

Risk Management Policy

Introduction

Sasken Technologies Limited (The Company, or 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.

This revised Policy, after suitably considering the applicable Indian Regulations, the industry and organizational context has been approved by the Board of Directors on February 6, 2026 on recommendation of the Risk Management Committee.

Objective and Purpose

The Company's risk management Policy is designed to achieve the following objectives:

- Identify key risks and events that can impact business objectives.
- Better understand the company's risk profile.
- Proactively manage risks and drive timely mitigation.
- Optimize costs and effort needed to manage risks.
- Build necessary resilience.
- Build the right risk culture that balances governance and performance
- Improve compliance with good corporate governance guidelines and practices, as well as laws and regulations.

Regulatory Framework and Requirement

Section 134(3) of the Companies Act, 2013 (the Act) requires a statement to be included in the Report of the Board of Directors (Board) of the Company, indicating development and implementation of a Risk Management Policy (RMP) for the Company, including identification therein of elements of risk, if any, which, in the opinion of the Board, may threaten the existence of the Company.

Furthermore, Regulation 17 and Regulation 21 of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended (Listing Regulations), requires that the Company set out procedures to inform the Board of risk assessment and minimization procedures and provides guidelines for framing, implementing and monitoring the risk management plan of the Company.

Authority

This revised Policy applies to the Company and its subsidiaries and is applicable effective February 6, 2026.

This Policy shall be under the oversight and advisement of the Risk Management Committee of the Board of Directors ("the Board"). The Board is responsible for approving any changes to this Policy. This Policy may be reviewed every two years, or as necessary based on regulatory or market changes or advisement from the Board.

Board and Risk Management Committee

In line with the provisions of the Act and Listing Regulations, Board of Directors of the Company will be responsible to constitute / re-constitute a Risk Management Committee.

Risk Management Committee (RMC) as constituted by the Board of directors shall consist of members as prescribed by statute.

The terms of reference of the RMC will be as follows:

1. Formulation of a detailed Risk Management Policy which shall include: (a) A framework for identification of internal and external risks faced by the Company in particular including financial, operational, sectoral, sustainability (particularly, ESG related risks) information, cyber security risk (b) Measures for risk mitigation including systems and processes for internal control of identified risks. (c) Business continuity plan.
2. Ensure that Company has appropriate methodology processes and systems in place to monitor and evaluate risks associated with the Company's business.
3. Monitor and oversee the implementation of the Policy and evaluate the adequacy of the risk management system.
4. Periodically review the risk management Policy (at least once in two years) including by considering the changing industry dynamics and evolving complexity.
5. Keep the Board of Directors informed about the nature and content of its discussions, recommendations and actions to be taken.
6. Appointment, removal, and terms of remuneration of the Chief Risk Officer, if any shall be subject to review by the Risk Management Committee.
7. Shall coordinate its activities with other committees, in instances where there is any overlap with activities of such committees, as per the framework laid down by the Board

The role and responsibilities of the RMC shall include such other items as may be prescribed by applicable law or the Board in compliance with applicable law, from time to time.

Composition, meetings and Quorum

The Risk Management Committee (RMC) shall have minimum 3 members with majority of them being members of the Board including at least one Independent Director. Senior executives of the Company may be members of the said Committee, but the Chairperson of the Committee shall be a member of the Board.

The RMC shall meet at least twice a year. The quorum for a meeting of the RMC shall be either two members or one third of the members of the committee, whichever is higher, including at least one member of the Board in attendance.

The RMC shall have free access to management and management information. The RMC, at its sole authority, may seek the advice of outside experts or consultants where necessary.

Implementation

Company management shall ensure the scope, process, criteria, identification, management, monitoring and reporting of risks is commensurate to Company size and industry, details of which shall be captured under a separate risk management guideline.





The CRO or Risk Office of the Company shall ensure suitable training on the guideline is provided to all those who are accountable and responsible for risk management, and shall periodically report to the Company Management and Risk Management Committee.

Disclosures

Composition of RMC, RMC Policy, as approved by the Board, and other regulatory disclosures will be made available on the website of the Company.

As required under the Act, a statement indicating development and implementation of this Policy shall be disclosed in the Annual Report.

This statement shall also include the elements of risk identified, if any, which in the opinion of the Board may threaten the existence / business of the Company.

Amendment to the Policy

In case of any doubt regarding any provision of this Policy and also in respect of matters not covered herein, a reference may be made to the Risk Management Committee (RMC). In all such matters, the interpretation & decision of the RMC shall be final & binding.

Any or all provisions of this Policy would be subject to revision / amendment by the Board in the best interests of the Company and / or in accordance with the guidelines on the subject as may be issued by the Government, from time to time.

The Company reserves the right to modify, cancel, add, or amend any part of this Policy document.

Approved by

This revision 2.0 of the Company's Risk Management Policy is approved by the Board of Directors of the Company in its meeting held on February 6, 2026.

Administrative Information

Any queries related to this Policy may be addressed to cosec@sasken.com.

