



SASKEN

BSE Limited,
Department of Corporate Services – CRD
Phiroze Jeejeebhoy Towers, Dalal Street
Mumbai-400 001

21st September 2023

By web upload

Dear Sir / Ma'am,

Sub: Submission of Business Responsibility and Sustainability Report (BRSR) in pdf format for the year ended March 31, 2023.

Ref: Scrip Code 532663

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report (BRSR) in pdf format, which was submitted with your goodselves in XBRL format on 24th August 2023 and as part of our Integrated Annual Report for FY 2022-23 on 29th June 2023 and 7th August 2023.

Kindly take the same on record and disseminate this information to public.

Thanking you,

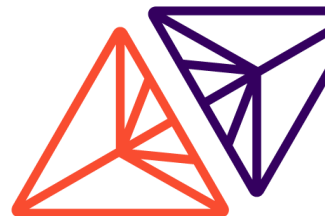
Yours Faithfully
For Sasken Technologies Limited

Paawan Bhargava
Company Secretary

Encl. as above

Sasken Technologies Limited

139/25, Ring Road, Domlur, Bengaluru 560071, India
T: +91 80 6694 3000, E: info@sasken.com
CIN: L72100KA1989PLC014226 | www.sasken.com



BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

Section A: General Disclosures

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Company	L72100KA1989PLC014226
2. Name of the Company	Sasken Technologies Limited
3. Year of Incorporation	February 13, 1989
4. Registered office address	139/25, Ring Road, Domlur, Bengaluru 560071, India.
5. Corporate office address	139/25, Ring Road, Domlur, Bengaluru 560071, India.
6. Email	esg@sasken.com
7. Telephone	+ 91 80 6694 3000
8. Website	www.sasken.com
9. Financial year for which reporting is being done	2022-23 (April 1, 2022 to March 31, 2023)
10. Name of the Stock Exchange(s) where shares are listed	<ul style="list-style-type: none"> ▪ BSE Limited (BSE) ▪ National Stock Exchange of India Limited (NSE)
11. Paid-up Capital (In ₹)	₹ 1,505.09 lakhs
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	B. Ramkumar Chief Risk Officer + 91 80 6694 3000 Email ID: esg@sasken.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together?)	The disclosure made under this report are on a Standalone basis viz. Sasken Technologies Limited.

II. Products/Services

14. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of turnover of the entity
1	Information Technology - Software Services	Software Services	100% ₹ 35,096.95 lakhs

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Information Technology	620	100%

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	NA	4	4
International	NA	3	3

17. Markets served by the Entity:

a. Number of locations:

Locations	Number
National (No. of states)	4
International (No. of countries)	10

b. What is the contribution of exports as a percentage of the total turnover of the entity?

About 61% of the sales are for overseas customers and the services are either exported or work rendered onsite.

c. A brief on types of customers:

Our esteemed customers are from the range of diversified industry sectors across the globe including North America, UK, Europe and Asia Pacific. To know more about our customers and the segments we serve, please visit www.sasken.com.

Annexure to Board's Report (Contd.)

IV. Employees

18. Details as at the end of Financial Year

a. Employees (including differently abled)*:

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	% (B/A)	Number (C)	% (C/A)
EMPLOYEES						
1	Permanent (D)	1,429	956	66.90%	473	33.10%
2	Other than Permanent (E)	62 [#]	50	80.65%	12	19.35%
3	Total Employees (D+E)	1,491	1,006	67.47%	485	32.53%

*The entire workforce of Sasken is categorized as 'Employees' and none as 'Workers'. Therefore, the information required in all sections in the 'Workers' category is not applicable to the Company & consequentially no disclosures are made.

[#] Other than Permanent (E) - includes contractors:38, consultants: 23 and trainee: 1.

b. Differently abled Employees:

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	% (B/A)	Number (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	6	3	50.00%	3	50.00%
2	Other than Permanent (E)	2	2	100.00%	0	0.00%
3	Total Employees (D+E)	8	5	62.50%	3	37.50%

19. Participation / Inclusion / Representation of women

	Total (A)	No. and percentage of Females	
		Number (B)	% (B/A)
Board of Directors	10*	1*	10%
Key Managerial Personnel (KMP)	5**	0	-

*One of the Directors who was Whole Time Director and Chief Financial Officer of the Company stepped down effective 30th June 2022 and hence not included herein.

** Chairman and Managing Directors is also included herein.

20. Turnover rate for permanent employees (Disclose trends for the past 3 years)

	FY 2023 (Turnover rate)			FY 2022 (Turnover rate)			FY 2021 (Turnover rate)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	24.57%	27.33%	25.44%	36.17%	37.15%	36.48%	22.72%	18.41%	21.43%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

Annexure to Board's Report (Contd.)

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. (a) Name of the holding/subsidiary/associate companies/joint ventures.

These entities participate in the initiatives to the extent it is required in the jurisdiction they operate.

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Sasken Finland Oy, Finland	Wholly owned subsidiary	100%	No
2.	Sasken Inc., USA	Wholly owned subsidiary	100%	No
3.	Sasken Communication Technologies Mexico S.A. de C.V.	Wholly owned subsidiary	100%	No
4.	TACO Sasken Automotive Electronics Limited	Joint Venture (Under Liquidation)	50%	No
5.	Sasken Foundation	Associate	NA	Yes ^
6.	Sasken Employees Welfare Trust	Associate	NA	No

Note: PF, Gratuity and Superannuation funds are managed by trusts set up by the Company. The applicable accounting standards do not mandate consolidation for financial reporting, and therefore not included herein.

^Trust incorporated under the applicable Act, participates in the CSR initiatives of the parent entity.

VI. CSR Details

22. (i) Whether CSR is applicable as per Section 135 of the Companies Act, 2013: Yes
(ii) Turnover (in ₹) 35,096.95 lakhs
(iii) Net worth (in ₹) 71,809.57 lakhs

VII. Transparency and Disclosure Compliances

23. Complaints/Grievances on any of the principles under the National Guidelines on Responsible Business Conduct

Stakeholder Group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2023			FY 2022		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes	-	-	-	-	-	-
Shareholders	www.sasken.com/investors/corporate-governance	15	-	NA	40	-	NA
Employees and Workers		1	-	NA	-	-	NA
Customers		-	-	NA	-	-	NA
Value Chain Partners		-	-	-	-	-	-
Investors (other than Shareholders)	NA	NA	NA	NA	NA	NA	NA

Annexure to Board's Report (Contd.)

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Demand and Supply Management	Both an Opportunity and a risk	<ul style="list-style-type: none"> ▪ Opportunity: A qualified customer demand based on healthy supply always provides an opportunity and edge to serve customer needs and enable long term business relationship with existing and new customers. At Sasken, the supply channels include following: <ul style="list-style-type: none"> o The Internal Resourcing Team on an on-going basis manages Growth Pool (Bench) consisting of new hires, skilled engineers coming from various existing customer programs, either upon completion of a project, or rotation for newer customer opportunities. o External Hiring is being done either to hunt for niche skills unavailable in the existing pool of engineers or being hired for strategic needs. Unique methods of attracting talent are being executed, like campus hires, encourage home coming of ex-Sasians, through Employee referrals from existing employees, sourcing through network of Leaders using professional social media network like LinkedIn has been giving us good results. o Together these help us fulfil Demands from customers. The organized planning ensures timelines are met, and application of key qualification criteria for ensuring available engineers in the Pool for timely closure of customer opportunities to 'won' stage. o Developing in-house capabilities to train fresh engineers, allows us edge on making talent available on time for various customer needs in Product Engineering and Digital areas. ▪ Risk: <ul style="list-style-type: none"> o The unavailability of talent, either in internal pool or external market, or exorbitant salaries in niche skills poses challenges to fulfil various customer opportunities. o Prevalence of high attrition in the tech industry is another challenge to deal with. ▪ Mismatch in Demand and Supply leads to challenges in meeting either of the same, thereby impacting the topline. 	<p>Approach to mitigate risk with respect to availability of Talent:</p> <ul style="list-style-type: none"> ▪ Retain right set of people in existing programs and rotate others to seed new customer opportunities, thereby eliminating the wait from external hiring. ▪ Cross-upskill engineers in pool to cater to various demands in niche skills on continual basis. ▪ Develop capability of fresh engineers from college to ensure we meet supply requirements at the bottom of the workforce pyramid, with these rigorously trained engineers, producing a world class talent for our business needs. <p>Efforts on retaining key talent, and diversifying the work across various locations, provides advantage both to employees as well as the Company in ensuring that we fulfill their career progression needs on one end, and meet business demands on the other end. Non-availability of trained and capable resources may lead to loss of business, inability to service the customers, high cost of recruiting and therefore dilution in margins.</p>	<p>Positive: The threat has a potential to be converted into an opportunity and thereby paving way for growth.</p>

Annexure to Board's Report (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Cyber Vulnerability and Threats	Risk	<p>Cyber security threats is a major risk for any organization because of the increasing frequency, sophistication, and impact of cyber-attacks. A successful cyber-attack can result in loss of sensitive data, financial losses, damage to organization's reputation, and legal liabilities. With more organizations relying on digital technologies, the potential attack surface for cyber criminals continues to grow, making it crucial for organizations to take proactive measures to prevent, detect, and respond to cyber threats. Hence at Sasken we have taken up this as one of the Major Risks.</p>	<p>At Sasken, we have put in practice to mitigate cyber security risks by implementing a comprehensive cyber security program that includes the following:</p> <ol style="list-style-type: none"> 1. Conducting regular security risk assessments to identify potential vulnerabilities and threats. 2. Implementing security policies and procedures that are enforced and regularly updated. 3. Providing security awareness training to employees to educate them about cyber security best practices and how to identify and respond to security incidents. 4. Deploying security technologies such as firewalls, intrusion detection and prevention systems, and anti-virus/anti-malware software. 5. Monitoring and logging all network activity to detect and respond to potential security incidents. 6. Conducting regular security testing and assessments to identify and address vulnerabilities. 7. Developing an incident response plan to ensure a timely and effective response to security incidents. 8. Regularly reviewing and updating the cyber security program to ensure it remains effective and aligned with the organization's business objectives and changing threat landscape. <p>By implementing these measures, Sasken has tried to reduce the likelihood and impact of cyber security incidents.</p>	<p>Positive: The robust mitigation plan comes with benefits. However, it may entail use of resources and expenditure, including suitable insurance covers, but that is the essential feature/cost of doing business.</p> <p>Data breaches: Cyber-attacks can result in the loss, theft, or exposure of sensitive data, including personal information, financial data, and intellectual property.</p> <p>Financial losses: Cyber-attacks can result in financial losses due to theft, fraud, or business interruption.</p> <p>Damage to reputation: A data breach or cyber-attack can damage our reputations, leading to loss of customer trust and loyalty, and negative media attention.</p> <p>Legal liabilities: Regulatory fines and legal claims may arise resulting from a data breach or other cyber-attacks.</p> <p>Business interruption: Cyber-attacks can disrupt our operations, leading to downtime, lost productivity, and missed business opportunities.</p> <p>Intellectual property theft: Cyber-attacks can result in the theft or compromise of our intellectual property, including trade secrets and proprietary information.</p> <p>Mitigation steps implemented by Sasken have ensured that so far, we have been able to predict and protect Sasken from external and internal Cyber threats listed herein above. However, this is an ongoing activity which needs to continuously be invested, implemented and monitored.</p>

Annexure to Board's Report (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Business Continuity & Disaster Management	Opportunity and Risk	<p>Changes in the geo-political situation, environmental degradation and climate changes pose challenges and can result in positive outcomes/opportunities and at the same time pose risks.</p> <p>Opportunity:</p> <ul style="list-style-type: none"> The geo-political situation can potentially impact us in many ways, in addition to the disruption that has happened due to COVID. Delays in visa processing, movement restrictions between any two countries due to certain political developments, war like situation, increased tendency to retain jobs in home country, etc. have the potential to disrupt. Hiring locally and using the development centres outside the home country has helped us overcome some of these factors. <p>Risks:</p> <ul style="list-style-type: none"> Environmental degradation, and changes in climate resulting in extreme weather conditions can potentially pose risk to the physical assets and to the personal safety of our workforce. Multiple strategies and tactical steps are needed to manage this and if not managed correctly could lead to certain potential loss situations. 	<p>To manage environmental risk / climate change/extreme weather which could impact our people, organization, and in turn business also. We have adopted several strategies and taken tactical steps, including:</p> <ul style="list-style-type: none"> - Conducting risk assessments to identify potential environmental and climate-related risks and vulnerabilities. - Developing and implementing emergency preparedness and response plans to mitigate the impacts of extreme weather conditions. - Investing in climate-resilient infrastructure, such as flood barriers and backup power systems, to protect physical assets. - Implementing sustainable business practices to reduce the organization's environmental footprint. - Educating and training employees on environmental and climate-related risks, and how to respond in emergency situations. - Engaging with stakeholders, including customers, suppliers, to create a business continuity plan, with a proper planning for Recovery time objective accepted by all stake holders. 	<p>Positive: Demonstrates our ability to manage the situation with the least disruption to the ongoing engagements.</p> <p>But all these come with significant operating expenses and have to be factored in and controlled well.</p>

Annexure to Board's Report (Contd.)

S. No.	Material issue identified	Indicate whether risk or opportunity	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Employee engagement, reputation and retention	Opportunity and Risk	<p>Opportunity:</p> <ul style="list-style-type: none"> This helps us to hone our methods and practices to provide a world class employee engagement experience. The fact that some ex-employees have expressed willingness to come back to Sasken has to be leveraged to send the message of the good practices we follow in our work culture. <p>Risk:</p> <ul style="list-style-type: none"> This pre-supposes that employees will return from "work from home" to "work from office" fully. Their preferences to work remote may come in the way of promoting homogenous work culture, increasing the emotional connect towards the organization. Additionally, remote working comes with the risk of possible moonlighting by employees, which may result in violating certain contractual clauses. The Company has devised methods of checking this and has a structured method of intervention. 	Our approach includes skill training, promoting a positive work environment, periodic meetings - small group, functional, Business update meetings where the state of affairs of the business is explained, rewards and recognition, Team and Individual achiever of quarter award, etc. which helps to promote stickiness.	Positive: Helps to enhance employee and customer experience.

Section B: Management and Process Disclosures

S. No.	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7 ^	P8	P9
Policy and management processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGBRCs (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
	b. Has the policy has been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
	c. Weblink of the policies, if available	www.sasken.com/investors/corporate-governance Some policies may also include a combination of internal policies placed on intranet and policies placed on the Company's website which are accessible by all concerned stakeholders.								
2	Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, these extend to value chain partners wherever it is relevant and to the extent applicable.								
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g.SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 27001	ISO 14001	ISO 14001/ 27001/ 27701*	ISO 9001/ 27001/ 27701*	ISO 14001/ 27701*	ISO 14001	ISO 27001/ 27701*	ISO 9001/ 27701*	ISO 9001/ 14001/ 27001/ 27701*

* In addition, we are in compliance with the Data Privacy regulations across national and international geographies, like EU GDPR, UK GDPR, CCPA, Japan APPI, (where we operate), relevant sections of IT Act 2000 enacted in India on this.

^ The Company does not attempt to influence public and regulatory policies directly. It participates in policy deliberations by industry bodies like NASSCOM, and so any influence is only through such participation.

Annexure to Board's Report (Contd.)

5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	We have set our ESG vision in the year 2022. We are aiming to become Carbon neutral organization for all India operations.								
		<table border="1"> <thead> <tr> <th data-bbox="636 243 905 300">Goal</th> <th data-bbox="913 243 1128 300">Base year</th> <th data-bbox="1136 243 1221 300">Target Year</th> <th data-bbox="1228 243 1407 300">Expected Results</th> </tr> </thead> <tbody> <tr> <td data-bbox="636 302 905 396">To become carbon neutral for India operation centres by end of 2026</td> <td data-bbox="913 302 1128 396">2018-19 (CO₂e emission 3416 tons per annum)</td> <td data-bbox="1136 302 1221 396">2026</td> <td data-bbox="1228 302 1407 396">Carbon Neutral for India centres</td> </tr> </tbody> </table>	Goal	Base year	Target Year	Expected Results	To become carbon neutral for India operation centres by end of 2026	2018-19 (CO ₂ e emission 3416 tons per annum)	2026	Carbon Neutral for India centres
Goal	Base year	Target Year	Expected Results							
To become carbon neutral for India operation centres by end of 2026	2018-19 (CO ₂ e emission 3416 tons per annum)	2026	Carbon Neutral for India centres							
6	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met	For the year 2022-23 our CO ₂ e emission stands at 440 tons per annum.								

Governance, leadership and oversight

7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)	<p><i>We need to take a long-term view when it comes to using fragile natural and environmental resources. We must pass on a world that is economically, socially, and environmentally better than what we inherited for generations to come. Our values and beliefs enshrine our commitment to adhere to pro-environmental principles. Since our inception, we have pioneered, or readily adopted, and promoted 'environmentally sustainable' practices.</i></p> <p><i>We have a core group called 'Prakriti,' who have made it a point to implement the ideology of embracing eco-friendly practices by all Sasians. I take this opportunity to promise that I will wholeheartedly support our sustainability initiatives.</i></p> <p>Rajiv C Mody Chairman & Managing Director</p> <p><i>As a responsible corporate citizen, Sasken is committed to creating a sustainable future for all. We firmly believe that combining our expertise in cutting-edge technology with our unwavering commitment to ESG principles will help us build a better future for the world we share.</i></p> <p><i>Our efforts are driven by our commitment to the environment, health, and safety. We are constantly striving to become one of the most sustainable organizations in India by leveraging technology to solve underserved problems and embracing eco-friendly practices. We value transparency and are dedicated to reporting our progress in ESG through our Business Responsibility and Sustainability Report and compliance with various international standards. I firmly believe that leaders who prioritize ESG and sustainability within their organizations not only enhance their bottom line, but they also build a better world for future generations.</i></p> <p>Abhijit Kabra Chief Executive Officer</p>
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	<p>Name: Rajiv C. Mody Designation: Chairman & Managing Director Telephone: 080 6694 3000 Email ID: esg@sasken.com</p>
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Risk Management Committee of the Board is responsible for decision making on sustainability related issues.

Annexure to Board's Report (Contd.)

10	Details of review of NGBRCs by the Company:																						
	Subject for review	Indicate whether review was undertaken by Director / Committee of the Board /Any other Committee									Frequency (Annually/ Half yearly/Quarterly/ Any other - please specify)												
		P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9				
	Performance against above policies and follow up action	Committee of the Board									Annually									NA		Annually	
	Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances																						
11	Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P1	P2	P3	P4	P5	P6	P7	P8	P9				
											Yes*						No	Yes *					

* This is certified by the authorized certification body associated with the accreditation board listed with ISO.

^ The Company does not attempt to influence public and regulatory policies directly. It participates in policy deliberations by industry bodies like NASSCOM, and so any influence is only through such participation.

12 If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:

S. No.	Questions	P1	P2	P3	P4	P5	P6	P7			P8	P9
1	The entity does not consider the Principles material to its business (Yes/No)	NA										
2	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)											
3	The entity does not have the financial or human and technical resources available for the task (Yes/No)											
4	It is planned to be done in the next financial year (Yes/No)											
5	Any other reason (please specify)	-	-	-	-	-	-	Though the Company considers representation to the relevant authorities on issues which it considers necessary for Business Conduct, the Company does not attempt to influence public and regulatory policies directly. It participates in policy deliberations through Trade Bodies like NASSCOM and will continue to work in that fashion.			-	-

Annexure to Board's Report (Contd.)

Section C: Principle wise Performance Disclosure

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programs on any of the Principles in the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	Percentage of persons in respective category covered by the awareness programmes*
Board of Directors (BoD)	6	<ol style="list-style-type: none"> 1. Code of Conduct and Director's Independence criterion 2. Insider Trading Regulations, Related Party Transactions, Forex and Hedging 3. General Awareness Session on BRSR statutory requirements 4. Regulatory updates at quarterly intervals 5. Brief Overview of the entire BRSR format and 9 principles 	100%
Key Managerial Personnel (KMPs)	7	<ol style="list-style-type: none"> 1. Addressing Sexual Harassment at Workplace 2. Discipline at Workplace 3. Company Code of Conduct 4. Information Security Awareness 5. Environment Management System 6. Insider Trading Regulations 7. Other Leadership trainings, on need basis & tailor made 8. Privacy Information Management System Awareness 	100%
Employees other than BoD and KMPs	6	<ol style="list-style-type: none"> 1. Addressing Sexual Harassment at Workplace 2. Discipline at workplace 3. Company Code of Conduct 4. Information Security Awareness 5. Environment Management System 6. Insider Trading Regulations 7. Privacy Information Management System Awareness 	100%

* Targeted coverage is 100%.

We use a mix of personalized face to face session(s) or via eLearning platform, depending on the need. Some of the programs listed above are on e-Learning platforms and all employees are mandated to complete the e-Learning course and successfully undergo the tests to assess the understanding of the principles.

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):

Sasken accords highest priority to conduct the business in strict compliance with the applicable laws. We take pride in being a good corporate citizen. There are no monetary or non-monetary actions on the Company or its Directors / KMPs with regulators / law enforcement agencies / judicial institutions, in the financial year.

3. Of the instances disclosed in Question 2 above, details of the Appeal / Revision preferred in cases where monetary or non-monetary action has been appealed.

Not applicable.

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, the points relating to anti-corruption or anti-bribery policy are embedded in the Business Code of Conduct of the Company ('Code') which is also applicable to our wholly owned subsidiaries and branches.

Annexure to Board's Report (Contd.)

Sasken is a strong endorser of ethics and has stringent, 'zero tolerance' stance towards lack of integrity. It is all pervasive, across locations and units, with our training on integrity covering and binding by our Code aligned to our ethical values.

Please refer www.sasken.com/investors/corporate-governance for the Policy.

5. Number of Directors / KMPs / employees / workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption:

To the best of our knowledge, none of the Directors, KMPs, employees have been charged with bribery/corruption or has any disciplinary action taken against them.

6. Details of complaints with regard to conflict of interest:

None. Sasken has a Code as per which all the Directors, KMPs, Employees have to declare Conflict of Interest, if any, in any transaction. Additionally, for business reasons, if the transactions have to be carried out, they will abstain from decision making for those transactions in which they have a conflict of interest.

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.

Not applicable.

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:

There were no such formally conducted awareness programmes for value chain partners. However, Sasken value chain partners are aware of our Code. Additionally, they are encouraged to write to a designated e-mail ID mentioned in the Purchase Orders in case they experience any improper conduct by anyone in Sasken in their business dealings. To orient our employees towards proper and ethical conduct, all employees and contractors are mandated to undergo e-Learning module on the Code.

2. Does the entity have processes in place to avoid / manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has a Code to ensure that there is no conflict of interest inflicting any apprehension in the minds of its stakeholders, the Company's Board, which may arise during the course of its business activities.

Further, as defined in applicable laws, to avoid / manage conflict of interests involving members of the Board, the Company receives from the members of the Board a list of entities in which they are interested, at the beginning of every Financial Year and whenever if there is a change in the same. The said list is monitored by the Company to prevent any conflict of interests.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

We strive to carry on our operations within the boundaries of Environmental, Social, and Governance (ESG) principles. Being a Company which strives to be a good corporate citizen, we strive to ensure that our processes and operations optimally use energy, emissions, and water, and manage waste efficiently. Through CSR we have been striving to make a difference, leveraging technology in this process.

Though the Company has not incurred any R & D or Capex in the current fiscal, it has, in one of the earlier years, invested in Waste Management System at a cost of about ₹ 51.16 lakhs. The dry organic waste, especially leaves, are being collected from the neighborhood and processed to become manure for plants. The manure produced is being distributed freely to the neighborhood. This is being carried out as part of CSR initiatives and in partnership with Bruhat Bengaluru Mahanagara Palike. Additionally in the current financial year we have funded ₹ 130.55 lakhs to Vittala International Institute of Ophthalmology, Bengaluru for procuring equipment and also to carry out some repairs and upgradations for the specially designed mobile van to be used for diabetic retinopathy screening and treatment for the benefit of rural populace. This would be our contribution to the health care sector which would prevent people in rural areas of Karnataka from losing their eyesight due to diabetic conditions.

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Yes. In our sourcing contracts, we endeavor to partner with those who conform to ESG norms. Checks and balances are in place to ensure that we don't contract with those who violate principles of human rights.

For instance, we do not engage with those whom we get to know are indulging in child labour, etc. Also we expect our partners to add the governance aspect to this in the course of their doing business.

Annexure to Board's Report (Contd.)

We have periodic audits to ensure that the partners comply with the applicable contribution provisions pertaining to Employees Provident Fund Act and Employees State Insurance Act. Our Sustainable Procurement policy guides our efforts to ensure we work with suppliers who endorse environmental protection and demonstrate responsible usage of natural resources, protect human rights, and adhere to all applicable laws of the land.

In addition, as a service Company, human resources form the largest part of our investments. The Company follows an equal opportunity talent-hiring.

b. If yes, what percentage of inputs were sourced sustainably?

In FY 2023, about 17.64% of our procurement was sourced from those entities who are bigger corporates or who have made significant steps to conduct their operations sustainably. The balance of the partners are small and medium enterprises. We encourage these partners to adopt the ESG principles in the course of doing business.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging); (b) E-waste; (c) Hazardous waste; and (d) other waste.

This question is not applicable to us as we are a Software Services Company and do not manufacture any products. However, having said this, it is important to note the following:

Recycle and reuse principle takes not only systemic structures and capacity but also advocacy and awareness. Our investments in recycling have gone a long way in resource conservation, and our recycling efficiencies have always been high. Our advocacy and awareness campaigns have also worked hard towards decreasing generation of waste in the first place. Our people have enthusiastically spearheaded waste management efforts, details are made available in our Sustainability Report (www.sasken.com/sustainability).

- Almost 100% of paper waste / tissue paper waste generated in the campus is donated to Khadi Gram Udyog for recycling.
- 100% of food waste is recycled to generate Biogas for cooking.
- In addition to the disposal of the electronic waste in a responsible manner, we also encourage employees to deposit the Electronic waste, which is generated in their houses, in an earmarked yard in Sasken office.
- The electronic wastes, thus collected, are recycled through Government certified E-waste recycling agencies.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

No. Given the nature of our operations, this is not applicable to us.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?

Not applicable.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

Not applicable.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Not applicable.

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed, as per the following format:

This question is not applicable to us as we are a Software Services Company and do not manufacture any products.

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

This question is not applicable to us as we are a Software Services Company and do not manufacture any products.

Annexure to Board's Report (Contd.)

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health Insurance ^		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities#	
		No. (A)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No.(F)	% (F/A)
Permanent Employees											
Male	956	784	82%	947	99%	NA	NA	956	100%	NA	NA
Female	473	348	74%	471	99.60%	348	100%	NA	NA	NA	NA
Total	1,429	1,132	79%	1,418	99%	348	33%	956	67%	NA	NA
Other than Permanent Employees											
Male	50	12	24%	17	34%	NA	NA	17	34%	NA	NA
Female	12	1	8%	2	17%	1	8%	NA	NA	NA	NA
Total	62	13	21%	19	31%	2	3%	17	27%	NA	NA

^ Health insurance is offered to all permanent employees and extends to others as well. The employees may decide to opt out of Health Insurance.

*Maternity benefits – the insurance coverage is applicable only for employees who have opted for it and up to max of two children but the leave related to maternity can be availed by all Female employees.

During FY23 most of the employees continued to “work from home / hybrid mode”, hence, Day Care Facilities were suspended.

- b. Details of measures for well-being of workers:

Not applicable.

2. Details of retirement benefits, for Current FY and Previous FY.

Benefits	FY 2023			FY 2022		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/NA)
PF	100%	NA	Y	100%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI ^	0%	NA	NA	0%	NA	NA
Others- Superannuation*	1.6 %(25)	NA	Y	1.76%(23)	NA	Y

^ Applicable to employees as per the threshold limit prescribed under the Employee State Insurance Act, 1948.

- No. of employees opted for Superannuation Scheme are provided in brackets.

3. Accessibility of workplaces: Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes. In our own premises, we have ensured that the facility is Disabled Persons friendly both in terms of access into office and movement within the premises, washrooms, etc. In those locations which are leased and have lesser number of employees, our endeavor is to provide this to the extent possible.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

We do not have a separate written policy for this. However, it is our spirit not to discriminate in favor of or unfavorably against any gender, caste, creed or religion or persons with disabilities. We take pride in calling ourselves as equal opportunity employer.

Annexure to Board's Report (Contd.)

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to Work rate	Retention rate	Return to Work rate	Retention rate
Male	100% (28)	89% (25)	NA	NA
Female	100% (37)	89% (33)	NA	NA
Total	100% (65)	89% (58)	NA	NA

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If yes, give details of the mechanism in brief.

	Yes / No (If Yes, then give details of the mechanism in brief)
Permanent Employees	Yes, see note below
Other than Permanent Employees	Yes, see note below

Various avenues are available for employees to put forth their grievances. In addition to the Internal Committee formed under Prevention of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Whistle Blower platform, many forums like Business HR intervention, Team meetings, Quarterly business update meetings, meeting with CEO, etc. provide opportunity for the employees to share their thoughts and suggestions.

This will be apart from the informal group meetings with the reporting Manager. Ken genie (Grievances) Support Desk Tool / Incident Reporting Tool are also available for employees to report their grievances of any kind.

7. Membership of employees and worker in association(s) or Unions recognized by the listed entity:

This is not applicable to us, as we do not have association(s) or Union(s).

8. Details of training given to employees and workers:

Category	FY 2023*					FY 2022				
	Total (A)	On Health and safety measures		On skill upgradation		Total (D)	On Health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (B/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	973	389	39.98%	973	100%	907	162	17.86%	870	95.92%
Female	475	203	42.74%	475	100%	442	94	21.27%	424	95.93%
Total	1,448	592	40.88%	1,448	100%	1,349	256	18.98%	1,294	95.92%

* Total FY 2023 includes 1,429 permanent employees and 19 contractors.

9. Details of Performance and career development reviews of employees and workers:

Category	FY 2023			FY 2022		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	956	956	100%	888	888	100%
Female	473	473	100%	436	436	100%
Total	1,429	1,429	100%	1,324	1,324	100%

Annexure to Board's Report (Contd.)

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage of such system?

Yes, this has been implemented in Sasken and covers entire organization.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Following process is carried out to assess the work-related Hazard:

- Hazard identification: This involves identifying potential hazards in the workplace, including physical, chemical, and ergonomic hazards. This is done through workplace inspections, hazard reporting by employees, and reviewing incident reports and near-miss events, if any.
- Risk assessment: Once hazards are identified, we assess the risk associated with each hazard. This involves evaluating the likelihood and severity of harm that could result from exposure to the hazard, as well as any existing controls that are in place.
- Control measures: Appropriate control measures are implemented to eliminate or minimize the risks associated with the identified hazards. This includes physical controls such as installing safety guards or barriers, administrative controls such as implementing safe work procedures, or providing personal protective equipment (PPE) such as gloves, helmets and / or masks.
- Review and monitoring: We regularly review and monitor the effectiveness of the control measures in place and make changes as needed for improvement. This includes conducting regular inspections, audits, and risk assessments, as well as monitoring such incidents.
- Non-routine risk assessment: In addition to routine hazard identification and risk assessment, the organization also conducts non-routine risk assessments when new hazards are introduced, or when changes are made to existing work processes, equipment or facilities.

- c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No).

Yes, we have a process for employees to report work related hazards.

- d. Do the employees / workers of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes. Sasken provides hospitalization insurance to its employees, their family and dependents. This is in addition to the insurance coverage as per law.

11. Details of safety related incidents during the current financial year.

We did not have any such incidents arising out of employment and occupation.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Please refer to the Environment, Health and Safety Policy (www.sasken.com/ehs-policy) for the various measures taken by Sasken to ensure Employee Welfare and Safety and to mitigate the Occupational Health and Safety issues.

13. Number of Complaints on the following made by employees and workers:

	FY 2023			FY 2022		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

Annexure to Board's Report (Contd.)

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	80% (Under ISO14001)
Working conditions	80% (Under ISO14001)

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

There have been no significant risks / concerns arising from assessments of health and safety practices and working conditions.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees - **(Y/N)** (B) Workers - **(Y/N)**.

Yes. We do have a Life insurance policy which covers all the employees of the organization. We do not have any workers in our organisation.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

We have a system of audit of the compliances by the supply chain partners and appropriate actions are being taken wherever required.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

We have no such known cases of occupation related injury / ill-health.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes / No)

Yes. In case of those who retire from employment, the organization ensures that all the financial transactions and settlements are completed as soon as possible, so that it provides them with the necessary financial security. This includes all those settlements which have to be made through third parties also.

5. Details on assessment of value chain partners:

The value chain partners are encouraged to practice these. However, these are not being assessed by us.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Nil
Working conditions	Nil

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not applicable.

Annexure to Board's Report (Contd.)

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.

Our stakeholders are our Investors, clients, employees, suppliers, regulators and the Community

The Company has developed a Stakeholder Engagement Framework which augments the process of identifying them. The framework has dual aspect dimension which covers the stakeholder's interest as well as stakeholder's influence. On this basis the stakeholders are identified and the modes as well as the level of engagements are also determined.

Further, the Company considers the following elements while identifying stakeholder groups:

- Dependency
- Responsibility
- Attention
- Influence

- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually / Half yearly / Quarterly / others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Emails, SMS, Newspaper advertisement, Stock Exchange filings, Members meetings, Website, Annual Reports and others.	Quarterly, Half-yearly and Annually as well as on a case-to-case basis.	Information sharing, financial results, corporate actions, regulatory communications, etc.
Customers	No	Site Visits, Meetings, E-mails, C-SAT surveys, etc.	As agreed with the Customers and on need basis.	Review of engagement, Project progress, account mining, etc.
Employees	No	Business update meetings, small group meetings, mailers, group meetings, etc.	Quarterly business meets and need based.	Affairs of the organization, way forward, plans, results, etc.
Suppliers and vendors	Mixed	V-SAT survey, performance evaluation.	Need based.	Engagement matters and progress.
Communities	Mixed	Surveys, 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.

Leadership Indicators

- Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

Management interacts with our stakeholders like Investors, Employees, Customers, etc. in the course of doing business. These are done on planned occasions or on a need basis. Any feedback or matter to be considered by the Board is brought to its attention. Suggestions, complaints or grievances are brought to their attention using defined processes and depending on the significance, it is taken to the respective Committees of the Board for its resolution.

- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Yes, we do take into account suggestions and ideas provided by any stakeholders, evaluate and implement them wherever feasible. For instance, in Corporate office, the power requirement (over and above the minimum threshold purchase required from the Government) is fully met by clean energy. For this, we consulted business associates who are in this area of business and have tied up with a selected partner. Similarly, initiatives which have social impact like vehicle emission check and reduction, health-conscious initiatives like no smoking campaign, environmental initiatives like seed ball distribution, organic manure distribution etc. were all received from stakeholders.

Annexure to Board's Report (Contd.)

- Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable / marginalized stakeholder groups.

Our endeavor is to identify those projects that have impact on and touches the life of the members of these sections of the society. In this, we ensure that the activities are within the framework we have devised so that we provide meaningful and focused help to them.

As a socially responsible Organization, we are committed to working for the welfare of the communities around us. Our community engagement interventions include:

- Uplifting of underprivileged children education and funding of medical equipment for identifying various ailments.
- SEWA: Financially and economically empower women from rural areas via digital solution platform built by Sasken.
- Fully operational Organic waste composter plant taking wet and dry waste as input and generating Environment friendly compost for green neighbourhood is set up and operated by Sasken.
- Employees Volunteering through a group called Prakriti in many social outreach programs like Neighbourhood cleaning drive, E-waste collection drive, Tree planting drive, Educating school children on the effect of de-forestation.
- Blood donation camps in campuses, as well channelize such needs through Internal communication to help needy.
- Supporting employment for People with Special needs with a broad range of disabilities and challenges like cognitive speech impairment, mobility challenges, and integrates them into the work fabric of the Company.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

- Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2023			FY 2022		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	1,429	1,395	96%	1,324	974	74%
Other than Permanent	19	19	100%	25	19	76%
Total	1,448	1,414	96%	1,349	993	74%

- Details of minimum wages paid to employees and workers, in the following format:

All employees have been paid equal to or more than the minimum wages defined as per local jurisdiction and regulatory guidelines in all the jurisdictions in which we operate.

- Details of remuneration / salary / wages, in the following format:

	Male		Female	
	Number	Median remuneration / salary / wages of respective category	Number	Median remuneration / salary / wages of respective category
BoD	10	285.71	0	0
KMP	5	141.04	0	0
Employees other than BoD and KMP	959	11.51	471	7.88

Annexure to Board's Report (Contd.)

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes / No)

Yes. There are several focal points through which this can be raised in Sasken:

- Business HR primes (an HR Representative assigned for a set of employees based on his Work Group)
 - Ken genie calls (an Intraweb exclusively for employees to interact with)
 - Ken-Pal (An Employee Assistance Program)
 - Internal Committee for Prevention of Sexual Harassment
 - Disciplinary Committee.
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

In order to redress grievances related to Human Rights, following are the mechanisms which are established and adopted by the Company:

- The Business HR primes are the focal point between the HR function and the employees. Each of the business unit has a dedicated HR prime, who have formal meetings with the team, including one-on-one meetings. Any issues of concern can be raised in these meetings.
- A ticket can also be raised in the dedicated tickets resolution portal, which will be attended by the Subject Matter Expert.
- In case the employees require expert advice on matters which have psychological impact and require counselling and guidance, then there is a dedicated helpline; and these matters will be attended to in strict confidence on an anonymous basis.
- Actions and conduct which violate the internal guidance and policies are brought to the attention of respective committees for suitable resolution.

6. Number of Complaints on the following made by employees and workers:

	FY 2023			FY 2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	1	0	Resolved	0	0	-
Discrimination at workplace	Nil			Nil		
Child Labour						
Forced Labour / Involuntary Labour						
Wages						
Other human rights related issues						

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Sasken commits to protect the complainants and ensure that they are not retaliated because they raise the issues in good faith. Sasken does not tolerate any form of retaliation and proper channels / processes have been defined to curb any such practice. To create awareness upon joining Sasken, every employee is provided with an orientation / induction program on Code of Conduct, Discipline at workplace, Addressing Sexual Harassment at workplace, etc. Apart from it, during each year every employee is mandated to successfully complete an e-learning and pass e-test on these topics. Periodical internal communication on these topics provides supplement to the e-learning modules.

8. Do human rights requirements form part of your business agreements and contracts? (Yes / No)

Yes.

Annexure to Board's Report (Contd.)

9. Assessments for the year:

100% of Company's offices located in India were assessed.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)*
Child Labour	100
Forced /Involuntary Labour	100
Sexual Harassment	100
Discrimination at workplace	100
Wages	100

*India operations

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

There were no significant risks / concerns which arouse from said assessments.

Leadership Indicators

1. Details of a business process being modified / introduced as a result of addressing human rights grievances / complaints.

We have not modified / introduced any business process as a result of addressing human rights grievances / complaints, since there were no Human Rights related grievances or complaints.

2. Details of the scope and coverage of any Human rights due diligence conducted.

We did not conduct any third party due diligence.

3. Is the premise / office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, Sasken owned premises / office accessible to differently abled visitors.

4. Details on assessment of value chain partners:

The Company has not conducted assessment for the Value Chain Partners.

However, checks and balances are in place to ensure that Company does not contract with those who violate principles of human rights.

	% of value chain partners (by value of business done with such partners) that were assessed
Child Labour	Nil
Forced /Involuntary Labour	Nil
Sexual Harassment	Nil
Discrimination at workplace	Nil
Wages	Nil

5. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.

Not applicable.

Annexure to Board's Report (Contd.)

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format.

Parameter	FY 2023	FY 2022
Total electricity consumption (A)	23,13,550 kwh (8,328,780,000,000 joule)	18,76,425 kwh (6,755,130,000,000 joule)
Total fuel consumption (B)	9,696 kwh (34,905,600,000 joule)	14,084 kwh (50,702,400,000 joule)
Energy consumption through other sources (C)	Nil	Nil
Total energy consumption (A+B+C)	2,323,246 kwh (8,363,685,600,000 joule)	1,890,509 kwh (6,805,832,400,000 joule)
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	1,871.14 Joule / ₹	1,522.61 Joule / ₹
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The assessment / evaluation have been carried out in-house.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No, we have not been identified as designated consumers.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2023	FY 2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	Nil	Nil
(ii) Groundwater	400 KL	159 KL
(iii) Third party water	1,320 KL	742 KL
(iv) Seawater / desalinated water	Nil	Nil
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	1,720 KL	901 KL
Total volume of water consumption (in kiloliters)	1,720 KL	901 KL
Water intensity per rupee of turnover (Water consumed / turnover)	0.000384 ltr / ₹	0.000201 ltr / ₹
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The assessment / evaluation have been carried out in-house.

4. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If yes, provide details of its coverage and implementation.

We have implemented a mechanism to ensure ZLD from Sasken's owned facility. The Process covers:

- **Conducting a water audit:** We have implemented this to understand the water usage and identify areas where water can be conserved.
- **Implement water conservation measures:** Implemented water conservation measures such as fixing leaks, using water-efficient aerators, and educating employees about water conservation.
- **Treating wastewater:** The wastewater generated is treated with advanced treatment technologies in our 60 KLD water treatment plant and every drop is put back to reuse. The solids generated during the treatment process are dried and used as fertilizers.

Rainwater harvesting helped us to recharge ground water by about 6,000 KL in FY 2023.

Annexure to Board's Report (Contd.)

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2023	FY 2022
NOx	mg/m ³	38.7	35.0
SOx	mg/m ³	18.5	19.3
Particulate matter (PM)	PM10	66.8	57.5
Persistent organic pollutants (POP)	POPs	Not Assessed	Not Assessed
Volatile organic compounds (VOC)	-	Not Assessed	Not Assessed
Hazardous air pollutants (HAP)	-	Not Assessed	Not Assessed

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. The assessment has been carried out by a third party called M/s SLN Testing Laboratory.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2023	FY 2022
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	43	67.16
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	79.4	165.04
Total Scope 1 and Scope 2 emissions per rupee of turnover	-	0.000000027 Ton / ₹	0.000000051 Ton / ₹
Total Scope 1 and Scope 2 emission intensity (optional) - the relevant metric may be selected by the entity	-	NA	NA

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No. The assessment has been carried out in-house.

7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Yes. Responsible sourcing - Procurement of green products - i.e. EPEAT- Silver category certified laptops/desktops, Bio-gas unit to treat food waste, Steel bubble tops for drinking water stations, benches made up of recycled plastic for reception area etc.

Green Energy procurement - We procure renewable energy (Wind energy) for our Bengaluru office campus.

8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2023	FY 2022
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.324	0.144
E-waste (B)	0.057	0.804
Bio-medical waste (C)	0.014	0.0004
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0.282 (DG Oil Filter, Soaked cotton waste)	0.657 (DG Oil Filter, Soaked cotton waste)
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	Food waste 3.95 Paper waste 5.50	Food waste 0.78 Paper waste 1.92 Metal 1.2
Total (A+B + C + D + E + F + G + H)	10.13	5.50

Annexure to Board's Report (Contd.)

Parameter	FY 2023	FY 2022
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of Waste: Food waste		
(i) Recycled	Nil	Nil
(ii) Re-used	3.95	0.78
(iii) Other recovery operations	Nil	Nil
Total	3.95	0.78
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste: Hazardous waste		
(i) Incineration	0.28	0.65
(ii) Landfilling	Nil	Nil
(iii) Other disposal operations	Nil	Nil
Total	0.28	0.65
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of Waste: Paper waste		
(iv) Recycled	1.97	0.55
(v) Re-used	Nil	Nil
(vi) Other recovery operations	Nil	Nil
Total	1.97	0.55

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The assessment/evaluation have been carried out inhouse.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

We follow the following waste management practices in our Organization, through certified agencies:

- Food waste is used for Biogas Generation.
- Paper waste is donated for recycling.
- Plastic waste is donated for recycling.
- E-waste is disposed of for recycling.
- Hazardous waste is Recycled (oil) + Incineration (medical waste + Oil-soaked cottons) through a certified agency
- Wastewater is 100% recycled.

As our operations do not involve hazardous and toxic chemicals, this is not applicable to us.

10. If the entity has operations / offices in / around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Not applicable.

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Not applicable.

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, we are compliant with applicable environmental law / regulations / guidelines in India.

Annexure to Board's Report (Contd.)

Leadership Indicators

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2023	FY 2022
From renewable sources		
Total electricity consumption (A)	22,13,000 kwh	16,72,200 kwh
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	22,13,000 kwh	16,72,200 kwh
From non-renewable sources		
Total electricity consumption (D)	1,00,550 kwh	2,04,225 kwh
Total fuel consumption (E)	6,976 kwh	14,084 kwh
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	1,07,526 kwh	2,18,309 kwh

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The assessment/evaluation have been carried out inhouse.

2. Provide the following details related to water discharged:

Parameter	FY 2023	FY 2022
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	Nil	Nil
- No Treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(ii) To Groundwater	Nil	Nil
- No Treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(iii) To Seawater	Nil	Nil
- No Treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(iv) Sent to third parties	Nil	Nil
- No Treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
(v) Others	Nil	Nil
- No Treatment	Nil	Nil
- With treatment - please specify level of treatment	Nil	Nil
Total water discharged (in kilolitres)	Nil	Nil

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The assessment/evaluation have been carried out inhouse.

Annexure to Board's Report (Contd.)

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) Name of the area

(ii) Nature of operations

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023	FY 2022
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	400	159
(iii) Third party water (BWSSB)	1,320	742
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	1,720	901
Water intensity per rupee of turnover (Water consumed / turnover)	0.000384 ltr / ₹	0.000201 ltr / ₹
Water intensity (optional) - the relevant metric may be selected by the entity	Nil	Nil
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	Nil	Nil
- No Treatment		
- With treatment - please specify level of treatment		
(ii) Into Groundwater	Nil	Nil
- No Treatment		
- With treatment - please specify level of treatment		
(iii) Into Seawater	Nil	Nil
- No Treatment		
- With treatment - please specify level of treatment		
(iv) Sent to third parties	Nil	Nil
- No Treatment		
- With treatment - please specify level of treatment		
(v) Others	Nil	Nil
- No Treatment		
- With treatment - please specify level of treatment		
Total water discharged (in kilolitres)	Nil	Nil

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The assessment/evaluation have been carried out inhouse.

4. Please provide details of total Scope 3 emissions & its intensity, in the following format:

Parameter	Unit	FY 2023	FY 2022
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	318.3 Metric tonnes of CO ₂ equivalent	88.9 Metric tonnes of CO ₂ equivalent
Total Scope 3 emissions per rupee of turnover	Tonnes / ₹	0.000000071 Ton/₹	0.000000019 Ton/₹
Total Scope 3 emissions intensity (optional) - the relevant metric may be selected by the entity	-	NA	NA

Note: Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

The assessment / evaluation have been carried out inhouse.

Annexure to Board's Report (Contd.)

5. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable.

6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Wheeling Energy	www.sasken.com/sustainability	80% of the Energy consumed by Sasken is through Green Energy. Thereby reducing 220 Tons of CO ₂ e/ Month
2	Sewage treatment Plant		To treat the wastewater in the campus. 60KLD, approximately 500 KL of water treated every month and are used for secondary purposes (Rest room flushing, gardening)
3	Bio-Gas		Food Waste is used to generate Bio-Gas which in turn used for low heat cooking in the campus café make it zero wet waste café
4	Paper waste donation		Except for the wet tissues, all the other papers produced in the campus is donated to Khadi-Grama Udyog, ensuring the paper-waste is recycled.
5	Plastic waste donation		Plastic waste generated from the Food packets (inside the cafe) is donated to Eco-Kaare for recycling into handicrafts. Rest of the plastic waste is donated to M/s. Hasiru Dala Innovations Private Limited or Recycling.
6	E-car Shuttle services for Employee movement		25 tonnes CO ₂ reduction per annum.

7. Does the entity have a business continuity and disaster management plan? Give details in 100 words / web link.

Yes.

- At Sasken business continuity planning is to ensure that business operations and functions continue as scheduled in the event of any turbulence or disaster. Risks faced by an organization may be internal to its operations (financial, legal, technical, operational) or caused by external sources such as dependency on suppliers and third-party providers. To develop an optimal business continuity strategy, an organization needs to first assess the impact of potential disasters. At Sasken, the policy is to have a Disaster Recovery Plan (DRP) as well as a Business Continuity Plan (BCP) to minimize the adverse impact on the business during and after a disaster and to facilitate the speedy recovery of operations. The DRP / BCP document lays down the principles and processes that go into creating an effective DRP / BCP for various sections of the organization.
- The DRP specifies the steps to be followed in the event of a crisis with the aim of minimizing the impact of the event on the employees, other people on site, company resources and Sasken's Programs and to facilitate a speedy recovery of the business.
- The BCP lays down the steps and actions to be taken to enable resumption of the operations that were disrupted by a disaster within the shortest possible timeframe.
- Sasken DRP and BCP are an independent set of activities coordinated by independent groups identified for each purpose. However, the two would often run in parallel in time frame and would thus require active co-ordination between the groups.
- At Sasken, a disaster is likely to affect different business functions in different ways. Thus, the impact of a potential disaster must be measured by the impact it has on the critical business functions of Sasken. The Sasken Management Team identifies its most critical business functions and then measures the impact of the disaster on each of these.
- The DRP and BCP is a comprehensive set of steps to be taken before, during, and after a disaster. The plan is well documented, communicated, and tested to ensure the continuity of business operations and availability of critical resources after a disaster.
- The plan is tested at regular intervals thus ensuring implementation effectiveness and efficiency. The BCP details the various possible incidents including the worst loss scenario level e.g., total loss or denial of access of the site. For incidents that result in lesser consequences, the relevant parts of the plan are selected.

Annexure to Board's Report (Contd.)

- There is a Defined BCP calendar planned at the beginning of the year and the same is executed during the year to ensure that the BCP is tested and updated at regular intervals.
8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.
- None.
9. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.
- 17.64%.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicators

1. a. Number of affiliations with trade and industry chambers / associations.
The Company has affiliations with 5 (five) trade and industry chambers / associations.
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of / affiliated to.

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

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.
We have not received adverse orders from regulatory authorities.

Leadership Indicators

1. Details of public policy positions advocated by the entity:
We forward our representation and suggestions on any matters impacting us or the industry, which may also be of benefit for all the entities, through any one or more of the Trade bodies. Whenever the Trade bodies seek comments and views on any topic, we share those with the bodies concerned and which is sent to those policy makers / Governments as the Trade Body's representation.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.
Not applicable as none of the activities have been notified as SIA projects.
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:
Not Applicable
3. Describe the mechanisms to receive and redress grievances of the community.
The Company has established a mechanism wherein the local employees frequently interact with community members to identify and mitigate any concerns. The community, if they have any concerns directly interact and raise their issues.

Annexure to Board's Report (Contd.)

The channels available for any grievance to be raised are as follows:

Email - Any grievance can be raised either by writing to whistleblower@sasken.com or to info@sasken.com. Each of these email IDs are mapped to the appropriate management representatives within Sasken.

Phone calls - Grievances can be raised on Sasken published Telephone numbers. There is a system to receive those calls and raise that with the respective functions within Sasken.

Letters - Grievances can be addressed to Sasken registered office address.

Personal visit to Sasken - Anyone can also walk into the office premise and register their grievances at the reception desk.

Every grievance however small it is, shall be addressed with utmost priority and shall be acknowledged and followed up till the resolution is done to the satisfaction of the complainant.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2023	FY 2022
Directly sourced from MSMEs / small producers	21.90%	33.65%
Sourced directly from within the district and neighbouring districts		
- Within District	67.84%	78.79%
- Neighbouring District	32.16%	21.21%

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Not applicable.

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

Though we have undertaken several CSR activities in rural areas, none of the activities have currently been undertaken in the Aspirational Districts as defined by Niti Aayog.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No)

Yes. Due to the technology dependent sector, wherever possible we do procure from these sectors, guided by our procurement policy.

- (b) From which marginalized / vulnerable groups do you procure?

We purchase from enterprises run by Women entrepreneurs / Small business units run by Women, Entities supporting Tribal Artisans, differently abled people (Visually challenged), Entities supporting economically weaker sections, etc.

- (c) What percentage of total procurement (by value) does it constitute?

The total procurement from these groups will constitute 1.94% in FY 2023 from the above-mentioned categories.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Not applicable.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Not applicable.

Annexure to Board's Report (Contd.)

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	SEWA Project	SEWA has been successfully using Sasken's solution - MMS (Membership Management System) for managing its membership base since March 2017. Both the android app and the portal application support Hindi, Bangla, Gujarati & English languages. Membership data has been uploaded from 10 states and 2 UT - Gujarat, J&K, UP, Rajasthan, Jharkhand, West Bengal, Maharashtra, Ladakh, Uttarakhand, Delhi, Punjab & Bihar. A total of 11.6 Lakh member data is managed by the system as on March 2023.	100%
2	Guardians of Dreams Foundation towards Scholastic awards to deserving children	150 students received scholastic awards.	100%
3	Royal Education and Charitable Trust (assist deprived in repairing their house)	1 Family	100%
4	Sasken Foundation	Domlur Senior Citizen charitable trust - 200 food kits donated and 2 patients supported for hospital expenses. Organic Waste Composting - Environmental benefits - 38 Tons of Dry leaves. Effectively means so much less burning and so much less Air pollution. By Setting up and operating this unit, Sasken has contributed towards reducing approximately 45 Tons of CO ₂ offset for FY 2023.	100% NA

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner.

Essential Indicators

- Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Our endeavor is to delight the customer and add value in the process. We are committed to continuously improving on the service levels with focus of quality, enhanced with necessary tools and process and confirmed by the requisite quality certifications.

The feedback from customers, which we receive at periodic intervals, provides us with the much-needed inputs and to remain focused. This feedback indicates that we are on the right track.

- Turnover of products / services as a percentage of turnover from all products / service that carry information about:

Not applicable.

- Number of consumer complaints in respect of the following:

	FY 2023		Remarks	FY 2022		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy						
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

We have not received any complaints on account of Data Privacy, Advertising, Cyber Security, Delivery of essential services, Restrictive and Unfair Trade Practices.

Annexure to Board's Report (Contd.)

4. Details of instances of product recalls on account of safety issues:

Not applicable.

5. Does the entity have a framework / policy on cyber security and risks related to data privacy? **(Yes/No)** If available, provide a web-link of the policy.

Yes, Sasken has a policy on cyber security and risks related to data privacy.

Since customers of Sasken operate in multiple jurisdictions around the world, we have adopted the privacy requirements to our entire services offered globally. We believe that use of uniform rules and program logic at our end will greatly help and enhance our customers' ability to comply with the Data privacy requirements in accordance with **Data Protection Regulations and prevalent laws across the globe**. A comprehensive applicability of respective policy elements as defined in Sasken Data Privacy Policy, applicable to various jurisdictions is accessible at Sasken Management System (intranet).

The needs and expectations of Interested parties in context of Data privacy is documented and defined internally and hosted in Sasken Management system, in addition, following is considered for the Needs and Expectations of Interested parties in context of Privacy controls at Sasken.

- Rights of Data Subjects.
- Requirements from Regulatory bodies like EU-GDPR/UK-GDPR/CCPA/PDPB and other data privacy controllers in Japan, Singapore, etc.
- Requirements from macro-economic changes which affects the PIMS (like recession).
- Requirements stated in the Data privacy agreements with Interested parties (like customers, vendors/suppliers, 3rd party sub-contracting firms/sub-contractors etc.) where obligations related to Controller, Processor, Sub-processor are clearly documented.
- Organization's own requirement in the data processing across countries, through binding corporate agreements.

All the matters related to the organization (Internal issues) are comprehensively identified in Integrated Management Systems Policy, and Privacy as a key consideration in these matters is defined in the needs and expectations from the interested parties in Data Retention and Disposal.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

There were no such instances in the current year.

Leadership Indicators

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Details about our offerings and services are available at www.sasken.com.

2. Steps taken to inform and educate consumers about safe and responsible usage of products and / or services.

In the industry we operate, the output we provide to customers are in the nature of bundled software codes, for which these do not apply.

3. Mechanisms in place to inform consumers of any risk of disruption / discontinuation of essential services.

We have implemented and follow the necessary safeguards for ensuring that the consumers and all other stakeholders are very well informed. For more details, please refer to Question 7 in Principle 6 (Leadership Indicators).

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes / No / Not Applicable) If yes, provide details in brief.

Not applicable.

- 4A. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes / No)

Yes. Sasken has Customer centricity as a core value in the Company.

We periodically carry out unbiased Customer satisfaction surveys to gauge ourselves before our customers and obtain quantitative and qualitative insights on our services in terms of excellence and value delivered to our customers. The survey enables us to comprehensively understand the expectations from customers, their needs and serves as one of the key inputs for

Annexure to Board's Report (Contd.)

us to make right business decisions. The survey framework includes a structured questionnaire, and the feedback is collected through a web survey hosted on our Company portal. The survey is designed to provide the following insights:

- Client expectations and fulfilment on their experience in Sales, Pre-sales, Delivery execution and post-delivery phases.
- Overall experience of working with Sasken as an organization, reflected through the Net Promoter Score questionnaire.
- Their feedback on value delivered through various project deliveries successfully.

Our Engineering and Sales team uses this information for reviewing their relationships with customers and identify areas of continual improvement to meet and exceed customer expectations. It also provides us an indicator for our investors to trust us in our service commitment to our key customers.

Our latest annual customer survey analysis conducted in FY 2023 indicates that a large set of customers are delighted with Sasken, sustaining the healthy, positive client sentiment attained over the years. Client sentiment around our resilience, agility, customer centricity, excellence in execution, quality of deliverables, post-delivery support and overall Company value, is extremely positive.

5. Provide the following information relating to data breaches:
 - a. Number of instances of data breaches along-with impact
 - b. Percentage of data breaches involving personally identifiable information of customers

We have no instances of data breach during FY 2023.

LIMITED ASSURANCE REPORT

To,
Board of Directors
Sasken Technologies Limited
139/25, Ring Road, Domlur, Bengaluru-560 071

Date: April 29, 2023

Limited Assurance Report regarding Business Responsibility and Sustainability Report prepared for the financial year 1st April 2022 to 31st March 2023.

In compliance with the regulation 34(2)(f) of Securities and Exchange Board Of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, Sasken Technologies Limited (“the Company”) has prepared its Business Responsibility & Sustainability Report (BRSR) which shall form part of the Annual Report of the Company for the financial year 2022-23.

J Sundharesan & Associates (“JSA”) was engaged by the Company to provide independent assurance on its sustainability disclosures in the Report that includes the Company’s sustainability performance for the period April 1, 2022 to March 31, 2023.

We have performed an independent limited assurance engagement on the non-financial information mentioned in the Business Responsibility and Sustainability Report of Sasken Technologies Limited for the period ended on March 31, 2023.

RESPECTIVE RESPONSIBILITIES

The Report content and its presentation are the sole responsibilities of the management of the Company. The Company’s management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement.

JSA’s responsibility, as agreed with the management of the Company, is to provide assurance on the Report content as described in the ‘Scope of assurance and methodology’ section below. We do not accept or assume any responsibility for any other purpose or to any other person or organisation. Any reliance a third party may place on the Report is entirely at its own risk.

ASSURANCE STANDARD

The assurance process was conducted in line with the requirements of NGRBC and other applicable guidelines.

SCOPE OF ASSURANCE AND METHODOLOGY

The scope of assurance engagement was limited to review of Business Responsibility and Sustainability Report of the Company for the financial year 2022-23. The sustainability disclosures covered in our review included:

1. Analysing the policy framework of the Company in context of BRSR;
2. Reviewing the Stakeholder Identification and Engagement practices of the Company;
3. Aligning the facts and data provided by the Company with the disclosure requirements of the BRSR.

We conducted review and verification of data collection, collation and calculation methodologies and general review of the logic of inclusion/omission of relevant information/data in the Report.

Our review was limited to review of consistency of data/information within the report as well as between the report and source.

LIMITATION TO OUR ENGAGEMENT

JSA did not perform any assurance procedures on the prospective information, such as targets, expectations, and ambitions, disclosed in the Report. Consequently, JSA draws no conclusion on the prospective information. JSA expressly disclaims any liability or co-responsibility for any decision a person or entity would make based on this Assurance Statement.

OUR ASSURANCE TEAM AND INDEPENDENCE

J Sundharesan & Associates is a professional services firm providing corporate law advisory services to various fortune 500 Companies across India. Our non-financial assurance practitioners for this engagement are drawn from a dedicated Sustainability and ESG Team in the firm. This team comprises of multidisciplinary professionals, with expertise across the domains of sustainability, global sustainability reporting standards and principles, and related assurance standards. This team has extensive experience in conducting independent assurance of sustainability data, systems and processes across sectors and geographies.

OUR OBSERVATIONS

The sustainability disclosures of the Company as defined under the scope of assurance are reliable. The Company has applied considerable efforts to ensure consistency of data for this Report; however, the Company may continue to improve robustness of its data collection and collation process.

LIMITED ASSURANCE REPORT (Contd.)

OUR CONCLUSION

Based on the scope of our review, our conclusions are outlined below:

1. **Inclusiveness:** Our limited engagement leads us to conclude that the Company has applied the principle of inclusivity in engaging with key stakeholder groups. The Company transparently disclosed its stakeholder engagement approach and activities in the Report.
2. **Materiality:** We noted that the Company has listed the material topics in the Report. Nothing has come to our attention that causes us to believe that any material topic has been excluded from the Report of the Company.
3. **Responsiveness:** Our limited engagement leads us to believe that the Company has applied the responsiveness principle for dealing with stakeholders (such as customers, suppliers, and local communities) on material topics covering its sustainability performance, including climate related risks and opportunities.

For J Sundharesan & Associates

J. Sundharesan
Founder & Chief Advisor
FCS No.: 5229; CP No.: 5164
UDIN: F005229E000228232