink, cooked breakfast options, and other food items to ensure children receive essential nourishment to kickstart their day.

Through its support of this program, **Sasken is combatting hunger among school children in rural areas of Chintamani, Chikkaballapur District, Karnataka**. This initiative provides morning nutritious drinks to 4577 students, aiding in alleviating hunger and addressing hidden hunger, thereby contributing to the objective of zero hunger. Sasken is actively promoting good health among school children by facilitating access to balanced meals, with the aim of enhancing overall well-being and mitigating health issues associated with malnutrition.



4577

Total students
covered

53%

Girl students
covered

Moreover, the morning nutrition program not only enhances physical health but also augments educational outcomes. By diminishing hunger and enhancing nutrition, Sasken indirectly contributes to improved academic performance, increased school attendance, and heightened motivation among both students and teachers, thereby supporting the pursuit of quality education.

This intervention by Sasken also emphasizes gender equality, with 53% of the beneficiaries being girls. By advocating for equal access to nutritious meals, Sasken is dismantling gender barriers and encouraging inclusivity in education and nutrition programs.

Sasken's collaboration with the **Sri Sathya Sai Annapoorna Trust** underscores the significance of partnerships in attaining sustainable development goals. Through this collective endeavor, Sasken harnesses resources and expertise to amplify the impact of the morning nutrition program, showcasing the potency of partnerships in advancing social initiatives.



“Empowering Women Through Education: Sasken’s Partnership with My Little Bit”

“My Little Bit” is an organization committed to the advancement of women’s student development, emphasizing a grassroots approach to impact lives positively. At the heart of their mission lies the Integrated Skill Development Program (ISDP), designed under their “dreamz-unlimited” initiative to seamlessly embed skill enhancement within the academic curriculum of BCom, BBA, and BA students. The organization is dedicated to empowering underprivileged girls, guiding them on a journey towards securing meaningful employment opportunities.

Since 2023, Sasken, has forged a partnership with My Little Bit, extending their support to three colleges in Karnataka. This collaboration has proven instrumental in furthering the organization’s objectives. Noteworthy is the fact that 68% of the beneficiaries of this initiative are female students, underscoring the organization’s commitment to promoting gender equality and women’s empowerment through education and skill development. Through this partnership, My Little Bit and Sasken are making tangible strides in transforming the lives of marginalized young women.

3
Colleges
covered

2098
Students
covered

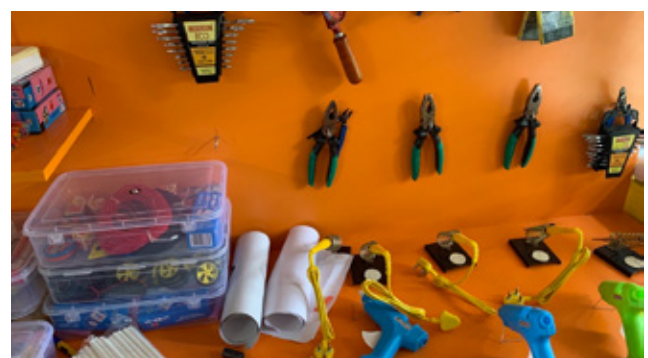
68%
Girl students
covered



“Empowering Tomorrow’s Innovators: Sasken’s Commitment to Inclusive STEM Education”

The establishment of STEM laboratories represents a crucial step towards advancing education and fostering sustainable development, aligning with several Sustainable Development Goals (SDGs), including SDG 4: Quality Education and SDG 5: Gender Equality. These specialized facilities, championed by organizations like Mantra4Change and supported by Sasken, aim to bridge educational disparities by providing hands-on learning experiences in Science, Technology, and Mathematics (STEM) to underprivileged students 8th, 9th and 10th classes, particularly girls, in remote districts.

In FY24, Sasken’s partnership with Mantra4Change saw significant impact, reaching 435 students, with 53% being girls. This collaborative effort reflects Sasken’s commitment to corporate social responsibility and its dedication to promoting inclusive education and sustainable development in underserved communities. By investing in initiatives like STEM laboratories (3 no’s), Sasken contributes to the realization of SDGs, providing a brighter future for all, while addressing the pressing need for skilled professionals in STEM disciplines. And we carried out this in Aspirational District/s makes it much more meaningful cause.



435

Students
covered

53%

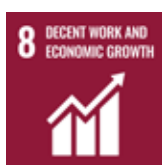
Girl students
covered

“Empowered: Bridging Dreams to Reality”

For the last few years **Sasken** has partnered with **Guardians of Dreams** which aligns our commitment to social responsibility and sustainable development. Through our collaboration, we aim to address the challenges faced by young adults transitioning from Children’s Homes to independent life, a critical phase often marked by financial instability and lack of support.

Recognizing the importance of education and skill development in empowering these individuals, Sasken proudly sponsors the Scholastic Awards Program. This program not only acknowledges academic excellence among graduating students but also provides them with crucial financial support to pursue higher education. By partnering GoD which provides unrestricted grants and organizing workshops covering essential topics like financial literacy and interview preparation, we equip these young adults with the skills and confidence needed for successful integration into society.

Moreover, by sponsoring scholastic awards for 100 students annually, Sasken contributes directly to their educational and personal development, thereby advancing key Sustainable Development Goals (SDGs) such as Quality Education (SDG 4) and Decent Work and Economic Growth (SDG 8). Through our partnership with Guardians of Dreams, we strive to revolutionize the standard of care within Childcare Institutions and create a more inclusive and supportive environment for vulnerable youth.



100
Total students
covered

53%
Girl students
covered

“Empowering Education: A Teacher’s Inspiring Journey Supported by Sasken”

Faced with significant challenges such as limited resources and societal barriers, Mrs. Jagatha Samundheswari, a dedicated schoolteacher at a disadvantaged government-run girls’ school, persistently engages in efforts to instigate positive change for her students. Committed to creating an inclusive and equitable educational environment for all learners, Sasken enthusiastically supports her initiatives by collaborating to enable her to fulfill her vision. This partnership goes beyond mere corporate social responsibility; it empowers a teacher to realize her dreams for her students, shaping them into future leaders of the nation. This aligns with our chairman’s belief that a teacher is the ultimate leader in this world.



“Compassionate Outreach”

Sasken in Partnership with the Joy of Giving team in Bangalore has been assisting elderly care and orphanage facilities by prioritizing the crucial need for food provision. In the fiscal year 23-24, they successfully supplied 30,000 meals and 400 medical kits. By addressing the immediate sustenance requirements of underprivileged communities, we are not only meeting a critical need but also adhering to the Sustainable Development Goals (SDGs) set forth by the United Nations.



30,000

Meals served
in 2024

80

Medical
kits



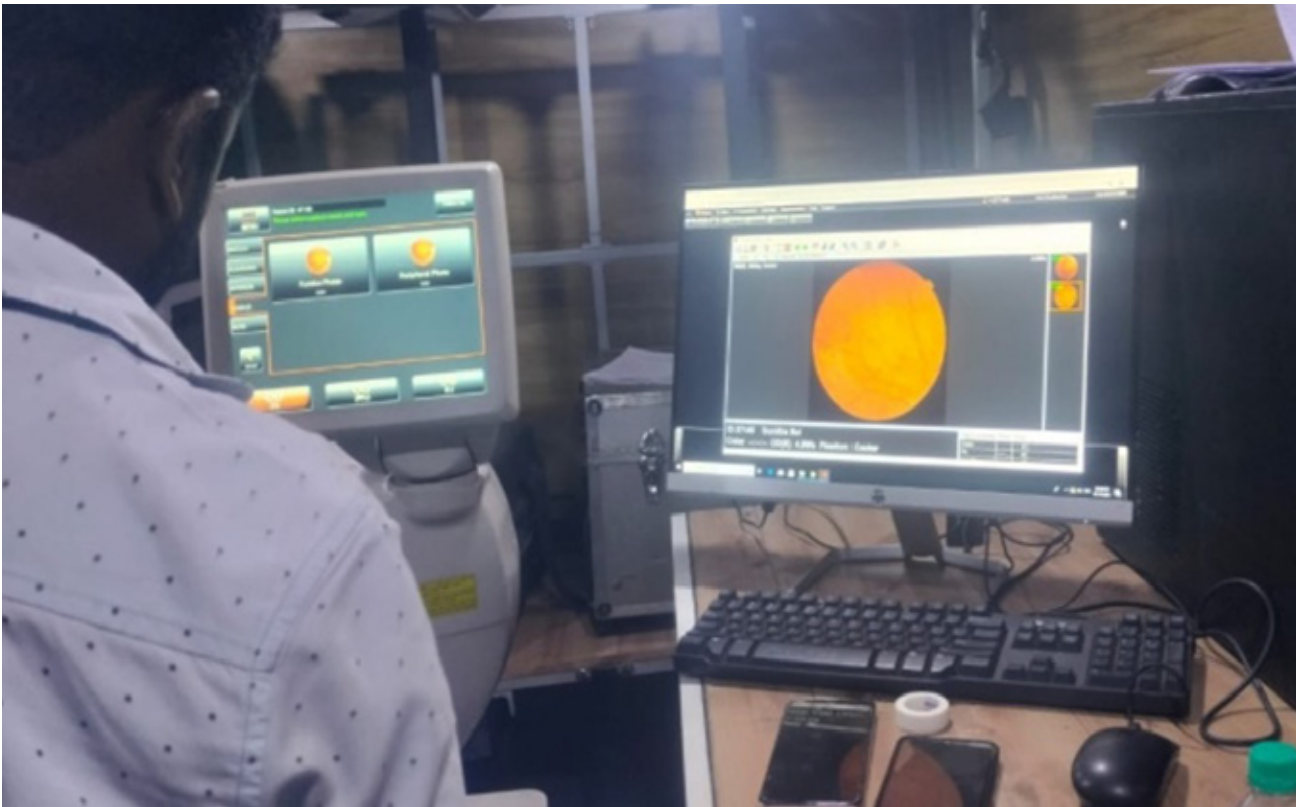
“Vision of Hope! Transforming Rural Healthcare”

Since January 2023, Sasken has undertaken a significant Corporate Social Responsibility (CSR) endeavor in healthcare through a partnership with the Vittala International Institute of Ophthalmology (VIO). Together, we have achieved notable progress in addressing a crucial healthcare gap in our community. Our collaboration has resulted in the establishment of a state-of-the-art Mobile Eye Hospital, equipped with cutting-edge facilities to screen, diagnose, and perform corrective surgeries for Diabetic Retinopathy. This mobile hospital has been deployed to reach remote villages in Karnataka, where access to quality healthcare is often scarce. The Mobile Eye Hospital is equipped with advanced equipment's like:

- Quantel Medical Yag Laser,
- Capsulo+Vitraz Mono spot green laser 532nm combo unit,
- Optical Coherence Tomography,
- AB Scan with UBM,
- HFA 3 840 Visual Field Analyzer, and
- laptops for comprehensive data management.

2289 Total Screenings	692 Total Laser Sessions
151 Total Corrective Surgeries	141 Anti - vegF Injections





Over the past several years, Vittala has been at the forefront of providing services for Diabetic Retinopathy. Since 2023, Sassen has been collaborating with Vittala, resulting in significant positive outcomes for rural communities.

Through VIIO's endeavors, bolstered by Sassen's support, a total of 2289 screenings, 692 laser sessions, and 151 corrective surgeries have been conducted for individuals affected by Diabetic Retinopathy.

These statistics not only highlight the extent of our initiative but also emphasize our commitment to making a substantial difference in the lives of those in underserved areas. Moreover, this endeavor directly aligns with Sustainable Development Goal (SDG) 3: Good Health and Well-being, contributing to the global objective of ensuring healthy lives and promoting well-being for all, irrespective of age or circumstance.

Empowering Vulnerable Communities

In response to the urgent needs of the underprivileged, a supply ration kit/medicinal kit has been a program which **Domlur Samskriti foundation (Regd)** carries out systematically. Understanding that these programs has been initiated to alleviate the hardships faced by vulnerable communities **Sasken** has joined hands with the charitable trust on couple of occasions in 2023.

These kits, meticulously curated with essential items such as rice, lentils, cooking oil, canned goods, hygiene products, and medical supplies, serve as a lifeline for families struggling to make ends meet. With the aim of ensuring basic sustenance and health, these kits are distributed in the community center, reaching those most in need. This initiative not only addresses immediate hunger but also enables resilience within marginalized populations, providing them with a sense of security and hope for a better future.

As the year drew to a close, we extended a warm welcome to the primary school students of Chintamani District by distributing school bags to each and every one of them. This gesture aimed to usher in the upcoming academic year in June with renewed hopes and determination.



385

Grossery Kit

100

School Bags

School equipment's
like: Water filter, fan,
Chairs, Tables and RO
water plant



Transforming Lives: SEWA's Digital Empowerment Journey

“In the heart of rural India, a silent revolution is unfolding, bringing empowerment and transformation to underprivileged women. The Self-Employed Women's Association (SEWA), a pan-India organization, has been dedicated to this noble cause last 10 years. In their journey to uplift marginalized women, they found a dedicated partner in **Sasken**, a company committed to enabling digital initiatives. Since 2014, this partnership has not only transformed SEWA but also countless lives.”



m-Bachat:

Sasken's m-Bachat solution has digitized SEWA's Savings and Credit scheme, enhancing efficiency, accuracy & trust amongst all the stakeholders of the micro-banking system. The system continues to be operational in 10 districts of Gujarat. The application supports an intuitive bilingual user interface (English and Gujarati) that can be used readily by women with low computer literacy. As of Mar 15, 2024, there are 29520 members enrolled in m-Bachat. The total savings collection from Apr 2023 to Mar 15, 2024, recorded in the system amounts to Rs. 2.57 Crore. Sasken team continues to support SEWA with feature additions to m-Bachat.

MMS:

SEWA has been successfully using Sasken's solution – MMS - Membership Management System - for managing its membership base since March 2017. Both the android app and the portal application support Hindi, Bangla, Gujarati & English languages. Membership data has been uploaded from 10 states and 3 UT – Gujarat, J&K, UP, Rajasthan, Jharkhand, West Bengal, Maharashtra, Ladakh, Uttarakhand, Delhi, Punjab, Bihar & Assam. Assam was added in FY 24. A total of 16.98 Lakh member data is present in the system as on Mar 15. Current focus is on feature enhancement and on scaling the solution to more states.



16.98

Lakhs Life Touched

Dry Leaf Composting-Organically

Burning dry leaves releases several substances into the air, the majority of which are harmful. They include

carbon monoxide, dioxins, particulate matter, nitrogen oxides and other harmful particles and gases. The smoke from burning yard waste can be just as harmful as cigarette smoke. Carbon monoxide can bind with hemoglobin in the bloodstream, reducing the amount of oxygen in the blood and lungs. When the waste is damp, the chemicals become more and are released as the waste burns slowly. The smoke irritates the eyes and nose and can be more severe to people with underlying health conditions. These chemicals and particles have other effects on human health, adversely affecting people with asthma and other respiratory issues, the elderly and the young, and people with conditions such as emphysema or bronchitis. In some cases, toxins remain in the human body for many years. Keeping these facts in Mind, Sasken during 2018 set up an Organic Dry Leaves composting unit in Domlur. Instead of Dry leaves getting burnt in and around the Domlur area, if it is given to Organic Leaf composting unit, Sasken team ensures that the same is composted organically and the compost which comes out of this is a byproduct, can be used as manure for public gardening.

Setting up and operating this unit Sasken has contributed towards reducing approximately 45 Tons of CO₂ offset per year.



45

Carbon offset Tons per year

Bridging Healthcare Gaps: Sasken's Commitment to Dialysis Accessibility

During Q4 of 2023-24, Sasken collaborated with the Rotary Club of Madras Charitable Trust to expand access to dialysis services for economically disadvantaged individuals. This partnership utilizes the resources of Annapoorna Medical College Hospital to deliver around 4300 dialysis sessions over the course of next 12 months at no cost to the patients. The provision of hemodialysis machines was made possible through Sasken's CSR initiative in healthcare, addressing the pressing need for dialysis among underserved patients who cannot afford it.



4300 Dialysis sessions in NEXT 365 days

CSR Report Summary for 2023-24

Sasken is proud to announce that our CSR initiatives in the 2023-24 period have positively impacted on numerous lives. We meticulously identified specific areas where we aimed to make a difference and extend our gratitude to our CSR implementation partners for their dedication in executing these initiatives as envisioned. Their assistance has been instrumental in effecting meaningful change in the lives of those we sought to support. During the year 2023-24, we aligned all our initiatives with the United Nations' 17 Sustainable Development Goals (SDGs), demonstrating our commitment to long-term value creation and responsible business practices.

Primary Focus Areas

Education: Enhancing access to quality education for underprivileged children and providing necessary educational resources to foster learning and development.

Food & Nutrition: Ensuring food security and nutritional support for marginalized communities to promote health and well-being.

Women Empowerment: Empowering women through skill development programs, entrepreneurship support, and health initiatives to enable their active participation in economic and social spheres.

Environment: Implementing initiatives that promote environmental sustainability. These initiatives underscore Sasken's dedication to enabling sustainable development and making a significant impact in the communities we serve. We look forward to continuing our efforts in creating a better and more equitable future for all.

Sector	Fund Allocation in %
Healthcare	39%
Education	34%
Food & Nutrition	12%
Women Empowerment	9%
Other Social Works	5%
Environment	1%



Sasken CSR Snapshot

2023-24

17

Lakhs Life
Touched In
2023-24

1

Morning Nutrition

Benefitting
4577 students daily

2

Skill Development

3 colleges, 2089 students,
68% girls

3

Stem Lab

435 students, 3 Stem Labs,
53% girls

4

Scholarships

100 students, 53% girls

5

School Infra

Mike set, fans, benches,
desks, RO plant, computers,
school bags

6

Environment

Reduced 45 tons/year of
CO2 emission

7

Women Empowerment

16.5 lakhs life supported
through digital app

8

Food & Medical Kits

Food: Nearly 35000
Medical kits: 80
Eye screening: 2289
Laser eye correction: 692
Corrective Surgeries: 151

Environmental Experience

Social Excellence

Governance

BRSR Reporting

- Governance Goal
- Sustainability Governance
- Sustainability Governance Strategy
- Sustainability Governance Leadership Model
- Sustainability Governance Pillars
- Core Sustainability Governance Programs
- Integrity, Ethics & Transparency
- Data privacy, Cyber Security
- Value to Customers



Governance Goals

Transparency and Accountability: Uphold the highest standards of transparency and accountability in corporate governance practices, ensuring integrity in financial reporting, compliance with regulations, and ethical business conduct.

Stakeholder Engagement: Enable constructive dialogue and collaboration with stakeholders including shareholders, customers, employees, suppliers, and regulators to address their concerns, gather feedback, and align business decisions with stakeholder interests.

Risk Management: Continue our robust risk management framework to identify, assess, and mitigate ESG-related risks, integrating sustainability considerations into decision-making processes and long-term strategic planning.



- Board Composition
- Executive Compensation
- Share Holder Rights
- Diversified Risk Governance
- Stake Holder Engagement
- Transparency in Disclosures
- Anti-Corruption and Anti-Bribery Policy
- Code of Conduct
- Cyber Security Controls
- Whistleblower Policies
- Prevention of Insider Trading
- Data Privacy Controls
- Audits and Assessments
- Business Continuity Planning
- Sustainable Supply Chain
- Software Integrity

Sustainability Governance

The ESG Team supports the Operations and meets to develop sustainability strategy, review our sustainability management Risk, performance and approach, and agree on core programs and targets.

The ESG Committee is comprised of our Chief Risk officer, Chief People officer, Management Representative, IT Head and Facilities Manager, who represent the full various aspects of ESG across all offices, functions and services.



Ram Kumar B
Chief Risk Officer
(FY24)



Moumita K
VP & Head - HR



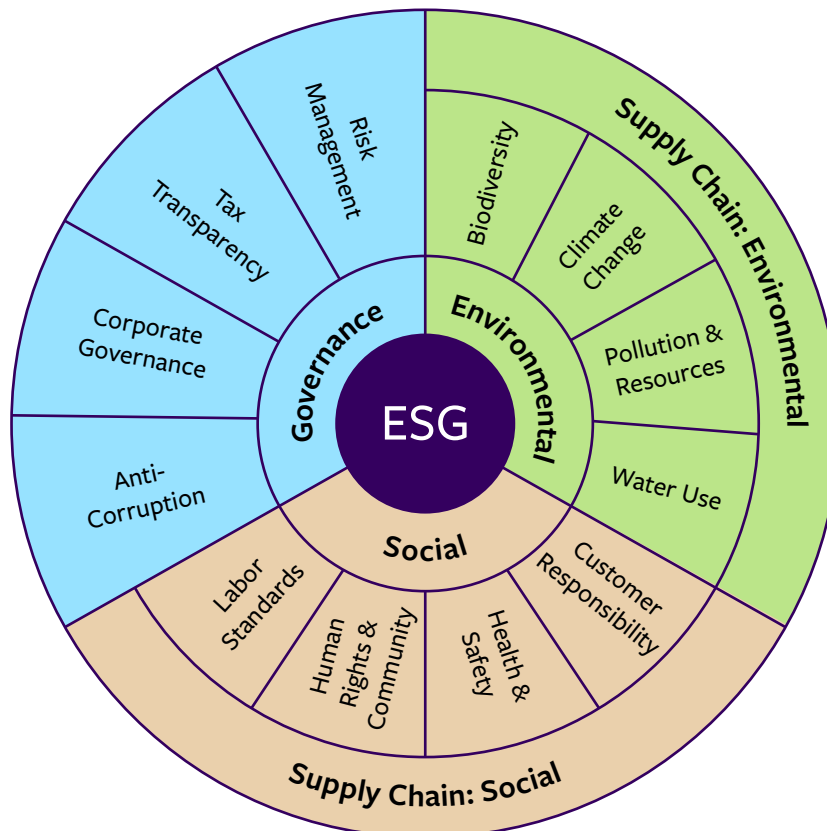
Anees H
Management
Representative



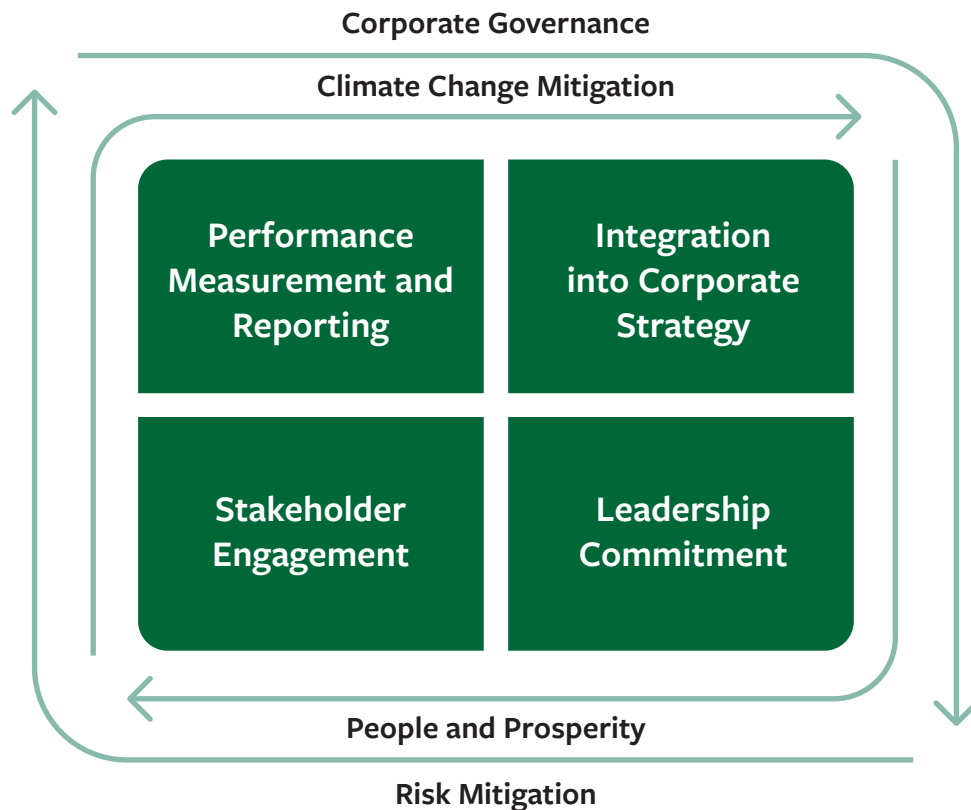
Sunil Dath
IT-IS, Facilities, CSR,
Sustainability



Shailendra Patil
Facilities, Sustainability
& CSR



Our Sustainability Governance Strategy



Our Approach

Actively engage stakeholders to understand concerns and expectations.

Our Shared Challenges

Engaging diverse stakeholders with varying interests, priorities, and expectations poses challenges. Effective stakeholder engagement requires building trust, fostering dialogue, and addressing conflicting perspectives to achieve alignment and collaboration.

Our Priorities

Establish clear sustainability metrics and reporting mechanisms. Ensure sustainability metrics are integrated into regular corporate reporting processes. Align sustainability goals with overall corporate objectives and strategies

Sustainability Governance Leadership Model



Our Sustainability Governance Pillars



Professional Excellence

Our responsibility is to maintain the highest levels of operational excellence, professional integrity and best-in-class quality to strengthen our position in global market.



People

We empower our employees to succeed in a safe, diverse and inclusive workplace that treats everyone fairly and with respect.



Environment

We aim towards carbon neutrality strategy. We seek to use resources efficiently and work to deliver sustainable value.



Community

We welcome local talent and have built a company culture of giving back through projects that are aligned with the UN 17 SDG.

Core Sustainability Governance Programs at Sasken

Lead by Corporate Sustainability

- Energy Efficiency Program
- Sustainability Training
- Human Rights Awareness
- Waste Management
- Carbon Reduction
- Corporate Social Responsibility
- Human Rights Protection
- Sustainable Procurement Strategy
- Sustainability Risk Management
- Corporate Governance
- Diversity and Inclusion
- Employee Customer and Vendor Satisfaction
- Data Privacy Control Assessment
- Cyber Security Control Assessment
- BCP and DR Preparedness
- Patch Compliance Reviews

Integrity, Ethics and Transparency



100%

Board of Directors

- Technical session by Dr. GV for the Directors.
- Knowledge session by Professional for Directors.
- 2 knowledge session by Treasury Consultants on Foreign Exchange and Hedging provisions for Directors.
- 10 - quarter and monthly knowledge updates sent by Secretarial Team (total 10 updates, 3 during meetings and ~7 over email).



100%

Key Managerial Personnel (KMP's)

- Addressing Sexual Harassment at Workplace
- Discipline at Workplace
- Company Code of Conduct
- Information Security Awareness
- Environment Management System
- Insider Trading Regulations, Related Party Transaction
- Other Leadership trainings, on need basis & tailor made
- Privacy Information Management System Awareness



100%

Employees other than BODs and KMPs

- Addressing Sexual Harassment at Workplace
- Discipline at workplace
- Company Code of Conduct
- Information Security Awareness
- Environment Management System
- Insider Trading Regulations
- Privacy Information Management System Awareness



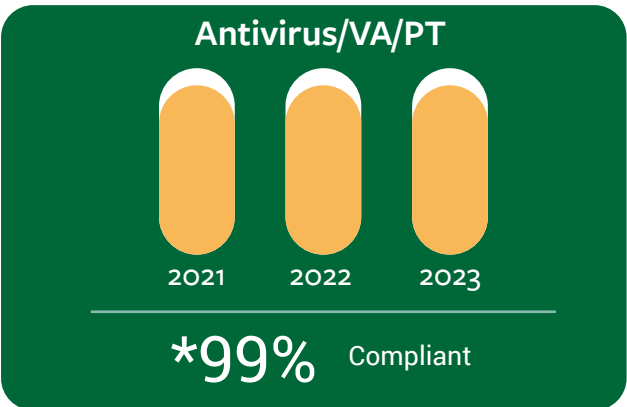
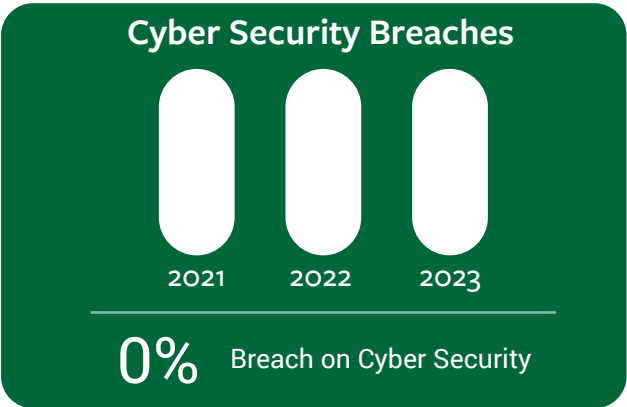
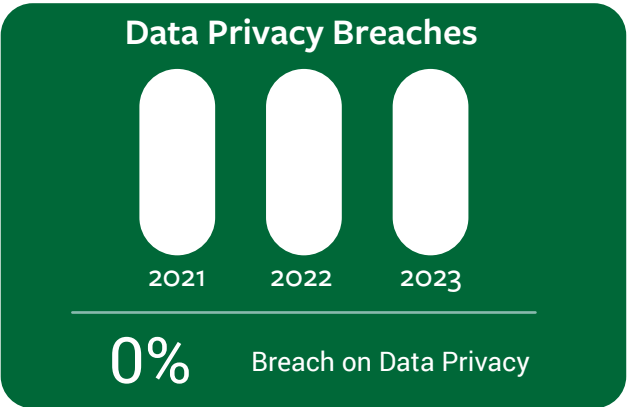
100%

Overall Compliance

- 100% Percentage coverage by training and awareness programs on any of the principles in the financial year

Data privacy, Cyber Security, Business Continuity, Patch Compliance

We aim to achieve our goals through a concerted effort supported by able team of engineers and backed up by robust implementation of technological controls. We have set high ambitious goals to drive system-wide assurance for the organization as well to the customers



* Considering employees on planned leave/absence

Value to Customer. Responsibly

	2023-2024 (Current Financial Year)		Remarks	2022-2023 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	We have not received any complaints on account of Data Privacy, Advertising, Cyber Security, Delivery of essential services, Restrictive and Unfair Trade Practices.					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

Environmental Experience

Social Excellence

Governance

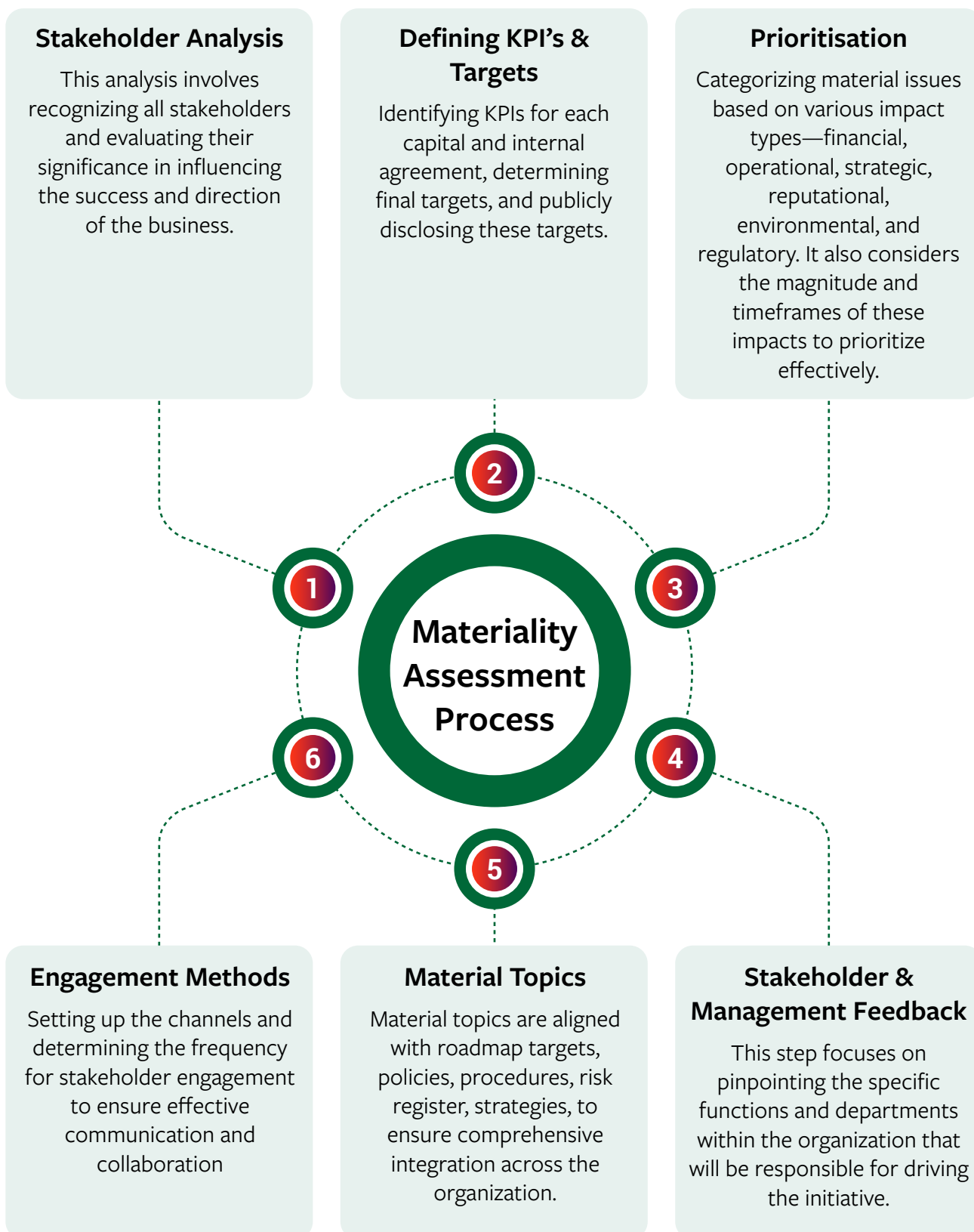
BRSR Reporting

- Business Materiality Assessment
- Stakeholder Engagement
- Materiality Matrix
- Membership and Associations



Business Materiality Assessment

Year-round engagement with diverse stakeholders informs our sustainability reporting and overarching sustainability strategy. We publicly report on topics that are priorities for both our business and our key stakeholders.



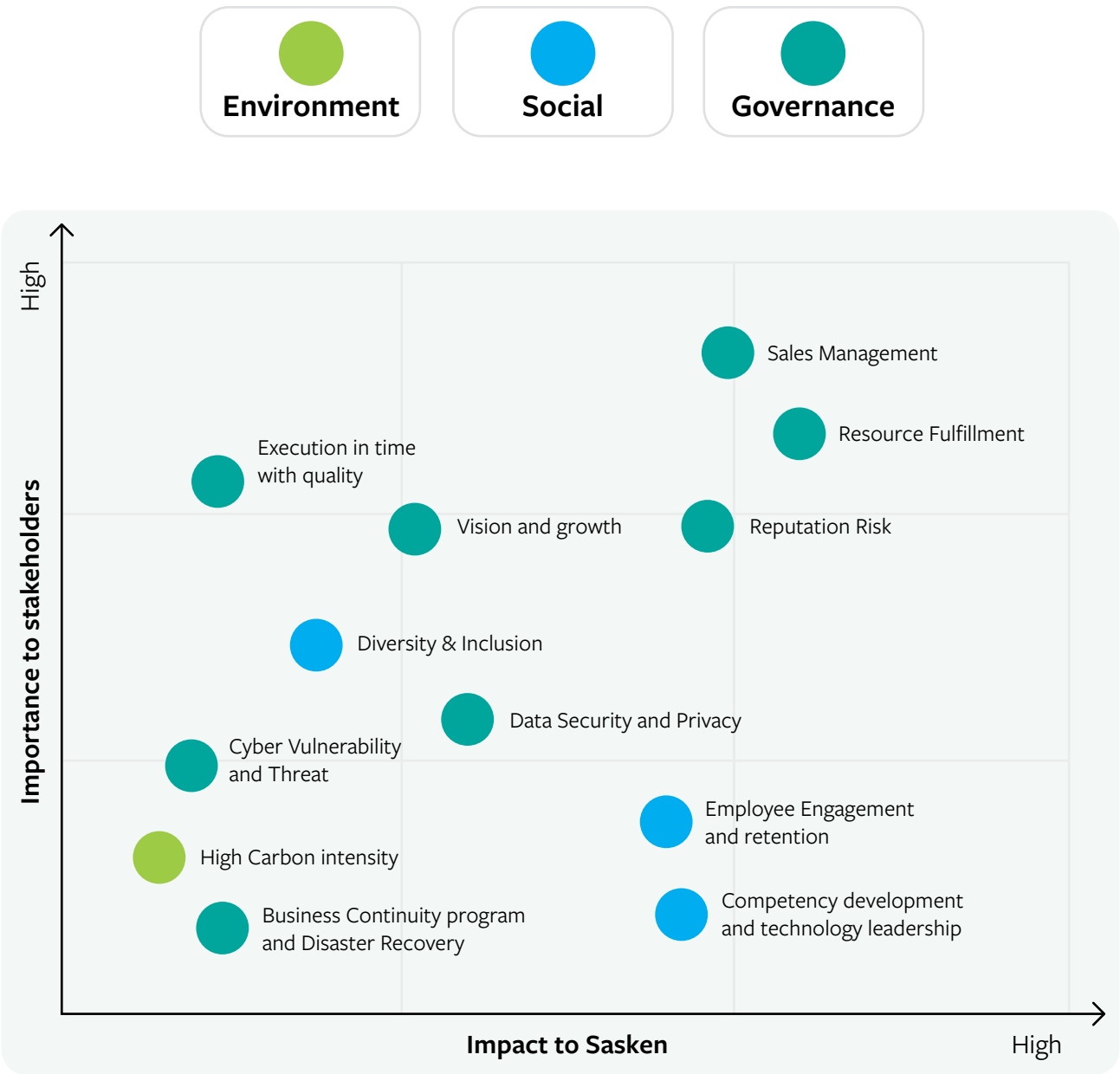
Stakeholder Engagement

Effective stakeholder engagement involves actively including individuals, groups, and organizations affected by our decisions, activities, or outcomes. At Sasken we believe this process builds trust, enhances communication, and enables collaboration through several key steps: identifying all relevant stakeholders, understanding their interests and concerns, maintaining open communication, involving them in decision-making, using feedback for improvement, ensuring ongoing engagement, and approaching all interactions with integrity and respect. By following these steps, we at Sasken, align our goals regularly with stakeholder needs, address potential conflicts, and are building stronger and more resilient relationships.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly/others-please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Emails, SMS, Newspaper advertisement, 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, etc.
Customers	No	Site visits, Meetings, E-mails, C-SAT surveys, etc.	As agreed with the customers and on need basis.	Review of engagement, Project progress, account mining, etc.
Employees	No	Business update meetings, small group meetings, mailers, group meetings, etc.	Quarterly business meets and need based	Affairs of the organization, way forward, plans, results, etc.
Suppliers and vendors	Mixed	V-SAT survey, performance evaluation.	Need based.	Engagement matters and progress
Communities	Mixed	Survey, Representations, Discussions, Committee meeting inputs	Need based.	Need assessment for CSR, Reviews and Addressing Grievances, if any.
Regulators & Government	No	Reporting/Filings.	On periodical basis as provided under relevant legislations.	In relation to compliances with applicable laws, Industry concerns, changes in regulatory frameworks, etc.
Media	No	Emails, personal Interactions.	Need Based.	Press releases, announcements, etc.

Materiality Matrix

At Sasken, we conduct annual materiality assessments to identify and prioritize key issues, updating our materiality matrix based on stakeholder discussions.



Membership & Association

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	National Association of Software and Service Companies (NASSCOM)	National
2	National HRD Network	National
3	Karnataka Employers' Association	State
4	Electronics and Computer Software	National
5	Indian Computer Emergency Response Team (CERT-IN)	National
6	Bangalore Software Process Improvement Network	Regional



Quality

ISO
9001:2015



Environment

ISO
14001:2015



Information
Security

ISO/IEC
27001:2013



Software Engineering &
Project Management

CMMi-
V2.0-ML3



Privacy

ISO/IEC
27701:2019



Automotive
Information Security

TISAX AL-3



Privacy
Regulations

EU-GDPR | CCPA |
India Data Privacy Act



Automotive
Functional Safety

ISO 26262



Automotive
SPICE

ASPICE



Sasken Technologies Limited

139/25, Domlur Ring Road, Bengaluru: 560071 | Karnataka, India | Phone: 080-66944000

esg@sasken.com
sustainability@sasken.com

Designed by: Sharad Nagal

PS: For detailed report on Financials please refer Annual Reports | Sasken Technologies Ltd.

Note: The photos included in the report have been intentionally blurred to protect the identity of individuals.

