

Responsible Advocacy Policy

This Responsible Advocacy Policy outlines the principles and guidelines that Sasken (Sasken Technologies Limited and its subsidiaries whether situated in India or overseas) will adhere to while engaging in advocacy and influencing, if required, on any public policy. The policy ensures that our engagements with regulatory authorities, policymakers, and industry associations are conducted in a responsible, transparent, and ethical manner in compliance with the National Guidelines on Responsible Business Conduct (NGRBC) or any other jurisdictional regulatory requirements, as applicable.

The Policy on Responsible Advocacy specifies the following critical and necessary guidelines to be followed by all employees and relevant contractors engaged by Sasken and all its subsidiaries in all advocacy activities with internal and external stakeholders.

- Achieve total compliance with all applicable regulations pertaining to advocacy activities with the Government, non-governmental organisations, industry associations, and individuals.
- Focus on transparency, accountability, strong corporate governance standards and ethical guiding principles in all advocacy interactions.
- Implement public advocacy principles by seeking alignment with the (evolving) appropriate national and international transparency, accountability, and ethical code of conduct frameworks.
- Ensure adherence to the Business Code of Conduct (available on Sasken's website) in all stakeholder communications and interactions.

This policy will be reviewed periodically to ensure alignment with evolving regulations and best practices. Any amendments will be approved by the Compliance Officer of the Company.

Employees and stakeholders may report concerns regarding policy advocacy practices through the Company's grievance mechanism.

Approved By

The Board at its meeting held on 25th April 2025 approved the same.

