

ENGINEERING A

Sustainable Tomorrow

Sasken ESG Report 2024 - 2025

SASKEN

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ESG Progress 2024-25

TO BECOME CARBON NEUTRAL BY 2030





ENVIRONMENT HIGHLIGHTS

20x1x12
Twenty initiatives, at least one per month for the next 12 months

5,150
Trees Planted

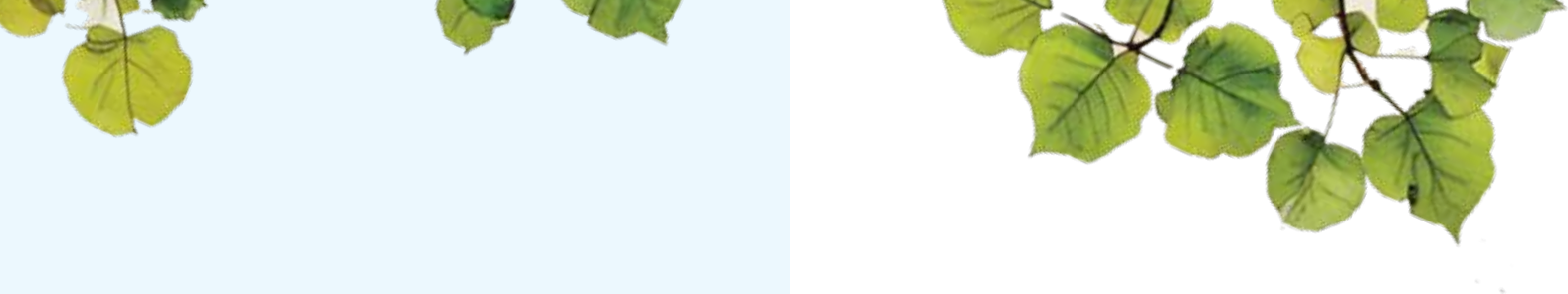
8,000 KL
Water Harvested

100%
Electricity offset by Green Energy

86%
Reduction vs base year 2018-2019

1,756 KL
Water positive in 2024

4
Industry awards for sustainability in 2024-25



SOCIAL EMPACT

Great Places to Work
For the second consecutive year by GPTW

TOP 100
Companies for women in India by AVATAR ceramount

27.1%
Global Work force is Women

4 on 5
Employee satisfaction score

98.20%
Employees participated in Learning initiatives

4
Industry awards for HR Practices and skill development.

21 L
CSR beneficiaries

96.6%
Code of Conduct trainings

ZERO
Health issues, Wage dispute, Child labour

RESPONSIBLE PRACTICES

4.5 on 5
Customer CSAT rating

ZERO
Cybersecurity incidents

ZERO
Data Privacy Incidents

BRSR, GRI, SASB
Compliant

ONE
Resolved POSH incident

36
Top supplychain partners assessed for sustainable environment practices

YES
ESG status RMC verified

Certification
CMMI, ISO 14001, ISO 27001, ISO 27701, ASPICE, TISAX

About This Report

Sasken Technologies Limited – ESG Report [FY 2024-25]

Purpose of the Report

This ESG (Environmental, Social, and Governance) Report reflects Sasken's commitment to sustainable and responsible business practices. It outlines our efforts, progress, and performance in ESG areas for the financial year 2024–25.

Reporting Scope and Boundary

- **Reporting Period:** April 1, 2024 – March 31, 2025
- **Reporting Entities:** This report covers Sasken Technologies Limited India operations.
- **Frameworks Referenced:**
  - Global Reporting Initiative **(GRI)** Standards 2021 - Core option
  - Sustainability Accounting Standards Board **(SASB)** – Industry standards for software & IT services, Electronic Manufacturing services and Semiconductors
  - United Nations Sustainable Development Goals **(UN SDGs)**
  - SEBI **BRSR** (Business Responsibility and Sustainability Report) Guidelines
  - **COP** (communication on Progress) as a part of UNGC commitment
  - **TFCD** (Task force on Climate-related Financial Disclosures)

Report Structure

The ESG report is organized into the following key sections:

1. **Environmental Stewardship** – Energy use, emissions, waste, water, and climate action
2. **Social Responsibility** – Employee well-being, diversity & inclusion, community initiatives
3. **Governance Excellence** – Ethics, board oversight, compliance, cybersecurity

Materiality Assessment

We undertake a comprehensive, inclusive approach to determine material ESG topics, ensuring that our strategy remains relevant, measurable, and impact-oriented. These Material issues reflect the intersection of business priorities, stakeholder expectations, and global sustainability imperatives

Stakeholder Engagement

We maintain transparent and continuous dialogue with our stakeholders, including employees, investors, customers, suppliers, and regulators, to shape our ESG roadmap.

Assurance and Verification

Selected data and disclosures in this report have been externally reviewed or assured where it is applicable to enhance accuracy and credibility.

Forward-looking Statements

This report may contain forward - looking statements based on current expectations. Actual outcomes may differ due to various internal and external factors.

Contact for Queries

For any questions or feedback regarding the ESG report, please contact us at esg@sasken.com or visit our website at www.sasken.com

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

Automotive SPICE
ASPICE Level 3

Sasken Delivery Framework is Compliant To

Privacy Regulations
EU-GDPR | CCPA | India Data Privacy Act

Automotive Functional Safety
ISO 26262

35+ Years
Product Engineering &
Digital Transformation

100+
Clients that include
Fortune 500 Companies

500+
Projects Delivered
Successfully

Billion+
Products Powered by
Sasken's IP and Services

70+
Patents
(granted & pending)

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, 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 domain, and with our expertise in global Cybersecurity standards and regulations (e.g., ISO/SAE 21434 for Automotive, IEC 62443 for industrial, GDPR for data privacy) It's products meet required certifications and compliance benchmarks, giving clients and end-users peace of mind. 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). 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's automotive practices are benchmarked using Automotive SPICE, TISAX and ISO 26262 frameworks and Sasken's QMS is compliant to these global standards.



Our 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.

100+
Customers

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

INR 4,458 M
Net Revenue

For the year ending 2024 - 2025

1,753
Total Employees

Our employees are educated about and supportive of our initiatives.

5
R & D Centres 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 behaviours are at the core of any successful and respected company. As Sasians we are consistently principled in our 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 failures and seek help as required in our pursuit of excellence.

Partnerships and Alliances



Partnerships

aws

QUALCOMM

Google

Microsoft

snowflake

BlackBerry | QNX

arm

VicOne

TRUSTONIC

databricks

Alliances

SOAFEE

AUTOSAR

COVESA
Accelerating the future of connected vehicles

open handset alliance

nessum

Message from CMD

"At Sasken, our journey toward excellence is deeply rooted in the belief that technology must serve a higher purpose. We envision a future where innovation is not only cutting-edge but also conscientious, delivering impact that transcends business value to uplift communities and safeguard our planet.

Guided by the principles of Environmental, Social, and Governance (ESG), we are embedding sustainability into the heart of our strategy, operations, and culture. This is not just a mandate but a mindset that shapes how we think, act, and lead.



We are strengthening our commitment to environmentally responsible innovation respecting the planet's limits, protecting essential natural resources like water, and creating inclusive opportunities at every level. Throughout this journey, we uphold our core values of transparency, integrity, and accountability.

This year, we reaffirm our pledge to:

- Drive carbon-conscious innovation that respects planetary boundaries.
- Promote equitable opportunities and representation across all levels.
- Safeguard natural resources, particularly water, through responsible stewardship.
- Maintain transparency and accountability in everything we do.

As we align with global sustainability goals and the evolving expectations of our stakeholders, we aspire to lead not just through performance, but through principle-engineering a resilient, inclusive, and sustainable tomorrow for all."

Rajiv C Mody

Chairperson, Managing Director & CEO

Message from CFO

"Over the past years, Sasken has diligently implemented its ESG commitment through various initiatives, solidifying its reputation as a responsible organization. Since adopting ESG practices across our operations, we have consistently pursued measurable outcomes, increased accountability, and ongoing innovation.

We have successfully reduced our environmental impact, enhanced inclusivity, and strengthened governance frameworks, thereby gaining trust from employees, investors, and partners. Looking ahead, ESG continues to be central to our strategy. We align with global sustainability benchmarks, incorporate climate resilience into our risk management frameworks, and promote value creation through ethical, inclusive, and transparent practices.

At Sasken, we take pride in our ESG initiatives. For all of us at Sasken, ESG is not merely a checkbox but a crucial catalyst for achieving long-term value, resilience, and shared success."



Priyaranjan

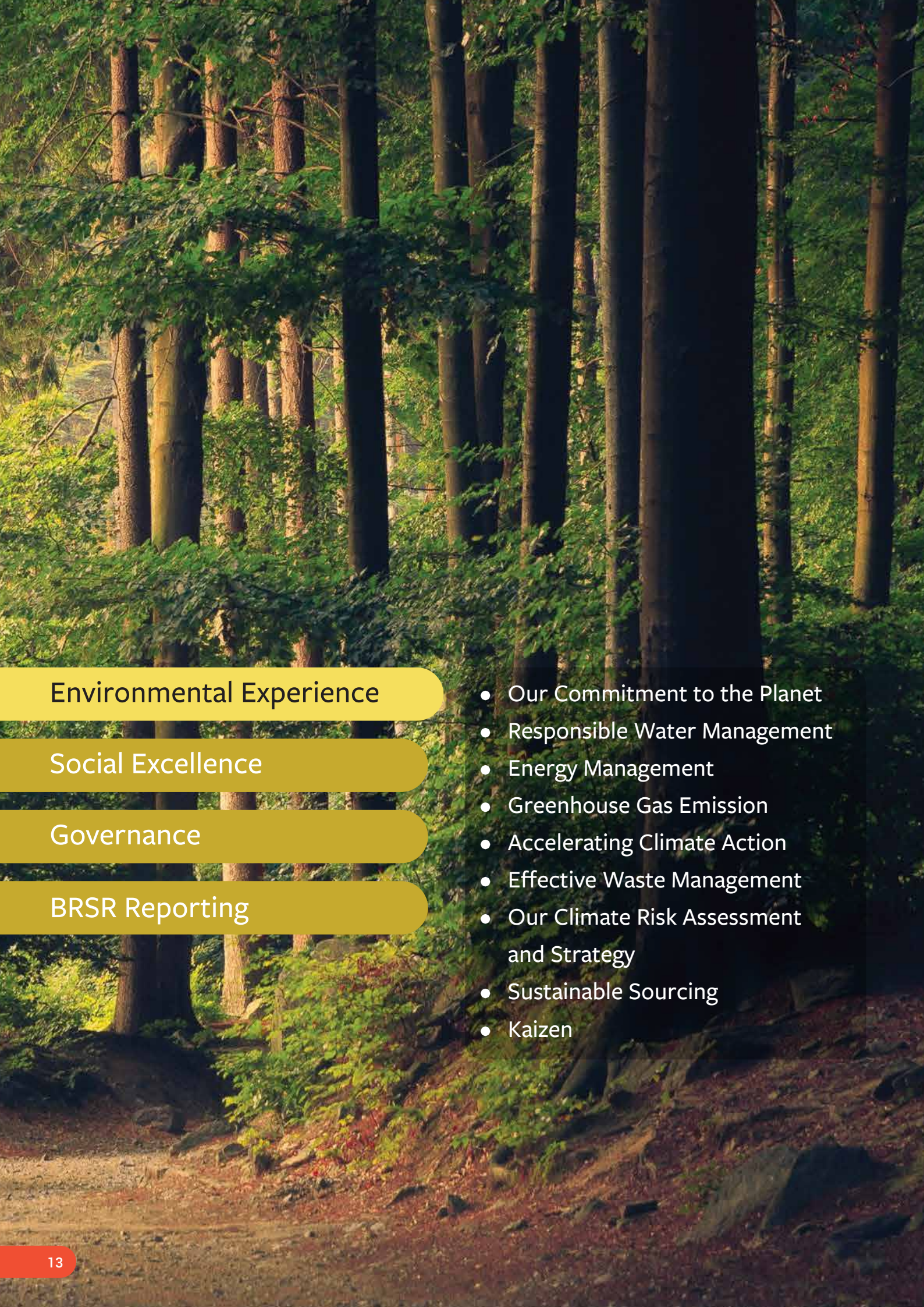
Chief Financial Officer

Reporting Boundaries

This document provides a comprehensive overview of quantitative and qualitative ESG data points concerning Sasken. The underlying period for annual information is 2024 - 2025, for more information check https://www.Sasken.com/about-us/sustainability.

90% of our operations and employees are in Indian offices. All other offices contribute to 10% in the over all 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 and Waste.





Environmental Experience

Social Excellence

Governance

BRSR Reporting

- Our Commitment to the Planet
- Responsible Water Management
- Energy Management
- Greenhouse Gas Emission
- Accelerating Climate Action
- Effective Waste Management
- Our Climate Risk Assessment and Strategy
- Sustainable Sourcing
- Kaizen

Our Commitment to the Planet

At Sasken, environmental responsibility is not a standalone effort - it is embedded in the way we operate, deliver value, and plan for the future. We recognize that a sustainable planet is essential for sustainable business, and we are committed to minimizing our environmental footprint through thoughtful policies, efficient processes, and conscious innovation.

Environmental sustainability is seamlessly integrated into our core operations - from optimizing energy usage in our facilities, to reducing emissions in our value chain, and adopting digital tools that drive greener outcomes. Our efforts align with global frameworks and support long-term business resilience.

In the pages ahead, you'll discover how we measure, manage, and improve our environmental performance. This section covers our initiatives in energy and emissions, waste management, water conservation, and our broader strategy for building a low-impact, climate-resilient business.

Our Eco Guardians

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

- We bagged the SILIVER AWARD for Leader of the year in ESG at 9th Edition of Workplace Excellence conference & Awards 2024 - 25
- We bagged the BRONZE AWARD for Excellence in Energy Management/Waste /water/ Pollution Management at the 1st edition of Corporate Excellence Conference & Awards 2024

We were declared WINNER under the category Below INR 500 Cr - Service Industry - Climate action (GHG emission) by the Jury panel of 2nd Edition of BCIC ESG Award 2025.

Responsible Water Management

At Sasken, we recognize water as a vital and shared resource that is essential to our operations, the communities we serve, and the ecosystems we affect. Our approach to water management is rooted in efficiency, risk mitigation, and responsiveness to local context.

We are committed to responsible water use across all our facilities by reducing consumption, improving water efficiency, ensuring proper treatment, and minimizing our impact on local water sources. Where applicable, we engage with local stakeholders to understand water-related challenges and support collaborative solutions.

8,000 KL
Rainwater recharged

1,756 KL
Water Positive

CERTIFIED ISO 14001:2015 COMPANY

16%
Water from municipality

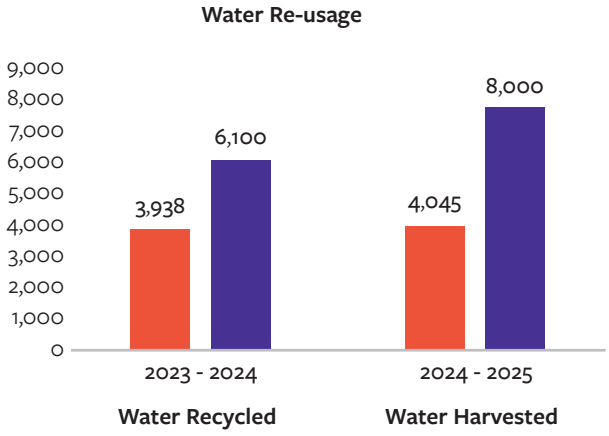
84%
Water from ground/rain

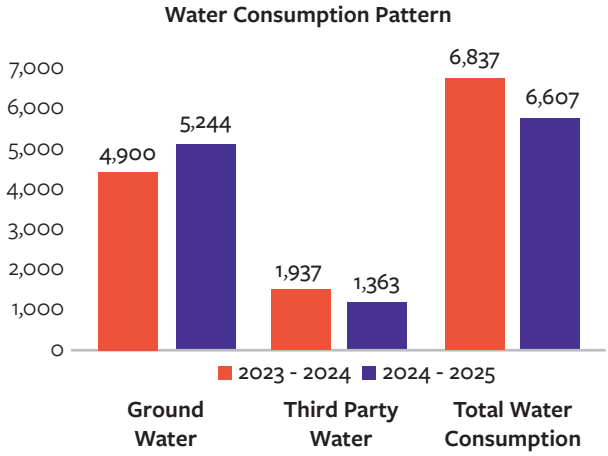
65%
Wastewater recycled

Our water conservation strategy began in 2002 with a focus on improving water efficiency through targeted initiatives, including the launch of water recycling projects. In 2022, we expanded these efforts with Phase I of our rainwater recharge project, followed by the implementation of Phase II rainwater harvesting project in 2024. These initiatives contribute significantly to the achievement of UN Sustainable Development Goal 6: Clean Water and Sanitation. In 2024 – 25, we were water positive by 1,756 KL at our corporate campus.



WATER/RECYCLED WATER IN KILO LITRE





Energy Management

At Sasken, energy efficiency and the transition to cleaner energy sources are integral to our environmental strategy and climate action commitments. We proactively manage our energy consumption by reducing operational costs, minimize emissions, thus contribute to a low - carbon economy.

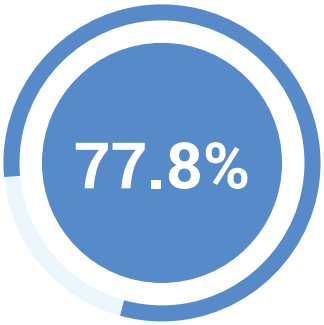
Our approach emphasizes improving energy efficiency across operations, increasing the share of renewables in our energy mix, and investing in smart technologies that enable sustainable energy use. These efforts are embedded within our broader sustainability and decarbonization roadmap.

Since 2018, we have made steady and impactful progress in our energy transition journey. In FY 2023 - 2024, approximately 80–85% of the energy powering our **corporate campus** was sourced from wind energy. Building on this strong foundation, we have significantly expanded our green energy footprint in FY 2024 - 2025 - now meeting 78% of total energy needs **across all our India offices** through renewable sources. The remaining 22% is offset through the purchase of International Renewable Energy Certificates (I-RECs), making our operations 100% powered by green energy. This marks a major step forward in scaling our sustainability efforts beyond a single campus to a pan-India level.

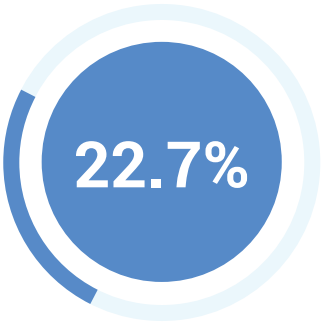
78%
Power replenished by Sustainable energy across all offices

22%
Offset using i-REC across all offices

100%
Of the electronic devices procured are EPEAT certified



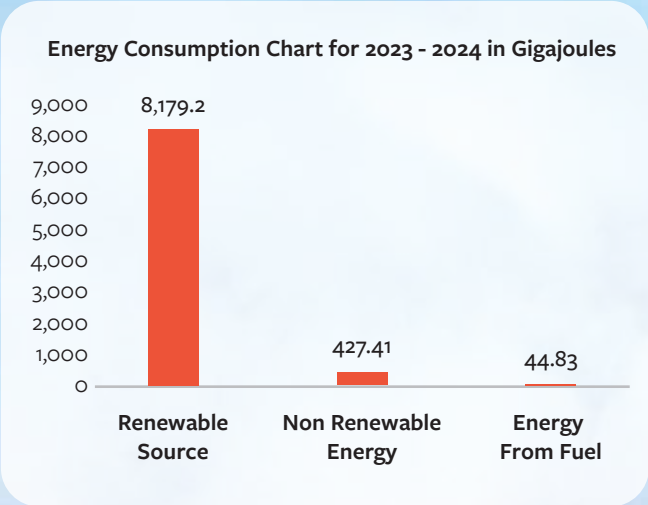
IT purchases are green products

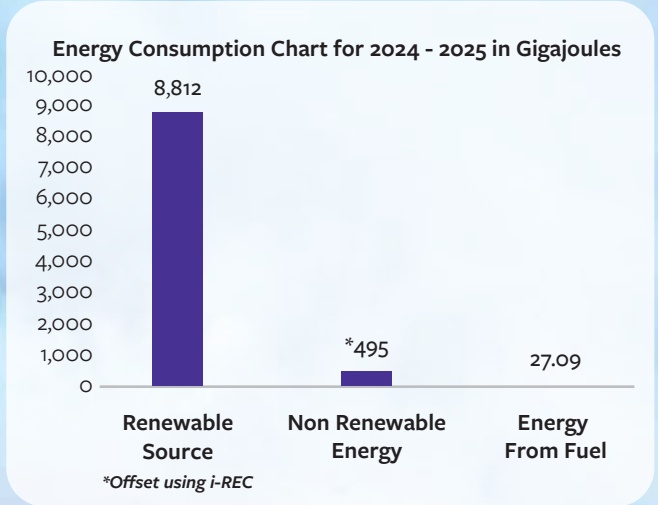


Admin purchases are green products

We were awarded a Bronze badge for Sustainability Practices by EcoVadis during our debut assessment

This strategic shift toward renewables has significantly reduced our carbon footprint and environmental impact. By prioritizing clean energy, we are not only aligning with global climate goals but also conserving natural resources and contributing to improved air quality. Our continued reliance on wind energy reflects our deep commitment to sustainable development and responsible energy management, setting a strong precedent for a cleaner, more resilient future.





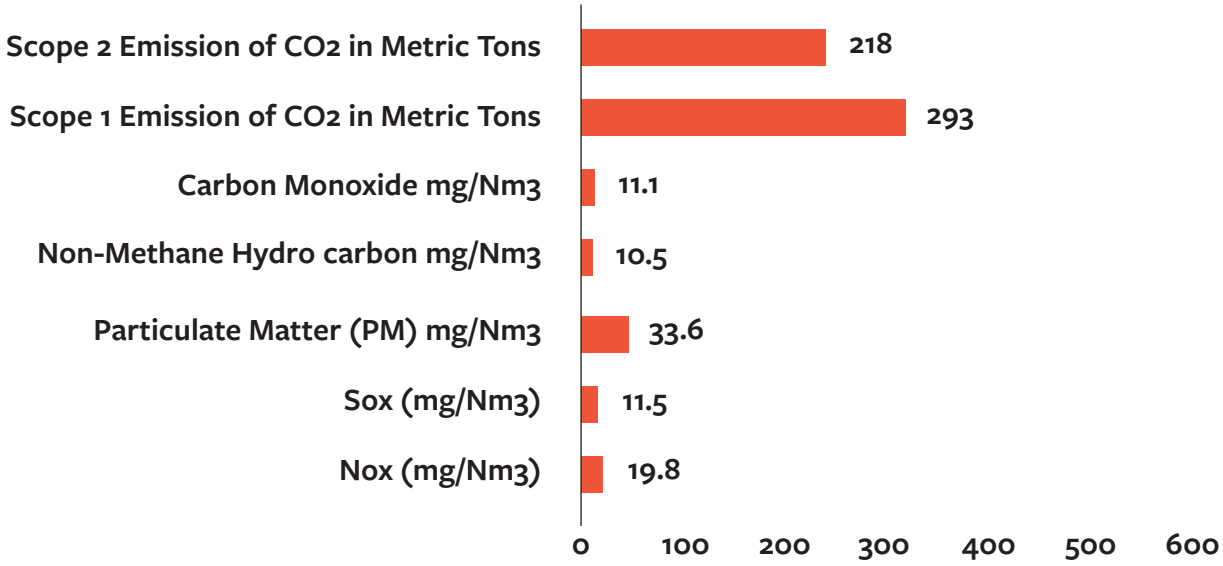
IGBC

We moved our Pune and Chennai Centres to IGBC certified Building in 2024.

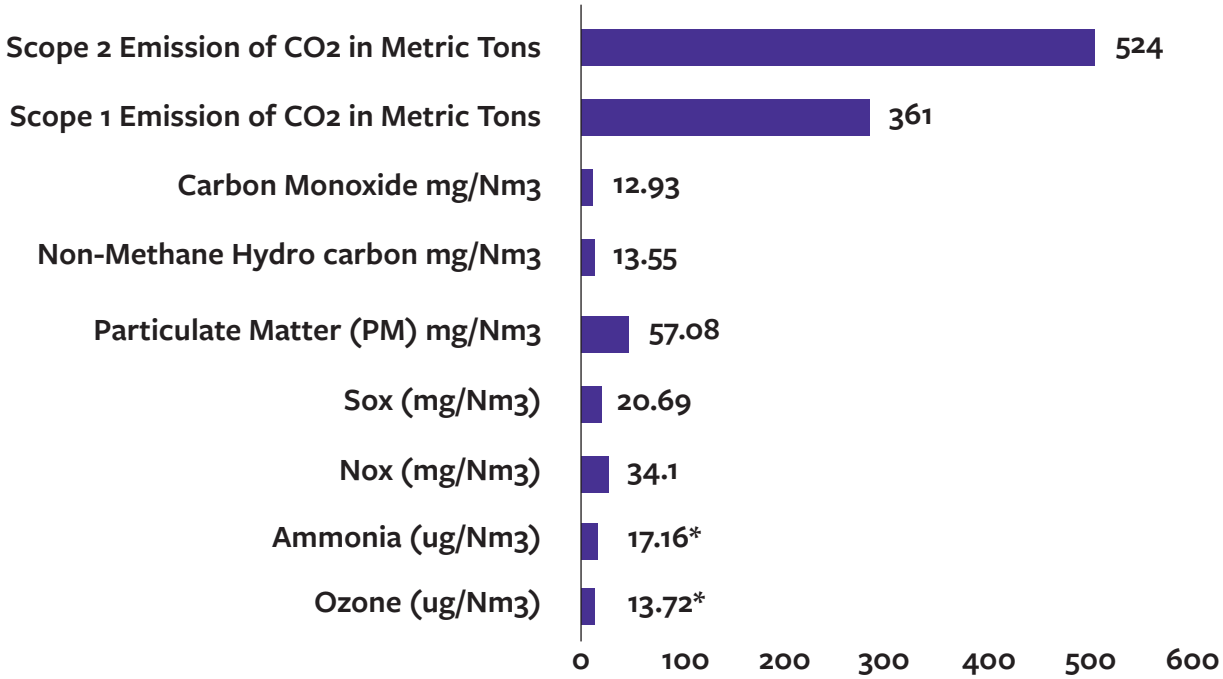
Greenhouse Gas Emission

As part of our enduring commitment to environmental stewardship, we have set an ambitious target: to achieve net-zero Greenhouse Gas (GHG) emissions by 2030. By aligning our operations with global sustainability goals and integrating responsible practices across our value chain, we aim not only to mitigate our environmental impact but also to contribute meaningfully to a low-carbon future. We have reduced our GHG emission by 86% as compared to our base year 2018 - 2019. We are working across Scope 1, scope 2, Scope 3 reduction.

GHG emission for the year 2023 - 2024 (In Tons)



GHG emission for the year 2024 - 2025 (In Tons)

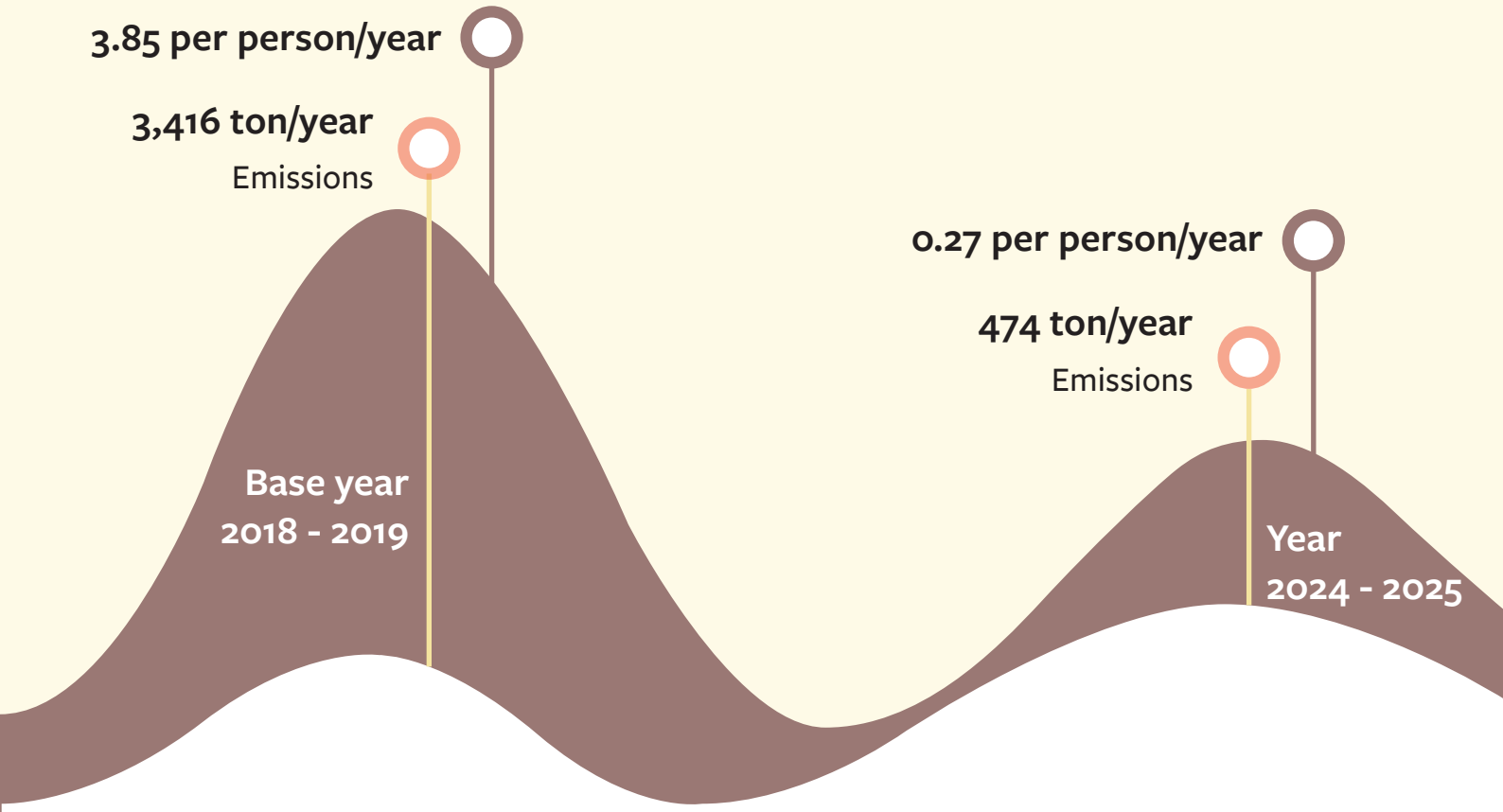


*Captured from 2024

Accelerating Climate Action

Addressing climate change is one of the most urgent challenges of our time. At Sasken we are committed to measuring, managing and reducing our Greenhouse Gas (GHG) emissions as a part of our broader climate strategy. Our efforts are focused on building a low-carbon resilience business aligned with international climate goals.

We track emissions across Scope 1, Scope 2 and where feasible Scope 3, to gain a comprehensive understanding of our carbon footprint. Reduction strategies include operational efficiencies, renewal energy sourcing, electrification and supplier engagement to influence emissions across our value chain.



Scope 1	Scope 2	Scope 3					
Diesel + AC gas (Direct emissions: fuel-related energy consumption)	Electricity market-based (Indirect emissions: electricity and district heating) - Office Electricity	Asset/material purchased (Category 4: Upstream transportation and distribution)	Waste Management (Category 5: Waste generated in operations)	Travel Air/Road/Rail- (Category 6: Business travel)	Hotel stay (Category 6: Business Travel)	Employee Commute (Category 7: employee commuting)	Asset/Material dispatched (Category 9: Downstream transportation and distribution)
22%	31%	3%	1%	19%	11%	8%	4%

Description	Scope 1	Scope 2	Scope 3
Total Emissions	**361**	**524**	**784**
Offset using iREC certificate & Green projects	**0**	**489**	**707**
Net Emission	**361**	**35**	**78**
Total Net Emission	**474**		

**Measurement in tons | This table is introduced from 2024 - 2025.*

Effective Waste Management

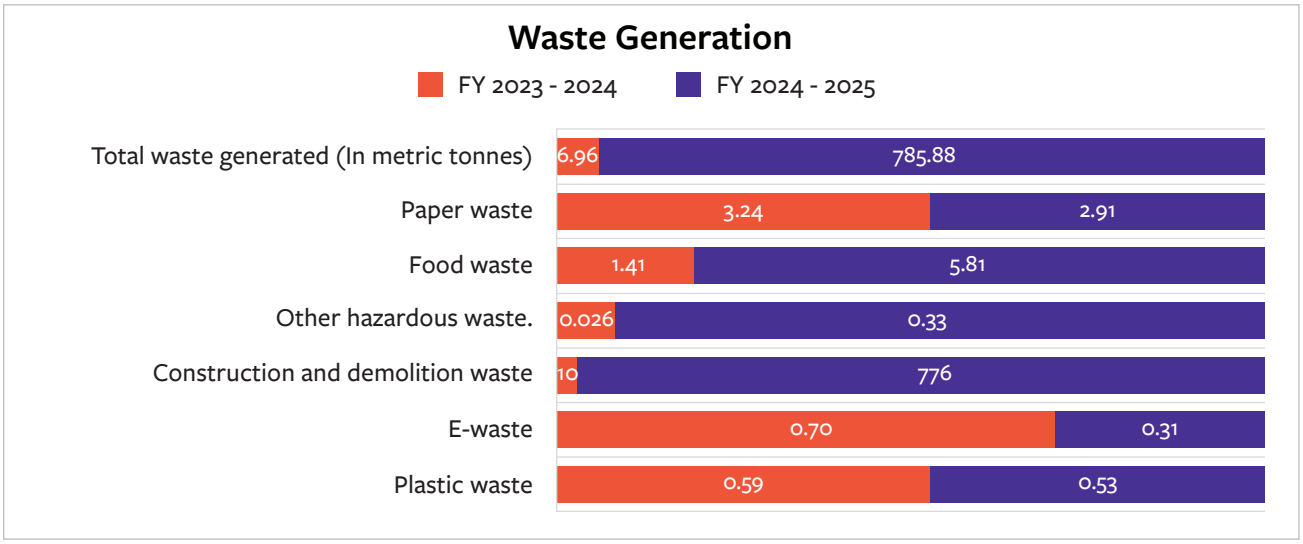
Waste Segregation and Disposal

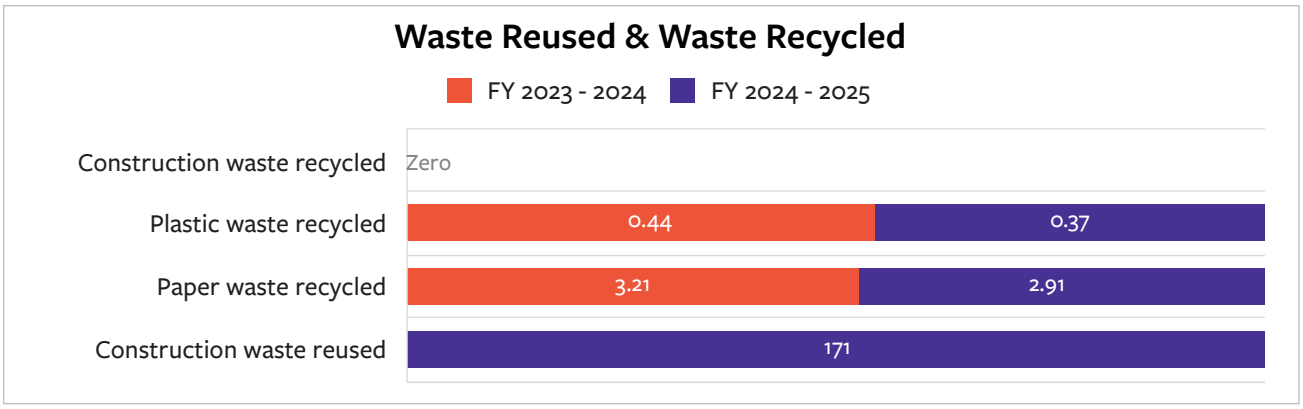
Sasken has implemented a structured and comprehensive waste segregation and disposal system across all its campuses. Colour-coded bins are used to effectively separate different types of waste, including wet waste, solid waste, hazardous waste, e-waste, medical waste, and scrap. This system is supported by clearly defined guidelines, regular maintenance of waste handling logs, and strict adherence to all applicable legal and environmental regulations.

Zero-Waste Campuses

All Sasken sites proudly operate as zero-waste campuses. Paper waste and used tissues are collected and donated to facilities that recycle them into new paper and packaging materials. In line with our commitment to a circular economy, any plastic waste generated is handed over to Eco-kaari, an organization that transforms it into usable, upcycled products. This approach ensures that waste is minimized and resources are continually repurposed.

Waste Management (in Kg's)





Emission Intensity

Parameter	Unit of Measurement	FY 2024 - 2025	FY 2023 - 2024
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	361	293
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	524	218
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover ((Total Scope 1 and Scope 2 GHG emissions (Metric tonnes of CO_2 equivalent) / Revenue from operations (in lakhs))	--	0.019	0.015
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ((Total Scope 1 and Scope 2 GHG emissions (Metric tonnes of CO_2 equivalent) / Revenue from operations adjusted for PPP)*)	--	0.00096	0.00068

Water Intensity

Parameter (Water withdrawal by source (in KL)	FY 2024 - 2025	FY 2023 - 2024
(i) Surface water	0	0
(ii) Ground water	5,244	218
(iii) Third party water	1,363	1,937
(iv) Sea water / desalinated water	NA	0
(v) Others	NA	0
Total volume of water withdrawal (in KL)	6,607	6,837
Total volume of water consumption (in KL)	6,607	6,837
Water intensity per rupee of turnover (Water consumed / turnover)	0.148	0.204

Energy Intensity

Parameter	FY 2024 - 2025	FY 2023 - 2024
From renewable sources (in GJ)		
Total electricity consumption (A)	8,812.3	8,179.2
Total fuel consumption (B)	NIL	NIL
Energy consumption through other sources (C)	NIL	NIL
Total energy consumed from renewable sources (A+B+C)	8,812.3	8,179.2
From non-renewable sources		
Total electricity consumption (D)	495.9	427.4
Total fuel consumption (E)	27.9	44.8
Energy consumption through other sources (F)	NIL	NIL
Total energy consumed from non-renewable sources (D+E+F)	5,23.1	482.2
Total energy consumed (A+B+C+D+E+F)	9,335.3	8,661.4
Energy intensity per rupee of turnover (Total energy consumed (GJ) / Revenue from operations (in lakhs))	0.209	0.258
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) ((Total Energy consumption (GJ) / Revenue from operations adjusted for PPP)*	0.0101	0.011

Our Climate Risk Assessment and Strategy

As part of our evolving sustainability journey, Sasken undertook a comprehensive assessment of **climate-related physical and transition risks** under both **1.5°C** and **2°C global warming scenarios**. This exercise aligns with the TCFD **(Task Force on Climate-related Financial Disclosures)** framework, and supports our commitment to proactive, science-informed ESG risk management.

Physical Climate Risk Mapping
We evaluated climate hazards for our operations across key Indian cities—**Bengaluru, Chennai, Pune, and Kolkata**—with a forward-looking lens to 2050.

City	Heat Stress	Flooding	Water Stress	Cyclones
Bengaluru	Moderate–High	Moderate	High	Low
Chennai	High	High	High	High
Pune	Moderate–High	Moderate	Moderate	Low
Kolkata	High	High	High	Moderate

These locations are increasingly exposed to **urban flooding, rising temperatures**, and **water scarcity**, which may affect data center operations, workforce well-being, and service continuity. We continue to monitor these risks and strengthen climate resilience in infrastructure and business continuity planning.

Transition Risk Considerations
As India and global markets advance toward a low-carbon economy, Sasken has evaluated its exposure to **transition-related risks** across regulatory, technological, market, and reputational dimensions.

Risk Category	Key Exposure Areas	Sasken Exposure
Policy & Regulation	Evolving carbon markets, ESG compliance, energy efficiency mandates	Medium
Technology	Need for sustainable IT infrastructure, green data centers	Medium–High
Market	Client expectations for sustainability and ESG transparency	High
Reputation	Investor and stakeholder scrutiny of ESG performance	Medium
Energy Pricing	Potential increase in electricity cost linked to decarbonization	Medium–High

We are addressing these risks by investing in **energy efficiency**, enhancing **ESG disclosures**, and aligning operational practices with **international sustainability standards**.

Governance and Forward Path
Oversight of climate-related risks is embedded in our corporate governance through ESG leadership at the executive level. The insights from this risk assessment are being used to inform:

- Infrastructure resilience planning
- Operational sustainability programs
- ESG reporting practices aligned with global benchmarks

We will continue to integrate climate scenario modeling and risk evaluation into strategic decision-making as we evolve on our path toward long-term sustainability and value creation.

Sustainable Sourcing

Sasken's sustainable sourcing practices reflect its commitment to ethical and responsible business. Its Supplier Code of Conduct sets environmental, social, and human rights standards for suppliers. The Company partners with sustainable vendors to reduce Scope 3 emissions wherever possible.

Sasken's ISO 14001 certification reinforces its dedication to environmental management. These initiatives align with its broader sustainability goals, minimizing environmental impact and promoting ethical sourcing. We ensure that all electronics purchases meet stringent energy efficiency standards, such as Energy star rated or 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 mementos 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

For the year 2024-2025 , 22.7% procurement for Facilities & administration team were sustainable sourcing and 78.82% IT procurement was sustainable sourcing.

Environmental Stewardship Over The Years

2001

STP plant recycles upto 500 Kilo liters of water every month, which is used for flushing in rest rooms-Saves that much fresh water and reduces 0.05 Tons of CO_2 per month.

2007

Reduce Paper-Save Tree! Project Kickstarted

2008

Reduce-Reuse-backup Tapes, project kickstarted

2011

Purchase orders converted to e-purchase orders sans printing.

2012

Extending the life of desktops and laptops, donate and support underprivileged schools in the remote villages.

2013

A mandatory e-learning module on environmental care has been launched. Train, educate Motivate is the mantra to drive the initiatives on environment.

2015

250 tube lights in the two vehicles Parking floors are completely converted into LED lights, lit through the roof-top DC-Solar plant.

2016

Started a new initiative of Seed Ball making and rolling with the commitment of making and rolling at least 5000 seed balls every year.

2016

Reduction in paper and plastic usage - Removal of paper cups and plastic stirrers from café and pantry operation-, saves 2.1Ton CO_2 per month and makes in almost a zero-waste pantry

2016

Starting organic farming on company-owned land, providing organic vegetables to employees, and protecting soil erosion and contamination

2017

Converted common areas into LED lighting as a first step towards converting CFL to LED.

2018

Converted 80% of the electricity consumption on campus to renewable energy sources.

2019

Set up an RO plant to ensure the reduction of CO_2 and the elimination of plastic water bottles.

2019

Bio-Gas Plant to treat wet waste in-house in order to minimize land contamination and air pollution.

2019

An E-Waste Collection Drive was organized for the Amarjyoti Layout residents with the help of the Sasken Prakriti team & an NGO

2020

E-waste donation: 1100 tube lights were donated to an NGO. The light fittings were utilized for restoration work across 106 schools in two districts.

2020

A rainwater harvesting project was completed to recharge 6100KL of water per year, which is 78% of Sasken's annual water requirement.

2021

6 benches made of 50 kg of plastic waste & 5 benches made using 25 kg of plastic waste were received. We diverted 550 kg of plastic from going to landfills.

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 stationery
- 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.

From Year 2024 onwards these initiatives have become Mission 20x1x12.



Kaizen: Aligning Small initiatives to achieve the Big Goal: Net Zero Carbon by 2030

In 2024 we carried out a sustainability mission called 20x1x12. It represents

- 20 impactful sustainability initiatives
- 1 targeted goal each month, at least
- 12 months of consistent execution

The mission follows **Kaizen philosophy**: Continuous, incremental improvement that leads to long term transformation



Why does this matter?

Achieving Net Zero carbon by 2030 is an ambitious goal. Instead of pursuing it through massive overhauls, Mission 20x1x12 emphasizes steady scalable actions, driving:

- Culture of ownership
- Team engagement
- Behavioral change
- Innovation with purpose

This is the Kaizen way: Small, smart steps that build unstoppable momentum

Kaizen-Aligned Initiative & Impact Summary

#	Initiative	SDG Linkage	Key Action	Kaizen Principle
1	Seed Ball Plantation *4000 Seed balls made & 50 Tons of co2 sequestered*		Natural farming method using seed balls	Small, consistent improvements
2	Mr. Farmer Project *5 Biochar kit donated, and 750 tree saplings planted.*		Tree planting, biochar, beekeeping	Involve everyone; Eliminate waste
3	Rainwater Harvesting *16 RWH wells & 8000KL of water recharged. Water positive status achieved*		Recharge wells, Zero Liquid Discharge	Process efficiency, Long-term thinking
4	Plastic-Free July *Awareness created among employees and public spaces*		Cloth bag distribution, vendor engagement	Behavior change through awareness
5	Akshay Urja Diwas *Awareness on Solar Energy created*		Employee engagement for energy-saving ideas	Employee empowerment, Innovation
6	Green Ganesha *Promoted environmental responsibility*		Sustainable celebration, team effort	Cultural integration, Incremental change
7	Clean Air Day *Promoted responsible consumption & donated 90 Kg of cloths and other unused items*		Donations, public awareness	Respect for environment, Community care
8	Organic September *NGO and employee engagement. Talk on natural farming & Millet Mela was organised.*		Eco-talks, Organic marketplace	Education for sustainability
9	Zero Emission Day *PUC check drill launched for employee vehicles*		Car-free day, awareness sessions	Visible small actions lead to big change

10	Eco-Diwali Mela *Green festivity promoted with engaging activities & workshop – INR 57K donation collected for social cause*		Fundraiser for RO plant, eco-products	Empowerment through giving, Participation
11	Beekeeping Support *Donated bee boxes to farmers.*		Donating bee boxes, training farmers	Value addition, Skills development
12	Carpooling App *Promoted carpooling App. Monthly usage tracking established*		533 shared rides per month, app engagement	Efficient use of resources
13	Resource Management *Awareness on 4Rs created actions on ground level taken.*		Paper, power reduction, digital use	Continuous waste elimination
14	Energy Conservation Day *(Procured i-REC certificates. Offset 22% of non renewable energy)*		IGBC buildings, EPEAT devices	Technology for efficiency
15	Cloth Upcycling *NGO engagement, old cloth donated and upcycled into new products – 28K funds raised for women entrepreneurship*		Donating, empowering women SHGs	Repurposing, Inclusivity
16	E-Waste Drive *Promoted safer waste management practices.*		Collection, education on electronics	Safe, standardized processes
17	OCOD Dustbin Policy *One Core One dustbin initiative launched to improve waste segregation and reduction.*		Single bin policy, education	Simplicity, Standardization
18	Tyre Planters *90 no's of planter boxes made up of recycled tyres purchased to promote recycling*		490kg tyres reused, tribal employment	Innovation, Use of existing resources
19	Smart Printing *19 lakhs print/annum in 2007 to 76K/annum in 2024*		Policy nudges, smart features	Reduce overproduction
20	GHG Tracking App *Inhouse app to track our GHG emission created by our engineers*		Dashboard for emission tracking	Measurement, Visibility of change

Our Emission Profile is given below:

Year-on-Year Progress in GHG Emissions Reduction (in Tonnes of CO_2)							
Description	**FY 18-19**	**FY 19-20**	**FY 20-21**	**FY 21-22**	**FY 22-23**	**FY 23-24**	**FY 24-25**
Overall Emission	3,416	3,496	1,583	1,881	2,386	3,770	3,640
Emission reduction due to usage of Renewable Energy	0	2,500	1,489	1,362	1,667	2,076	1,972
Total Emission	3,416	996	94	519	719	1,694	1,668
Emission Offset by green projects	0	0	0	221	278	7	707
iREC Certificate procured	0	0	0	0	0	0	489
Net Emission	3,416	996	94	298	441	1,687	472
Overall reduction in % compared to base year 2018 - 2019	0%	71%	97%	91%	87%	51%	86%

Achieving the offset of our emissions through a strategic blend of renewable energy and renewable energy attributes (RECs/IRECs) and various initiatives as mentioned above represent a pivotal step forward in our sustainability journey. This milestone highlights our dedication to environmental responsibility, as we adopt a comprehensive approach that includes energy-efficient technologies and greater reliance on renewable energy, guiding us toward carbon neutrality.



Environmental Experience

Social Excellence

Governance

BRSR Reporting

- Message from People Officer
- Inclusive and Equitable Development
- Social Goals
- Investing in Our People

Message from VP HR

"At Sasken, our people are the cornerstone of our continued success. In FY 2023 – 2024, we reaffirmed our commitment to creating a workplace where diversity, equity, inclusion, and continuous growth are not just values-but lived realities. Guided by the United Nations Global Compact (UNGC) Ten Principles, we uphold the highest standards in human rights, labour, environment, and anti-corruption in all facets of our organization.

Sasken has joined United National Governing Council as a part of its commitment to being a responsible organization



In 2024 - 2025, we were once again honoured to be recognized as a Great Place to Work® and ranked among the Top 100 companies for Women in India, affirming our culture of trust, inclusivity, and excellence. Our people-first strategy was advanced through targeted programs in leadership development, technical upskilling, and mental well-being. Flexible work models, transparent communication, and personalized career pathways played a key role in strengthening employee engagement and satisfaction.

Our continued commitment to fostering a resilient and inclusive workforce is evident in our industry-leading retention rates, with attrition held at just 5.7% in Q4 and 7.78% year-to-date. We also strengthened our talent pipeline by launching a comprehensive, nationwide campus hiring initiative focused on developing the next generation of leaders and innovators.

Driving gender equity remains a strategic priority. With 27.1% of our workforce comprising women, we backed this progress with structured sensitization efforts, inclusive policies, and a strong grievance redressal framework-ensuring fairness, safety, and respect for all.

Health, safety, and holistic well-being continue to be key pillars of our workplace culture. Through regular safety audits, emergency preparedness drills, and proactive wellness initiatives, we ensured that every Sasian feels secure, supported, and empowered to thrive.

Beyond our business, we strengthened community impact through initiatives in education, healthcare, and digital inclusion-demonstrating our unwavering commitment to social responsibility and shared progress.

Looking ahead, our vision is bold and purposeful: to be a model employer that celebrates diversity, empowers individuals, and champions sustainable, inclusive growth-for our people, our communities, and the world."

Inclusive and Equitable Development



Social Goals

Employee Well-being and Development

Our employees are the cornerstone of our success. We prioritize their well-being through robust health and wellness initiatives, flexible work models, and continuous learning and development programs. These efforts are designed to enhance employee engagement, enable career growth, and promote a healthy work-life balance.





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



27.1%
Women in workforce

96.6%
Code of conduct training compliance

98.52%
Average learning coverage

Diversity, Equity, and Inclusion (DEI)

At Sasken, we are committed to cultivating a workplace that celebrates diversity and fosters an inclusive culture. We strive to ensure that every individual feels valued, respected, and empowered to contribute fully. Our global DEI strategy focuses on building a workforce that reflects the communities in which we operate and exceeds industry benchmarks in representation and equity.

We report key diversity and inclusion metrics to our Board of Directors and senior leadership on a quarterly basis to ensure transparency and accountability in our progress. Recognizing that inclusion drives innovation and performance, we continuously invest in initiatives that support underrepresented groups, including the integration of Employees with Special Needs (ESN) into mainstream roles across various departments.



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

Upholding Human Rights

Sasken is deeply committed to upholding human rights across all aspects of our operations, including those involving employees, contractors, and suppliers.

We have implemented a robust risk management framework designed to identify and address potential human rights risks, including those arising from new business relationships such as mergers, acquisitions, and joint ventures. This framework extends across our operations and value chain.









To ensure timely and effective response, we maintain detective, preventive, and corrective controls that enable us to address, prevent, and mitigate human rights violations. When necessary, we implement appropriate remediation plans.

Our human rights assessments encompass a wide range of issues, including:

- Forced labour
- Human trafficking
- Child labour
- Fair wages
- Freedom of association
- Right to collective bargaining
- Equal remuneration for equal work
- Non-discrimination
- Safe and healthy working conditions

These assessments cover key stakeholder groups such as employees, on-site contractors, women, suppliers, and local communities.

We also expect our suppliers to uphold and respect human rights standards while delivering goods and services to Sasken.

Grievance Redressal Mechanism

Sasken has implemented multiple channels to address grievances related to human rights:

- **Internal Committees:** Dedicated committees, such as the Internal Committee for Prevention of Sexual Harassment and the Disciplinary Committee, are in place to handle specific issues.
- **Business HR Primes:** These are HR representatives assigned to specific employee groups to act as focal points for addressing concerns
- **Ken Genie and Ken-Pal:** Platforms like Ken Genie (Unified Service Desk) and Ken-Pal (an Employee Assistance Program) provide avenues for employees to raise concerns.
- **Whistleblower Mechanism:** A confidential reporting system allows employees and external parties to report violations. Complaints can be submitted via email, letters, or in-person visits.
- **Protection Against Retaliation:** Sasken commits to protecting complainants from retaliation, ensuring that individuals can raise issues in good faith without fear of adverse consequences.

These mechanisms are designed to ensure that all grievances, regardless of their nature, are addressed promptly and effectively, reinforcing Sasken's commitment to human rights and ethical business practices.

Women Empowerment and Gender Equality

At Sasken, we recognize that empowering women is not just a moral imperative, but a strategic driver for sustainable growth. We are proud to be recognized as one of the leading workplaces for women. Our commitment to gender equality, however, extends well beyond the workplace.

Through targeted Corporate Social Responsibility (CSR) programs, we actively support economically disadvantaged women and girl children, helping them gain access to education, resources, and opportunities that empower them to build better futures. Notably, over 63% of beneficiaries across our CSR initiatives are women, reflecting our focused efforts to foster gender inclusivity and create long-term impact in the communities we serve.



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"

63%

..average women considered in every CSR initiatives of Sasken

53%

..of 13K students are girls covered under morning nutrition program

73%

..of 1055 Students are girls and are trained in skill development

20.17L

..women members under Digital program for micro financing banking

Safe and Inclusive Workspace

Ensuring the health, safety, and well-being of our employees is fundamental to our operational excellence. At Sasken, we uphold the highest standards of occupational health and safety across all our global development centers. We consistently exceed statutory compliance requirements, underscoring our commitment to creating a secure and inclusive work environment.

Our Occupational Health and Safety Management System enables a culture of awareness, accountability, and continuous improvement. We are proud to report zero adverse health incidents or workplace accidents in our development centers over the past few years-a testament to our proactive safety measures and employee engagement in maintaining workplace integrity.

Community Engagement

Sasken believes in making a meaningful difference beyond the workplace. We actively engage with local communities through volunteering efforts, skills training programs, and partnerships with non-governmental organizations (NGOs). These initiatives aim to address pressing social challenges and uplift the communities in which we live and work.



As part of our annual environmental initiatives, we organize Seed Ball Making activity to promote reforestation and ecological awareness. Employees create seed balls using native seeds, compost, and clay, which are then dispersed in barren areas to support green cover regeneration—fostering both environmental impact and collective responsibility. Ever year we make about 5000 seed balls and roll it out in the area which needs afforestation.



Recognizing the contributions of every team member fostering dignity, diversity, and inclusion at all levels



Year long sport and games event as Wellbeing initiative in the organizaiton





Employee Volunteering to Setup 100 L/Day Drinking water plant in a village School



Tree Planting drive done at Regular intervals



Employee Volunteering : Blood Donation Camp





Investing in Our People

Sasken is dedicated to unlocking the full potential of our workforce through continuous learning and skill development. Our training and development programs are tailored to address evolving industry needs, foster career growth, and prepare employees for future leadership roles.

We believe that an inclusive and growth-oriented workplace is key to attracting and retaining top talent. By investing in our people, we build a resilient organization ready to meet the challenges of tomorrow, while ensuring employee satisfaction and long-term value creation for the stakeholders.

Training Given to Employees

Category	FY 2024 - 2025					FY 2023 - 2024				
	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	1,261	1,188	94.21%	776	62.00%	1,064	1,060	99.60%	751	70.50%
Female	492	468	95.12%	336	68.00%	462	461	99.70%	346	74.80%
Total	1,753	1,656	94.46%	1,112	63.00%	1,526	1,521	99.60%	1,097	71.80%
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	1218	938	77%	1204	99%	NA	NA	1218	100%	NIL	
Female	475	323	68%	474	100%	475	100%	NA	NA	NIL	
Total	1693	1261	74%	1678	99%	475	28%	1218	72%	NIL	
Other Than Permanent Employees											
Male	55	16	29%	21	38%	NA	NA	20	36%	NIL	
Female	15	7	47%	9	60%	8	53%	NA	NA	NIL	
Total	70	23	33%	30	43%	8	11%	20	29%	NIL	

Details of Retirement Benefits, for Current and Previous Financial Year

Benefits	FY 2024 - 2025			FY 2023 - 2024		
	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-Superannuation	0.89%	NA	Y	1.52%	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	91.89%	92.00%
Female	87.09%	87.00%
Total	89.70%	87.00%

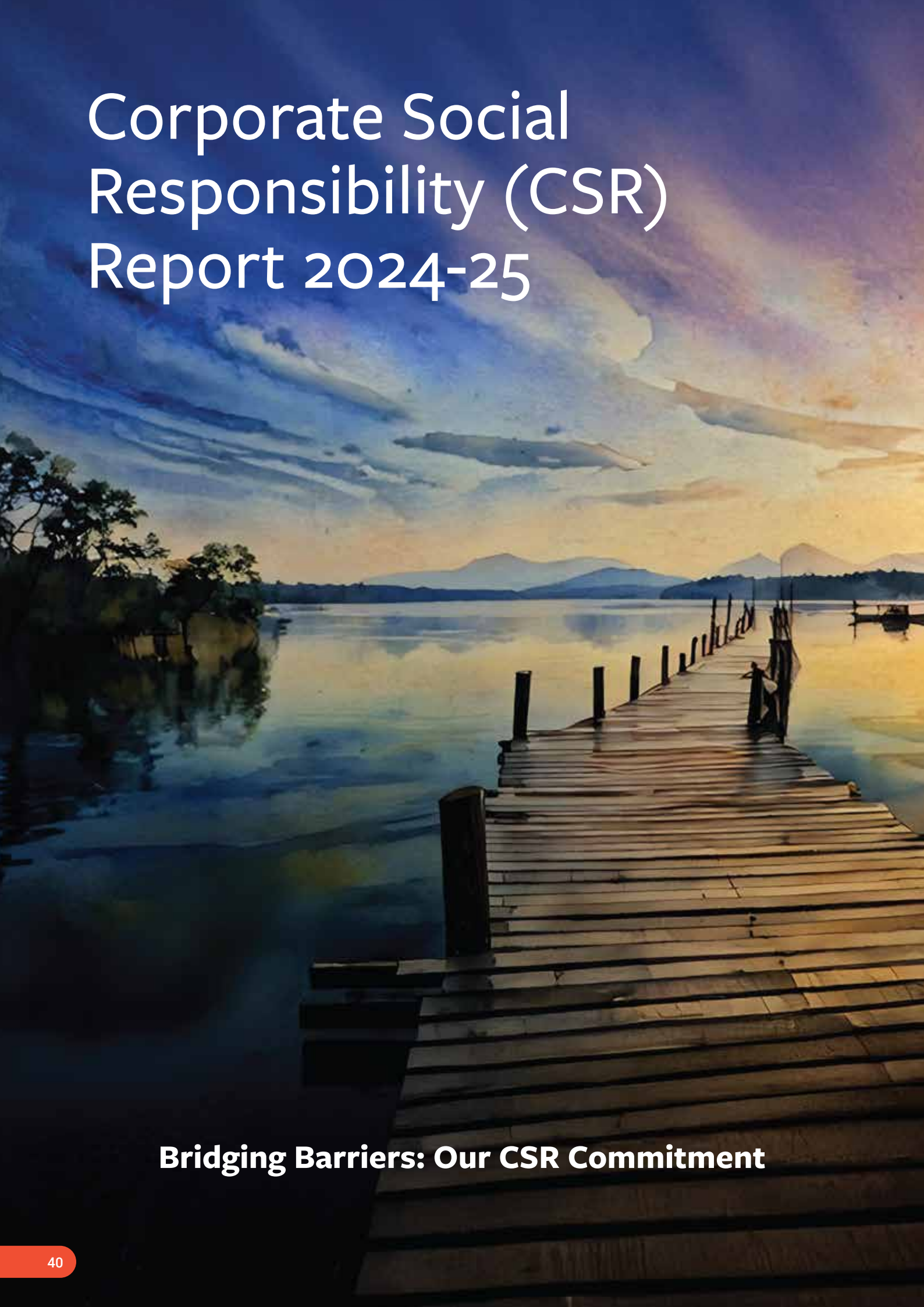
Training on Human Rights Issues and Policy(ies)

Category	FY 2024 - 2025			FY 2023 - 2024		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	1685	1589	94.30%	1443	1437	99.50%
Other than permanent	68	60	88.24%	83	83	100%
Total Employees	1753	1649	94.07%	1526	1520	99.60%

Details of Performance and Career Development Reviews of Employees

Category	FY 2024 - 2025			FY 2023 - 2024		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	1,218	1,218	100%	1,003	1,003	100%
Female	475	475	100%	440	440	100%
Total	1,693	1,693	100%	1,443	1,443	100%

Corporate Social Responsibility (CSR) Report 2024-25



Bridging Barriers: Our CSR Commitment

Morning Nutrition Program for School Children

For the second consecutive year Sasken continued its partnership with 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, health, and the management of ″hidden hunger″ at the grassroots level. The trust extends crucial support to underprivileged children, offering nutrient rich “Sai Sure″ 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 nutritious morning drinks to 13,089 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.



13,089
Total students covered

52%
Girl students covered

2 ZERO HUNGER

4 QUALITY EDUCATION

5 GENDER EQUALITY

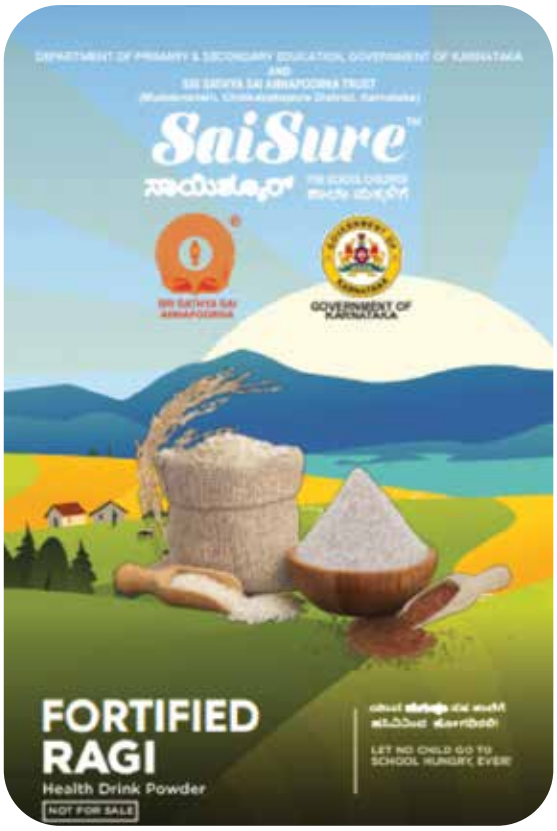
17 PARTNERSHIPS FOR THE GOALS

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 52% 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 harness 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.

Ever since 2023, Sasken has forged a partnership with My Little Bit, extending the support to this initiative in Karnataka. This collaboration has proven instrumental in furthering the organization's objectives. Noteworthy is the fact that 73% 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. In 2024 we enhanced our initiatives by providing computers which helped the Govt school to setup a computer lab for the students.





3	1,055	73%
Colleges covered	Students benefited	Girl students

4 QUALITY EDUCATION

1 NO POVERTY

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

“Compassionate Outreach”

Sasken in Partnership with the Joy of Giving team in Bengaluru has been assisting elderly care and orphanage facilities by prioritizing the crucial need for food provision since 2023. In the fiscal year 2024 - 2025, we provided 72,727 meal for the underserved. 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.



72,727

Meals served in 2024



2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

“Vision of Hope! Transforming Rural Healthcare”

Since January 2023, Sasken has undertaken a significant Corporate Social Responsibility (CSR) endeavour in healthcare through a partnership with the Vittala International Institute of Ophthalmology. 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 like:

- Quantel Medical Yag Laser
- Capsulo+Vitra2 Mono spot green laser 532nm combo unit
- Optical Coherence Tomography
- AB Scan with UBM
- HFA 3,840 Visual Field Analyzer
- Laptops for comprehensive data management

Project Management Institute

We bagged runner up Award at PMI South Asia Awards Program 2024 for the “Social Impact Project”

4,126 Total Screenings	**1,066** Total Laser Sessions
452 Total Corrective Surgeries	**466** Anti - VEGF Injections





3 GOOD HEALTH AND WELL-BEING





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

For the year 2024 - 2025, the initiative covered eight districts in Karnataka, screening a total of 4,126 patients. Among them, 1,066 received laser treatments, 452 underwent eye surgeries, and 466 were administered Anti-VEGF injections. This impactful social initiative has been widely recognized by both the medical community and the public. In acknowledgment of its significant contributions, Sasken received recognition from the Project Management Institute, New Delhi, under the Social Impact category for 2024 - 2025.

Transforming Lives: SEWA's Digital Empowerment Journey

In January 2024, Sasken proudly marked a decade of collaboration with the Self-Employed Women's Association (SEWA), a pan-India organization dedicated to empowering rural underprivileged women. Through initiatives like m-Bachat and MMS (Membership Management System), we have facilitated financial inclusion and streamlined administrative processes, directly improving the lives of SEWA members. Our partnership underscores Sasken's dedication to leveraging technology for inclusive growth, contributing to socio-economic progress. As we forge ahead, we remain steadfast in supporting SEWA's endeavours, striving to create a lasting impact on the lives of countless women across India.



m-Bachat: Sasken's m-Bachat solution has revolutionized SEWA's Savings and Credit scheme, enhancing efficiency, accuracy, and trust within the micro-banking system. Operating seamlessly in 10 districts of Gujarat, the application features an intuitive bilingual interface (English and Gujarati), catering to women with low computer literacy levels. As of Mar 31, 2025, the m-Bachat system boasts 31,419 enrolled members, with a total savings collection of Rs. 3.22 Crore recorded from Apr 1 2024 to Mar 31, 2025. Sasken remains committed to supporting SEWA by continuously enhancing the features of m-Bachat, further empowering women in rural communities.

Membership Management System (MMS): Since March 2017, SEWA has been successfully utilizing Sasken's MMS solution for managing its membership base. Available as both an Android app and a portal application, MMS supports multiple languages including Hindi, Bangla, Gujarati, and English, ensuring accessibility for members across diverse regions. Membership data from 10 states and 3 Union Territories is uploaded onto the system. As of Mar 31, 2025, MMS contains records of ~20 Lakh members. Sasken's current focus lies on enhancing features and expanding the solution to additional states, further strengthening SEWA's outreach and impact. While m-Bachat & MMS are used by the SEWA management, since April 2024, Sasken team has also started to develop a new product solution which would eventually be used by SEWA members.

1 NO POVERTY

5 GENDER EQUALITY

17 PARTNERSHIPS FOR THE GOALS

20.17
Lakhs Life Touched

Mr. Farmer

Mr. Farmer: As part of the Smart Village project initiated by the Mantralee team for social change, Sasken contributed to sustainable farming by distributing biochar kits, plant saplings, vermicompost kits, and bee boxes to selected farmers in Hosahalli village.

Demonstrating strong employee volunteerism, many Sasken employees participated in the farming initiative, working alongside farmers throughout the day. This hands-on engagement provided direct exposure to the challenges faced by the 58% of India's workforce employed in agriculture.

This initiative brings multi-fold benefits, including encouraging farmers to transition to pesticide-free farming, promoting eco-conservation, and leveraging natural resources for higher agricultural yield. The introduction of bee boxes is particularly impactful, as studies indicate that cross-pollination can enhance crop yields by up to 30%. Additionally, beekeeping offers an alternative revenue stream, with honey production contributing to an increase in farmers' income with minimal effort



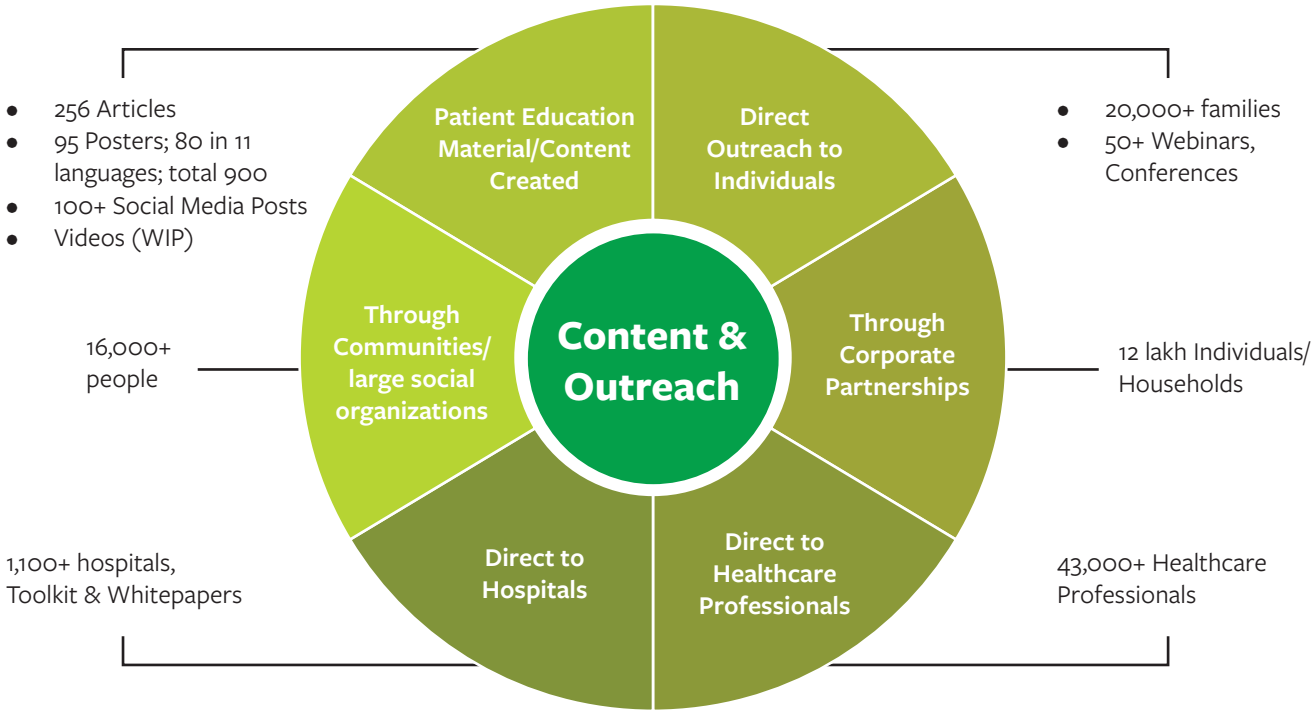




Turning Concern into Action: The Patients for Patient Safety Movement

Patient Safety is becoming a cause for concern as healthcare delivery becomes more specialized and complex. Healthcare delivery requires coordination between team members. Medical harm occurs when this coordination fails due to communication breakdowns. Many safety checks that healthcare systems have in place may not function as they should, causing avoidable harm to the patient. It is now well recognized that patients can also play a significant role in minimizing this avoidable harm. The "Patients for Patient Safety" (PPSF) initiative is a movement to sensitize and empower patients and caregivers.

In FY 2024 - 2025, Sasken CSR was proud to be among the contributors supporting the PPSF team in creating patient education materials on various topics and helping disseminate these resources through training programs, conferences, podcasts, and webinars.



PPSF's Outreach in 2024 -
1,051 people during the webinar and 59,000 people through mailers.

CSR Summary for 2024-25

At Sasken, our unwavering commitment to Corporate Social Responsibility (CSR) fuels our mission to uplift communities and protect the environment, ensuring a brighter future for all.

Over the fiscal year 2024 - 2025, we have proudly championed initiatives that have transformed lives, empowered individuals, and created lasting impact. With a strong focus on women's empowerment, education for the underprivileged, environmental sustainability, access to nutritious food and clean water, and accessible healthcare, our efforts have addressed some of society's most pressing challenges. Through dedicated action and powerful partnerships, we have made a tangible difference-one initiative at a time.

Looking ahead to 2025 - 2026, we are reinforcing our dedication by joining the UN Global Compact as we are further strengthening all our CSR initiatives with the United Nations Sustainable Development Goals (SDGs). This strategic approach ensures that our efforts drive immediate positive impact while fostering a sustainable and equitable future on a global scale.

The year 2024 - 2025 marked significant progress in the evolution of our CSR processes and policies at Sasken. Our CSR framework now aligns with ISO 26000 standards, featuring well-defined policies and practices. This includes stakeholder identification, stakeholder assessment, on-site impact evaluation, and comprehensive impact analysis.

At Sasken, our mission is clear- bringing positive change by bridging the divide between opportunity and need to harness innovation, inspire progress, and leave a legacy of positive transformation. Together, we are shaping a world where technology and compassion go hand in hand.

Sector	Fund Allocation in %
Healthcare	41%
Education	17%
Food & Nutrition	16%
Women Empowerment	24%
Environment	2%

146

Computers donated for setting up labs in various schools.



Environmental Experience

Social Excellence

Governance

BRSR Reporting

- Driving Ethical and Accountable Growth
- Building a Bridge to a Sustainable and Ethical Future
- Sustainability Governance Strategy
- Sustainability Governance Leadership Model
- Integrity, Ethics & Transparency
- Data privacy, Cyber Security,
- Business Continuity

Driving Ethical and Accountable Growth

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.

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.

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.



Our Governance Guardians

- Board Composition
- Executive Compensation
- Shareholder Rights
- Diversified Risk Governance
- Stakeholder 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

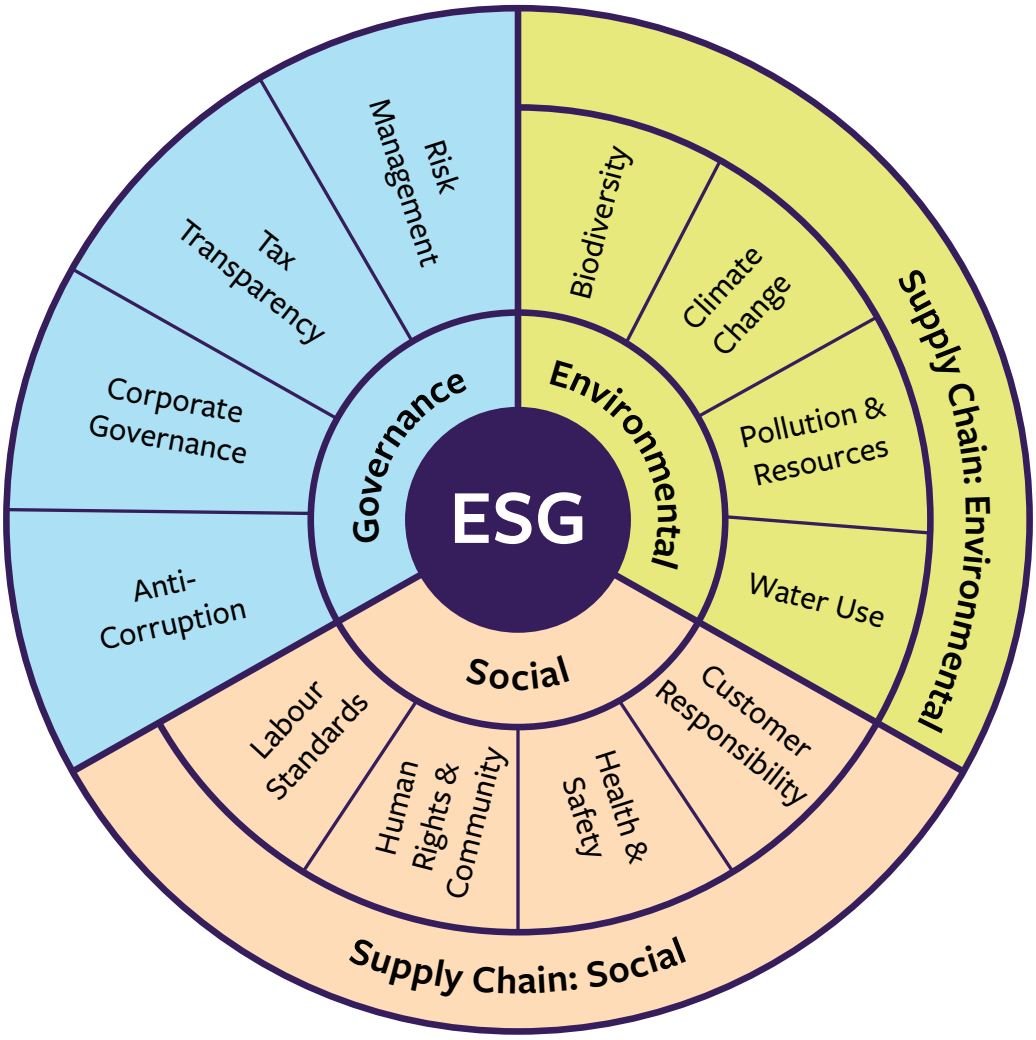
Building a Bridge to a Sustainable and Ethical Future

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. Together, these elements foster a culture rooted in our core values and a deep sense of accountability.

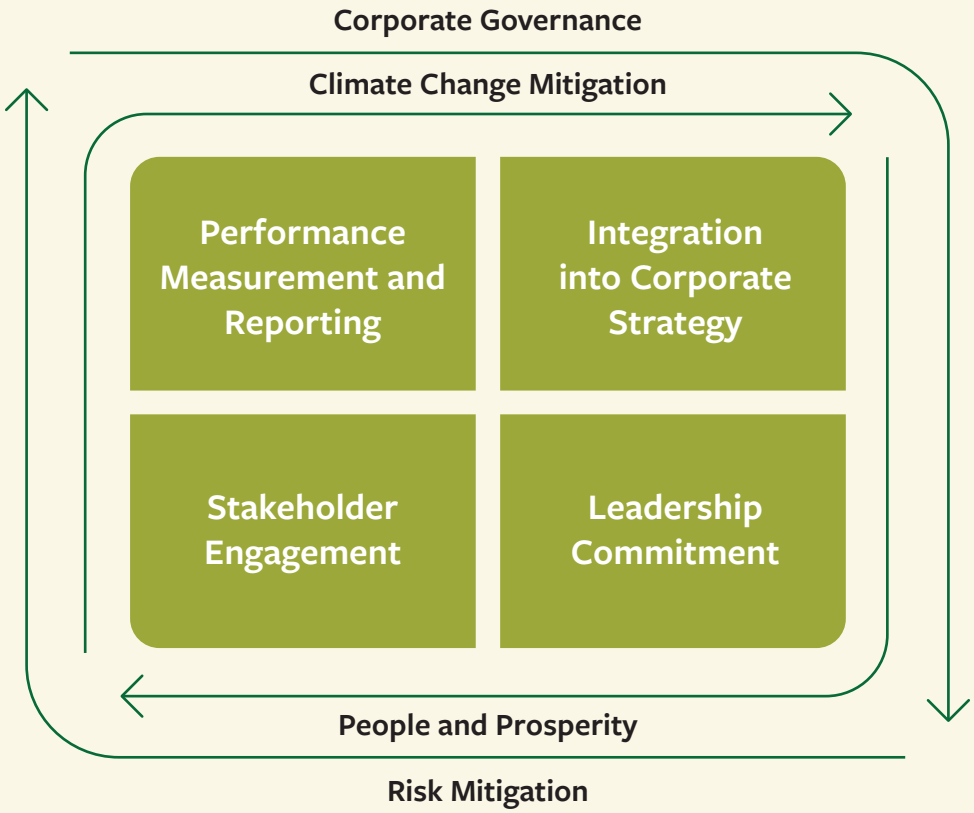
This principled approach not only enhances stakeholder trust but also creates sustainable long-term value, enabling us to navigate an evolving business environment while upholding the highest ethical standards. Sasken remains steadfast in its belief that exemplary corporate governance is fundamental to responsible and successful business operations.

Designated 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 CFO, VP and Head HR, Head Operational excellence, IT Head, Facilities Manager, and Business leaders of each business verticals who represent various aspects of ESG across all offices, functions, and services.

We are governed by the regulatory frameworks of the National Stock Exchange (NSE) and BSE Limited, along with the SEBI (Listing Obligations and Disclosure Requirements), 2015 (LODR). Our ongoing commitment is to adopt and integrate best practices from both national and global governance standards.



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

Vision and Purpose

We have set a clear vision and purpose that aligns with broader sustainability goals, which understands the interconnectedness of environmental, social, and economic issues and strive to create a positive impact on all fronts.

Risk Management

We mitigate sustainability risks, including environmental, social, and governance (ESG) risks, to safeguard the long-term viability of our organization. We develop resilience strategies to navigate uncertainties and disruptions.

Ethical Leadership

We uphold high ethical standards, integrity, and transparency in all decision-making processes. By prioritizing the well-being of people and the planet over short-term gains.



Continuous Improvement

Sustainability leadership is an ongoing journey of learning and improvement. We embrace a mindset of continuous improvement, adapting the strategies and practices in response to evolving challenges and opportunities.

Metrics and Measurement

We have a clear metrics and key performance indicators (KPIs) to monitor progress towards sustainability goals. We track and analyze data to evaluate the effectiveness of initiatives and identify areas of improvement.

Stakeholder Engagement

Engaging stakeholders, including employees, customers, suppliers, communities, and regulators, is crucial for sustainability leadership. We are always open to address shared challenges and leverage diverse perspectives.

Integrity, Ethics and Transparency

(*Trainings conducted for BODs, KMPs and employees*)

100%

Board of Directors

- Code of Conduct and Director's Independence criterion
- Insider Trading Regulations, Related Party Transactions, Forex and Hedging
- Regulatory updates at quarterly intervals
- Awareness session on the updated BRSR format, 9 principles and BRSR KPIs along with Statutory requirements

100%

Key Managerial Personnel (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
- Sasken's Sustainability & CSR initiatives
- Other Leadership trainings, on need basis & tailor made
- Awareness session on the updated BRSR format, 9 principles and BRSR KPIs along with Statutory requirements

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
- Sasken's Sustainability & CSR initiatives

Data privacy, Cyber Security, Business Continuity, Patch Compliance

Sustainability encompasses more than just environmental stewardship, it also requires strong governance practices. Recognizing the critical importance of cybersecurity, we consistently invest in advanced data privacy protection and uphold a rigorous cybersecurity framework. These efforts safeguard confidentiality, integrity, and availability of information, reinforcing a secure digital environment that underpins a resilient and sustainable future.



Information Security Policy

This policy is an integral part of Sasken's comprehensive suite of global IT Risk and Information Security policies, standards, and procedures, each aligned with ISO and NIST guidelines. It outlines clear directives on password protection, acceptable use, email practices, and individual information security responsibilities. Adherence to this policy is mandatory for all Sasken employees, entities, and affiliated partners. The policy is reviewed annually, and or in response to changes in our cybersecurity landscape, with updated versions made accessible to the employees via the intranet portal.

Our Approach to Cybersecurity

The digital age demands robust data privacy and cybersecurity. As the volume of business data explodes, securing it becomes paramount. Cyberattacks threaten confidentiality, finances, and reputation. By prioritizing data privacy and cybersecurity, we build trust with customers and stakeholders.

Data Privacy Governance Framework

Sasken's Data Privacy Framework is designed to ensure strict compliance with regulatory requirements and industry standards. It integrates robust technical and organizational controls tailored to meet both legal obligations and client-specific expectations. Going beyond basic compliance, the framework enables Sasken to effectively navigate complex data privacy landscapes, confidently fulfilling its roles as both a data controller and processor. The framework's effectiveness is regularly assessed through independent audits by internal and external bodies. Oversight is maintained through regular senior management reviews, with quarterly data privacy risk updates presented to the Board's Risk Management Committee.

ISMS, Cyber Security Governance, Corporate Information Security

Category	Key Components	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.
Cybersecurity Governance	Governance Structure	Defined roles and responsibilities (e.g., CISO, Risk Committee).
Cybersecurity Governance	Cybersecurity Policies & Standards	Formal documentation of security practices, aligned with ISO, NIST, etc.
Cybersecurity Governance	Regulatory Compliance	Adherence to laws such as GDPR and industry-specific mandates.
Cybersecurity Governance	Cyber Risk Management	Integration of cyber risks into enterprise risk management processes.
Cybersecurity Governance	Incident Response & Recovery	Defined procedures for detecting, responding to, and recovering from security incidents.
Cybersecurity Governance	Board Oversight	Regular reporting to the Board/Risk Management Committee on cybersecurity posture.
Corporate Information Security Practices	Technical & Organizational Measures (TOMs)	Encryption, firewalls, intrusion detection, multi-factor authentication, etc.
Corporate Information Security Practices	Data Privacy Framework	Policies and procedures aligned with global data protection laws and client requirements.
Corporate Information Security Practices	Vendor Risk Management	Third-party assessments, security clauses in contracts, and ongoing monitoring.
Corporate Information Security Practices	Continuous Improvement	Feedback loops from audits, incidents, and new threats drive updates to policies and controls.
Corporate Information Security Practices	Security Metrics & Reporting	KPIs and dashboards for visibility into security performance and compliance.

Data Privacy Breaches

22-23 23-24 24-25

0% Breach on Data Privacy

Cyber Security Breaches

22-23 23-24 24-25

0% Breach on Cyber Security

Business Continuity

22-23 23-24 24-25

0 Disaster Incidents

Antivirus/VA/PT

22-23 23-24 24-25

***100%** Compliant

* Discounting employee counts on planned leave/absence



Business Continuity Management

Sasken's Business Continuity Management System provides a comprehensive and resilient framework to ensure uninterrupted operations across the organization and its offices. Designed to align with ISO 22301:2019 standards, our BCM encompasses the full lifecycle of business continuity—covering planning, implementation, monitoring, and continuous improvement. The program prioritizes the protection of our people and assets while ensuring service reliability, regulatory compliance, and the ability to meet client commitments even during disruptions. Our Business Continuity Plan (BCP) and strategy underscore our commitment to operational resilience and the long-term stability of our systems and processes.

Business Continuity and Disaster Recovery Testing

To ensure the robustness and effectiveness 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. These activities help safeguard the availability of critical network and communication services. Comprehensive incident response and management protocols are thoroughly documented, with their integration into the BCM periodically reviewed. Business continuity and incident response procedures are tested annually or following significant infrastructure changes, whichever occurs first. A structured testing calendar is developed to cover the organization, individual locations, and delivery units.

DR ID	Disaster Type*	Nature of Disaster	Technical BCP Areas tested in 2024	Results
DR2425-1	Type 1	Software	ITCMS application recovery	Successful
DR2425-2	Type 1	Software	Network Switches/ Configuration Recovery	Successful
DR2425-3	Type 1	Software	Recovery of MEDC Application	Successful
DR2425-4	Type 1	Software	Seamless Importing of VMWare backup to non-VMWare platform	Successful
DR2425-5	Type 1	Software	Restoration of VMs from VMWare Backup	Successful
DR2425-6	Type 1	Software	SAP Application Recovery and Live Testing	Successful

**Sasken internal classification*

Value to Customer. Responsibly

	2023 - 2024		Remarks	2024 - 2025		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						

SUPPLIER ASSURANCE

B 87

SAQ 5.0 Rating

2024 - 2025



Environmental Experience

Social Excellence

Governance

BRSR Reporting

- Business Materiality Assessment
- Stakeholder Engagement
- Material Issues in ERM & It's linkage to UN SDGs
- Materiality Matrix
- Membership & Association

For detailed BRSR report please refer Sasken Annual report 2024-2025 at www.sasken.com

Business Responsibility and Sustainability Report (BRSR)

In alignment with SEBI's mandate on environmental, social, and governance disclosures, this chapter outlines our compliance with the Business Responsibility and Sustainability Report (BRSR) framework. The BRSR is a comprehensive disclosure mechanism introduced by SEBI to enhance transparency, standardize ESG reporting, and facilitate informed decision-making by stakeholders.

This section addresses all nine principles of the National Guidelines on Responsible Business Conduct (NGRBC) and provides structured responses across three key sections:

General Disclosures: Covering organizational details, operations, and governance.

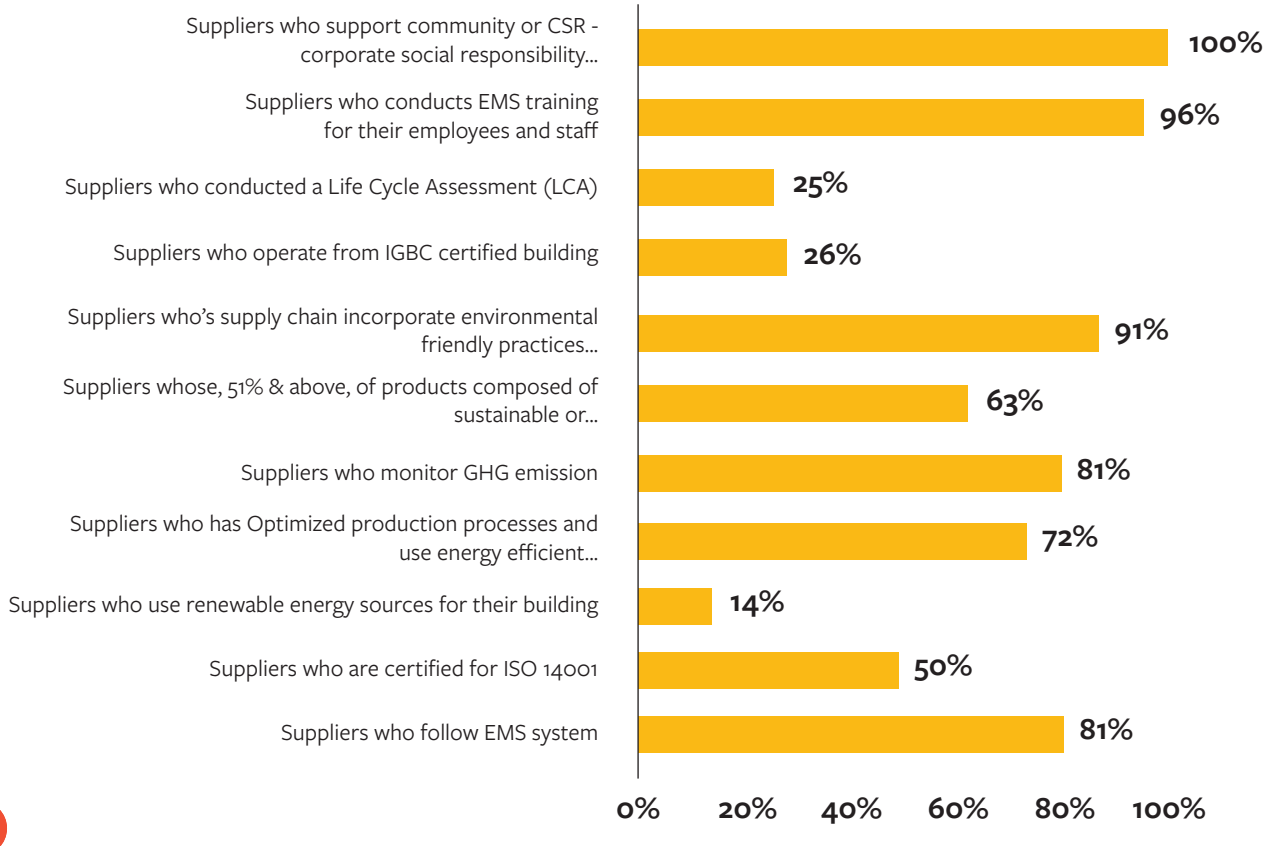
Management and Process Disclosures: Highlighting policies, risk management, and stakeholder engagement.

Principle-wise Performance Disclosures: Detailed responses on each of the nine principles, covering core and leadership indicators.

Through this report, we reaffirm our commitment to responsible business practices and sustainable development, integrating ESG considerations into our strategy, operations, and stakeholder engagement.

Supplier Assessment on ESG

In line with our sustainability goals, we undertook an **environmental performance assessment** of 36 of our key value chain partners during the reporting period. The assessment focused on evaluating partners' practices related to Environment. This initiative enabled us to better understand the environmental impact across our supply chain and to work collaboratively with partners to encourage more sustainable practices. Findings from the assessment are being used to guide future engagement and promote continuous improvement in environmental performance across our value chain.



Business Materiality Assessment

We maintain ongoing engagement with a broad range of stakeholders throughout the year to shape our sustainability strategy and reporting. Our annual ESG report as well as BRSR report focus on the issues that are most significant to both our business objectives and stakeholder expectations.

Stakeholder Analysis

This analysis involves recognizing all stakeholders and evaluating their significance in influencing the success and direction of the business.

Defining KPIs & Targets

Identifying KPIs for each capital and internal agreement, determining final targets, and publicly disclosing these targets.

Prioritisation

Categorizing material issues based on various impact types-financial, operational, strategic, reputational, environmental, and regulatory. It also considers the magnitude and timeframes of these impacts to prioritize effectively.



Engagement Methods

Setting up the channels and determining the frequency for stakeholder engagement to ensure effective communication and collaboration.

Material Topics

Material topics are aligned with roadmap targets, policies, procedures, risk register, strategies, to ensure comprehensive integration across the organization.

Stakeholder & Management Feedback

This step focuses on pinpointing the specific functions and departments within the organization that will be responsible for driving the initiative.

Stakeholder Engagement

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 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	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	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, 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.

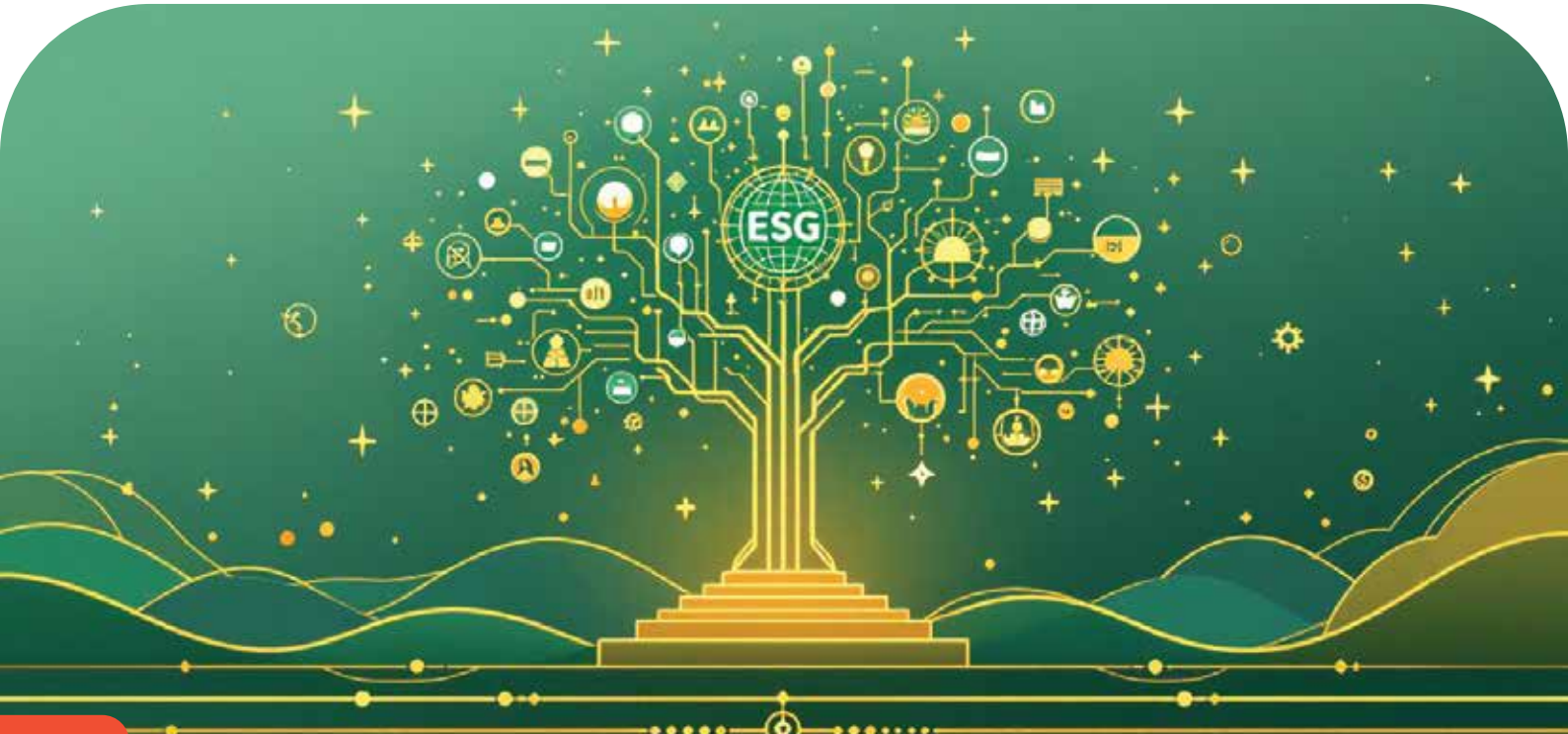
Sasken Material Issues in ERM & It's linkage to UN SDGs

We conduct materiality assessment annually. In FY 2024 - 2025, we have conducted materiality assessment with both internal and external stakeholders and identified 28 Materiality issues most relevant to our organization and stakeholders, categorized as high, medium, and low priority topics based on their impact.

These Materiality Issues were further prioritized post mitigation to bring in Top 15 Materiality issues, which was then included in the materiality matrix and integrated into Enterprise Risk Management.

Risks	Material topics/Issues	Linkage to UN SDGs
Competitive Threats	Market share and profitability may decrease due to competition from existing players or new entrants, which could affect growth objectives.	
Demand and Supply Risks	Variations in consumer demand due to factors such as evolving customer preferences, technological progress, and economic shifts can result in uncertainties and possible disruptions. Furthermore, the availability of skilled software professionals may constrain provision of services, particularly in high-demand domains such as embedded software development, data science, and cybersecurity.	
Mergers and Acquisition Risk	Merger & Acquisition risks encompass a range of potential challenges that can arise during and after the transaction process. Merger & Acquisition risk refers to the potential for operational, financial, legal, and cultural challenges that could negatively impact the success of the merger or acquisition.	
Contractual Obligation Risk	Contractual obligations risk refers risking arising from customer agreements, including service-level commitments, delivery timelines, and performance guarantees. Non-compliance with these terms may result in penalties, claims, or reputational damage.	
Strategic and visionary risks	Vision and growth risks involve challenges that Company faces in pursuing long-term goals and expanding operations. These risks stem from internal and external factors and may impede achieving organizational objectives.	
Data Security and Privacy	Risk of data loss, corruption, or unauthorized access due to hardware/software issues, insecure coding, or inadequate PII protection. This may lead to operational disruption, data breaches, privacy violations, reputational damage, and regulatory penalties.	
Cybersecurity Risk	Exposure to threats and vulnerabilities associated with information technology (IT) systems, networks, and digital assets. These risks can arise from various sources, including cyberattacks, data breaches, malware infections, and insider threats.	
Reputation/ Brand Risks	Reputation risk refers to the possible negative impact on an organization's brand, credibility, and public perception due to various factors. This type of risk can result in financial losses, decreased customer trust, and lower market value.	

Employee Engagement/ Retention	These are essential for maintaining productivity and operational continuity. Disengaged employees can negatively impact productivity, while high turnover rates can cause significant disruptions to business operations.	
Diversity, Equity and Inclusion (DEI)	DEI risks arise from workplace bias and unequal opportunities, impacting morale and legal compliance.	
Predictable Project Delivery	The risk of project delivery falling short of its commitment on timelines, costs, and quality stems from various factors, including but not limited to inadequate planning, inadequate resources, ineffective project management and / or unforeseen challenges.	
Treasury Risk	The potential exposure to financial losses or disruptions arising from the management of an organization's cash, liquidity, funding, and financial assets.	
Competency Development	Failing to manage competency building can lead to a misalignment between employees' skills and business needs, resulting in inefficiencies and loss of business for the Company.	
Environmental Risk - High Carbon Intensity	Clients especially global enterprises, increasingly require suppliers to meet strict Environmental, Social, and Governance (ESG) standards. High carbon intensity can lead to loss of business opportunities, especially with clients who have committed to Science-Based Targets (SBTs) or net-zero goals. Many countries and companies have reinforced these targets at global climate summits (e.g., COP28), pushing for stricter Scope 3 emissions compliance across value chains.	



Materiality Matrix

Environment

- High carbon intensity

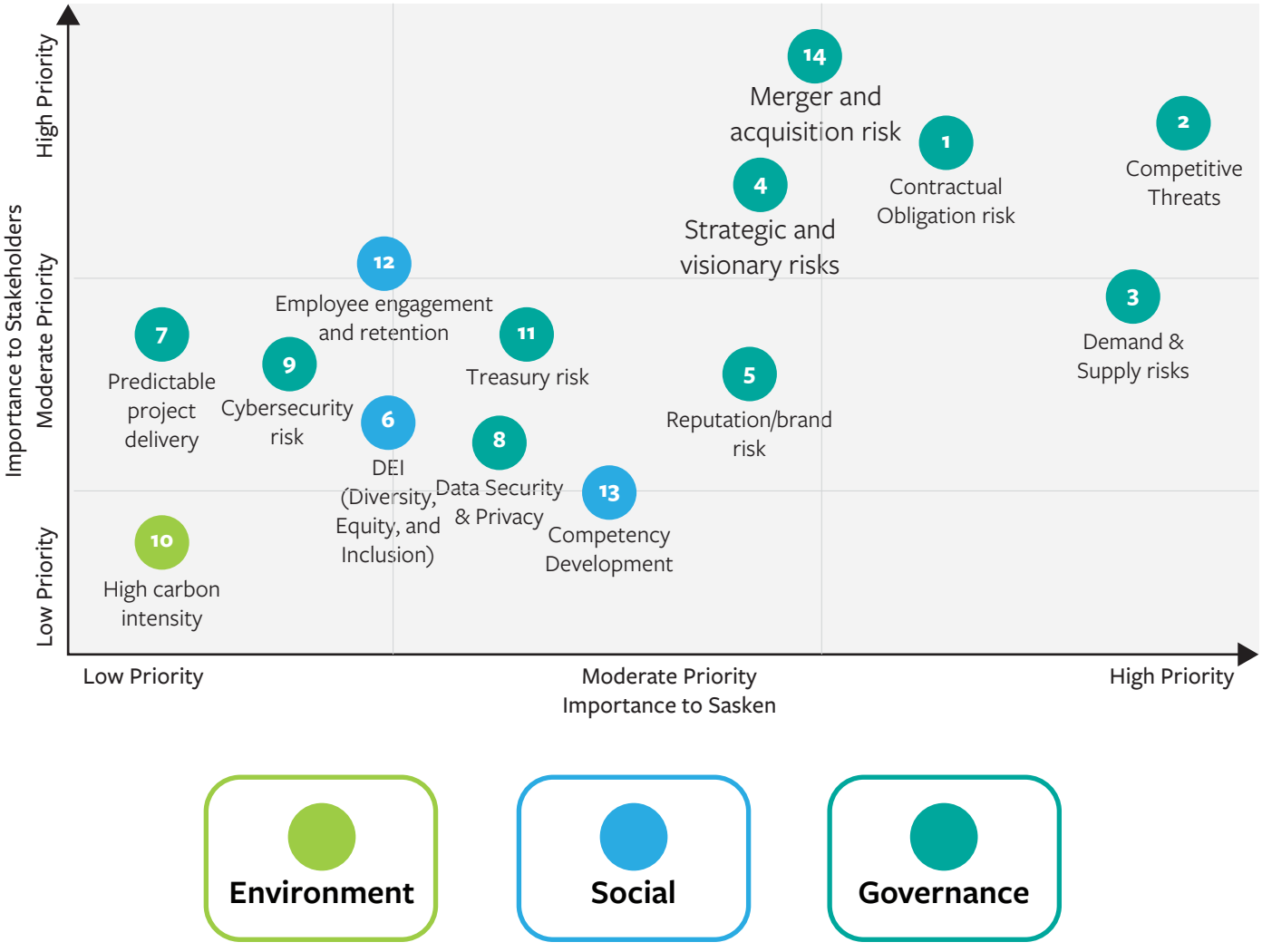
Social

- Employee engagement and retention
- DEI (Diversity, Equity, and Inclusion)
- Competency development
- Reputation/brand risks

Governance

- Competitive threats
- Demand and supply risks
- Predictable project delivery
- Contractual obligation risk
- Data security and privacy
- Cybersecurity risk
- Treasury risk
- Strategic and visionary risks
- Merger and acquisition risk

We categorize our material topics based on their Environmental (E), Social (S), and Governance (G) impacts.



Professional 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
7	Data Security Council Of India (DSCI)	National
8	United National Governing Council (UNGC)	International

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

Automotive SPICE
ASPICE Level 3

Sasken Delivery Framework is Compliant To

Privacy Regulations
EU-GDPR | CCPA | India Data Privacy Act

Automotive Functional Safety
ISO 26262

Final Reflection

At Sasken, sustainability is integral to our identity as a responsible technology enabler. This ESG report captures our continued efforts to embed environmental stewardship, social responsibility, and robust governance into the fabric of our operations.

Over the reporting period, we have made meaningful progress in optimizing resource usage, advancing employee wellbeing, strengthening data and IP governance, and fostering inclusive growth. These achievements are the result of our focused strategy, transparent leadership, and commitment to creating long-term value for all stakeholders.

We recognize that sustainability is not a destination but an evolving journey. As we look to the future, Sasken remains dedicated to enhancing our ESG performance through innovation-led solutions, ethical business practices, and collaborative partnerships.

We will continue to align with global frameworks and stakeholder expectations to ensure that our growth is not only profitable but also principled and planet friendly.

Our Commitment Moving Forward

Sasken is committed to deepening our ESG impact by setting measurable goals, increasing transparency, and driving accountability across our value chain. We will continue to integrate sustainability into our core business strategy, guided by data-driven insights and a vision for a more equitable, low-carbon, and digitally inclusive world.

We thank our employees, clients, investors, and community partners for their unwavering support and engagement. Together, we are building a resilient, responsible, and sustainable Sasken.



Appendix A: GRI Content Index - Core Option (GRI Standards 2021)

GRI Standard	Disclosure	Topic	Section	Page Number(s)
GRI 102: General Disclosures	102-1	Organization Name	Organizational Overview	Page 1
GRI 102: General Disclosures	102-2	Activities and Products	Organizational Overview	Page 3
GRI 102: General Disclosures	102-5	Ownership Structure	Organizational Overview	Pages 5-6
GRI 102: General Disclosures	102-8	Employee Information	People & Workforce	Pages 37-38
GRI 102: General Disclosures	102-13	Memberships	Membership and Association	Page 68
GRI 103: Management Approach	103-1 to 103-3	Management Approach	Sustainability Governance & Strategy	Pages 51-60
GRI 302: Energy	302-1, 302-4	Energy Consumption	Energy Management	Page 16
GRI 302: Energy	302-2	Energy Intensity	Energy Management	Page 16
GRI 305: Emissions	305-1 / 305-2	GHG Emissions	GHG Emissions	Pages 18-19
GRI 308: Supplier Environmental Assessment	308-1 / 308-2	Supplier Environmental Impact	Product Stewardship	Page 23
GRI 403: Occupational Health and Safety	403-1 / 403-9	Occupational Health & Safety	Workplace Health & Safety	Page 37
GRI 404: Training and Education	404-1	Employee Training	Learning & Development	Page 39
GRI 405: Diversity and Equal Opportunity	405-1	Diversity and Inclusion	Diversity, Equity & Inclusion	Page 32
GRI 406: Non-Discrimination	406	Discrimination, Harassment related incidents	Human Rights	Page 33
GRI 408/409: Training and Education	408/409	Child/Forced Labor	Human Rights	Page 37
GRI 413: Local Communities	413	Community Engagement, CSR	Diversity, Equity & Inclusion	Pages 40-49
GRI 418: Customer Privacy	418	Data Privacy & Cybersecurity Control	Governance	Pages 57-60

Appendix B: SASB Index Mapping Table

SASB Standard & Disclosure	Metric Code	Topic	Section Title in Report	Page Number(s)
SASB: Data Privacy & Cybersecurity	(TC-SI-230a.1)	Data Privacy and Cybersecurity	Data privacy , Cyber Security	Pages 57-60
SASB: Labor Practices	(TC-SI-330a.1)	Employee Engagement and Well-being	Social Goals / Diversity and Inclusion / Human Rights	Pages 31-39
SASB: Employee Engagement	(TC-SI-330a.3)	People Retention	People Well-being & People Retirement Benefits	Pages 31-39
SASB: Environmental Footprint of Hardware Infrastructure SASB: Environmental Footprint of Hardware Infrastructure	(TC-SI-130a.1), (TC-SI-130a.2)	GHG Emissions and Energy Use Energy & Waste	Greenhouse Gas Emissions vs. employee strength at office Energy management, Waste Management, Water Management	Pages 18-19
SASB: Product Stewardship	(TC-SI-440a.1)	Responsible Sourcing and Product Impact	Product Stewardship	Page 23

Appendix C: TCFD Alignment - Task Force on Climate related Financial Disclosures

TCFD Pillar	Recommended Disclosure	Mapped Section	Page Number(s)
Governance	Board oversight of climate-related risks and opportunities	ESG Governance, Board Engagement, ESG Committee, BRSR Governance	Pages 51-68
	Management's role in assessing and managing climate issues	Sustainability Leadership Model, ESG Strategy, Governance Guardians	Pages 49-66
Strategy	Climate-related risks and opportunities identified	Net Zero Strategy, Emission Targets, Climate Action Plans, Kaizen Model	Page 22
	Impact on business, strategy, and financial planning	Energy Transition, GHG Reduction Goals, Renewable Energy Commitments	Page 21
	Resilience of strategy under different scenarios	Carbon Neutral Goal by 2030, Scenario-Based Emission Reduction Planning	Pages 13-21
Risk Management	Processes for identifying and assessing climate risks	Environmental Reporting, Risk Mapping, Supplier Risk, ESG Governance	Pages 13-21
	Processes for managing climate-related risks	Business Continuity, Water and Energy Management, Climate Action Strategy	Pages 13-21
	Integration into overall risk management	ESG Governance, Enterprise Risk Management (ERM)	Pages 51-60
Metrics & Targets	Metrics used to assess climate risks and opportunities	GHG Emissions (Scope 1, 2, 3), Energy Mix, Water Reuse, Waste Management	Pages 18-19
	Scope 1, 2, and 3 emissions and related risks	Emissions Breakdown and Reduction Initiatives	Pages 18-19
	Climate-related targets and performance	Net Zero by 2030, i-REC Certificates, Renewable Energy % Goals	Pages 15-19

Appendix D: UN SDG Mapping Table

SDG Goal	Sasken's Practice	Page Number(s)
SDG 3: Good Health and Well-being	- Employee wellness programs	Pages 40-49
	- Zero workplace injuries	
	- Morning nutrition for students	
SDG 4: Quality Education	- Scholarships	Page 43
	- Skill development for students	
SDG 5: Gender Equality	- Women empowerment programs	Pages 43, 30-33
	- Mentorship initiatives	
	- Workplace flexibility for women	
SDG 6: Clean Water and Sanitation	- Water recycling and reuse	Page 15
	- Rainwater harvesting projects	
	- Efficient wastewater management	
SDG 7: Affordable and Clean Energy	- Wind energy transition (80–85%)	Pages 16-17
	- LED lighting and energy efficiency upgrades	

SDG 8: Decent Work and Economic Growth	- Safe, inclusive workplace	Pages 31-39
	- Human rights compliance	
	- Career development programs	
SDG 9: Industry, Innovation and Infrastructure	- Product stewardship	Page 23
	- Sustainable procurement	
	- Innovation in delivery models	
SDG 12: Responsible Consumption and Production	- Zero waste campus initiative	Page 20
	- E-waste recycling drives	
	- Reduction of paper/plastic use	
SDG 13: Climate Action	- Carbon neutrality goal by 2026	Page 19
	- Emissions tracking and reduction strategies	
SDG 17: Partnerships for the Goals	- NGO collaborations	Pages 40-49
	- CSR-driven partnerships	
	- Awards and recognitions in inclusion	

Appendix: UN Global Compact (UNGC) COP Compliance Summary

UNGC Principle Area	Principle	Related Content in Report	Page Number(s)
Human Rights	Principle 1: Support and respect human rights	Human Rights Policy, Diversity, DEI Initiatives	Pages 32, 33
	Principle 2: No complicity in abuses	Supplier screening, zero tolerance for discrimination/harassment	Pages 31-37
Labour	Principle 3: Freedom of association	Not explicitly discussed but inferred via ethical governance	Pages 29-39
	Principle 4: Elimination of forced labour	Affirmed “zero forced labour” and compliance	Page 37
	Principle 5: Abolition of child labour	Explicit “zero child labour” statement	Page 37
	Principle 6: Elimination of discrimination	DEI Metrics, Inclusion Programs, Women Empowerment	Page 32
Environment	Principle 7: Precautionary approach to challenges	Net Zero 2030 target, emission and energy strategies	Pages 13–27
	Principle 8: Promote greater environmental responsibility	Water, Waste, and Energy Management	Pages 13–27
	Principle 9: Encourage eco-friendly technologies	Renewable energy, E-waste, iRECs, sustainable sourcing	Pages 13–27
Anti-Corruption	Principle 10: Work against corruption	Whistleblower policy, anti-bribery, code of conduct	Page 33

Additional Disclosures Supporting COP

- Governance structure for ESG (including RMC involvement): 51-60
- Stakeholder engagement and materiality assessment: 51-60
- Training on ethics, privacy, and code of conduct: 37-39
- Performance indicators and results for each area: Scattered across 13–39

Mapping Of BRSR 9 Principles

BRSR Principle	Title	Page Number(s)
Principle 1	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable	Pages 51-60
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe	Pages 14-23
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains	Pages 32-34
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders	Page 64
Principle 5	Businesses should respect and promote human rights	Page 33
Principle 6	Businesses should respect and make efforts to protect and restore the environment	Pages 13-21
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	Pages 61-68
Principle 8	Businesses should promote inclusive growth and equitable development	Pages 40-49
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner	Pages 57-68



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