



July 02, 2026

The Listing Department National Stock Exchange of India Ltd. Exchange Plaza, Bandra-Kurla Complex, Bandra (E) Mumbai-400051 NSE SYMBOL: NUCLEUS	The Listing Department BSE Limited Phiroze Jeejeebhoy Towers, 25th Floor, Dalal Street Mumbai-400001 SCRIP CODE : 531209
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Dear Sirs,

SUB : Submission of Business Responsibility and Sustainability Report (BRSR) for the FY 2025-26

Pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, as amended from time to time, please find enclosed herewith the Business Responsibility and Sustainability Report ("BRSR") of the Company for the FY 2025-26.

Further, the aforesaid Report has also been uploaded on the website of the Company at <https://investor.nucleussoftware.com/financial-information/annual-reports/>

This is for your information and records.

Thanking You

Yours Sincerely

For Nucleus Software Exports Limited

**Poonam Bhasin
Company Secretary**

Encl.: As above



Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L74899DL1989PLC034594
2	Name of the Listed Entity	Nucleus Software Exports Limited
3	Year of incorporation	1989
4	Registered office address	33-35, Thyagraj Nagar, New Delhi-110003
5	Corporate address	A-39, Sector 62, Noida- 201301
6	E-mail:	poonam@nucleussoftware.com
7	Telephone	0120-4031-400
8	Website	www.nucleussoftware.com
9	Financial year for which reporting is being done	FY 2025-26
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹ 26.33 Crore
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mrs. Poonam Bhasin, Company Secretary and Compliance Officer 0120-4031-400 poonam@nucleussoftware.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 disclosures under this report made are on a standalone basis.
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Products/services

16. 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 and communication (J6 and J8)	Computer programming, consultancy, and related activities & other information & communication service activities, IT software, services, and related activities	100%

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

S. No.	Product/Service	NIC Code	% of total contributed Turnover
1.	IT and IT-enabled services including IT consulting, application	620	100%



III. Operations

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

Location	Number of plants	Number of offices	Total
National	NA	5	5
International	NA	2	2

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	PAN India
International (No. of Countries)	50+

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

36.71%

c. A brief on types of customers

Nucleus Software primarily serves banks, financial institutions, non-banking financial companies (NBFCs), fintech companies, and corporate banking entities across domestic and international markets.

Its customer base includes:

- Retail and commercial banks
- Corporate and SME lenders
- Islamic financial institutions
- Automotive and captive finance companies
- Transaction banking and treasury operations
- Digital financial service providers

The Company supports customers across multiple financial services areas including lending, transaction banking, payments, cash and liquidity management, and digital banking.

Nucleus Software's platforms are deployed across 50+ countries and support both large-scale global institutions and regional financial organizations operating in complex, high-volume financial ecosystems.

Through its platforms, including FinnOne Neo® and FinnAxia®, the Company enables customers to strengthen operational efficiency, improve risk management, accelerate credit and payment processes, and enhance end-customer experiences through scalable and technology-led financial solutions.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	1,902	1,432	75%	470	25%
2.	Other than Permanent (E)	52	44	85%	8	15%
3.	Total employees (D + E)	1,954	1,476	76%	478	24%
WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than Permanent (G)	-	-	-	-	-
6.	Total workers (F + G)	-	-	-	-	-



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b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	8	3	37%	5	63%
2.	Other than Permanent (E)	NIL	NIL	NA	NIL	NA
3.	Total differently abled employees (D + E)	8	3	37%	5	63%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	-	-	-	-	-

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors (BOD)	7	2	28.57%
Key Management Personnel (KMP)*	4	1	25%

- Key Management Personnel (KMP) includes Managing Director (MD), Chief Executive Officer (CEO), Chief Financial Officer (CFO), and Company Secretary (CS).

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Particulars	FY 2026 (Turnover rate in current FY)			FY 2025 (Turnover rate in previous FY)			FY 2024 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	10%	9%	10%	8%	9%	9%	10%	13%	11%
Permanent Workers	-	-	-	-	-	-	-	-	-

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

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.	Nucleus Software Solutions Pte. Ltd.	Subsidiary	100%	No
2.	Nucleus Software Inc.	Subsidiary	100%	No
3.	Nucleus Software Japan Kabushiki Kaisha	Subsidiary	100%	No
4.	Nucleus Software Netherlands B.V.	Subsidiary	100%	No
5.	Nucleus Software Ltd.	Subsidiary	100%	No
6.	Nucleus Software Australia Pty. Ltd.	Subsidiary	100%	No
7.	Nucleus Software South Africa Pty. Ltd.	Subsidiary	100%	No
8.	Nucleus Software Vietnam Company Limited	Subsidiary	100%	No



VI. CSR Details

24. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

- (i) Turnover (in Crores) – ₹ 805.97 Crores
- (ii) Net worth (in Crores) – ₹ 874.66 Crores

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) 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 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes. https://investor.nucleussoftware.com/media/qubasg0x/csrpolicynucleus.pdf	Nil	Nil	Nil	Nil	Nil	Nil
Investors (other than shareholders)	NA	NA	NA	NA	NA	NA	NA
Shareholders	Yes, Shareholder can register their grievances at designated email Id i.e. investorrelations@nucleussoftware.com	Nil	Nil	Nil	23	Nil	Nil
Employees and workers	The Company has following policies to address grievance of employees i.e. -Employees Grievance Redressal Policy -Whistle Blower policy -Policy on Prevention of Sexual Harassment. -Code of Conduct, -Equal Employment Opportunity Policy The link to the said policies is https://investor.nucleussoftware.com/governance/governance-documents/	Nil	Nil	Nil	Nil	Nil	Nil
Customers	The "Voice of Customer" survey enables us to understand the client's expectations, needs, satisfaction levels and overall experience of working with the Company. The feedback is collected through a survey, which includes a structured questionnaire. The respective teams engage with the customer to resolve the complaints/ grievances and implement the improvement actions and can reach us at voc@nucleussoftware.com	Nil	Nil	Nil	Nil	Nil	Nil
Value Chain Partners	Yes, mechanism is in place for vendors as mentioned in our Whistle Blower Policy. The link to the Whistle Blower Policy at https://investor.nucleussoftware.com/governance/governance-documents/	Nil	Nil	Nil	Nil	Nil	Nil
Other (please specify)	-	-	-	-	-	-	-

26. 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 (R/O)	Rationale For Identifying The Risk / Opportunity	In case of risk, approach to adapt Or mitigate retention	Financial Implications Of The Risk Or Opportunity (Indicate Positive Or Negative Implications)
Kindly refer the "Enterprise Risk Management section" in Risk Management Report which forms part of this Integrated Annual Report and refer ESG section at Company website www.nucleussoftware.com .					



Business Responsibility & Sustainability Report

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9									
Policy and management processes																			
1.	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
	c. Web Link of the Policies, if available	https://investor.nucleussoftware.com/governance/governance-documents/																	
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y									
3.	Do the enlisted policies extend to your value chain partners? (Yes/No)	N	N	N	N	N	N	N	N	N									
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/IEC:27001:2022																	
5.	Specific commitments, goals and targets set by the entity with defined timelines, if any.	NA	NA	NA	NA	NA	NA	NA	NA	NA									
6.	Performance of the entity against specific commitments, goals and targets along-with reasons in case the same are not met.	NA	NA	NA	NA	NA	NA	NA	NA	NA									
Governance, leadership and oversight																			
7.	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	Please refer ESG section at Company website www.nucleussoftware.com																	
8.	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Board of Directors of the Company along with Executive Management.																	
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 Company has committee of Board of Directors i.e., Risk Management Committee responsible for risk management, making decisions on sustainability issues. The Managing Director and CEO & Executive Director are responsible for decision making on sustainability related issues.																	
10.	Details of Review of NGRBCs 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)								
		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Performance against above policies and follow up action	The annual evaluation of policies is conducted by key stakeholders. The policies, along with any revisions, are subsequently uploaded at Company's Intranet or website for wider accessibility. The relevant policies are being reviewed by Board of Directors/ Committees of the Board.									Annual where applicable								



	Compliance with statutory requirements of relevance to the principles and, rectification of any non-compliances	The Compliance management framework is in place to oversee regulatory compliances as applicable to the Company. Regular Audits are being conducted to check any non-compliance and taking corrective actions. The Compliance update is placed before Board/Committee on quarterly basis.	Quarterly where applicable								
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.		P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
			No, the Company has evaluated the working of its policies internally. However, these policies are reviewed during Internal and Secretarial audits.								

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

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)	NA								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

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 during the financial year:

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	% age of persons in respective category covered by awareness programmes
Board of Directors	15	Cyber Security Awareness Training, Hoshin Kanri Update, Risk Update, AI Training	100%
Key Managerial Personnel	18	Cyber Security Awareness Training, Hoshin Kanri Update, Risk Update, AI Training, Information Security Awareness Programs, POSH Fundamentals and Illegal Insider Trading etc.	100%
Employees other than BOD and KMPs	12	Cyber Security Hygiene & Awareness Session, POSH Fundamentals – 2025, Information Security Awareness – 2025, Data Quality Management Fundamentals, Prevention of Illegal Insider Trading 2025, Code of Conduct, Risk Management, Regulatory Compliance and AI, Artificial Intelligence and Machine Learning, Six Sigma, Lean Product Management	100%
Workers	NA	NA	NA



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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 Obligations) Regulations, 2015 and as disclosed on the entity's website):

Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions preferred? (Yes/No)	Amount (In INR) and Brief of the Case	Has an appeal been preferred? (Yes/No)
(1)				
Penalty/ Fine	1	Assessment unit, Income Tax Department	Assessing officer passed the order against the Company for the AY 2022-23 wherein additions of INR 1.75 crores were made. The department has also initiated penalty proceedings	Yes, Appeal was filed against the order on 27th May 2025.
Settlement	-	-	-	-
Compounding fee	-	-	-	-
(2)				
Penalty/ Fine	1	Income Tax Department, Delhi	Assessing officer passed the order against the Company for the AY 2020-21 wherein interest demand of INR 46,382/- is raised on account of late deduction of TDS.	No
Settlement	-	-	-	-
Compounding fee	-	-	-	-

Non-Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions preferred? (Yes/No)	Amount (In INR) and Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	Nil	Nil	Nil
Punishment	Nil	Nil	Nil	Nil



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.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Income tax Assessing officer passed the order against the Company for the AY 2022-23 wherein additions of INR 1.75 crores were made. The department has also initiated penalty proceedings. Appeal filed on 27th May 2025.	CIT(Appeals)

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, Nucleus has a policy on anti-bribery and anti-corruption. The Company is committed to uphold the highest moral and ethical standards and does not tolerate bribery or corruption in any form.

The Policy is available at Company website :

<https://investor.nucleussoftware.com/governance/governance-documents/>

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

Case Details	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	1	-
Workers	-	-

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

Particulars	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMP	Nil	NA	Nil	NA

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

8. Number of days of accounts payables (Accounts payable *365) / Cost of goods/services procured) in the following format:

Case Details	2025-26	2024-25
Number of days of accounts payables	12	9



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9. Provide details of concentration of purchases and sales with trading houses, dealers and related parties along-with loans and advances & investments, with related parties in the following format:

Parameter	Metrics	2025-26	2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Not Applicable	Not Applicable
	b. Number of trading houses where purchases	Not Applicable	Not Applicable
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Not Applicable	Not Applicable
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	Not Applicable	Not Applicable
	b. Number of dealers/distributors to whom sales are made	Not Applicable	Not Applicable
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	Not Applicable	Not Applicable
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	6%	5%
	b. Sales (Sales related parties/ Total Sales)	5%	4%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	97%	91%
	d. Investments (Investments in related parties/ Total Investments made)	3%	3%

Leadership Indicators

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

Our agreement with the suppliers consists of supplier code of conduct which includes clauses related to ethical business, labor laws, Environment Health & Safety (EHS) etc. Additionally, Nucleus plans to develop formal programs for our value chain partners to educate them on these principles.

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 Board of Directors, Senior management of the Company adheres to a Code of Conduct for Directors & Senior Management of Company which expressly outline provisions addressing conflicts of interest.

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.

Particulars	Current Financial Year	Previous Financial Year	Details of improvements in environmental and social impacts
R&D	-	-	We at present do not separately track R&D spend on ESG. However, our IP and new solution offerings encompass a range of sustainability offerings across sectors.
Capex	2.17%	0.05%	The Company has replaced conventional UPS systems with modular UPS technology to improve energy efficiency and optimize power infrastructure utilization.



2. a. **Does the entity have procedures in place for sustainable sourcing? If yes, what percentage of inputs were sourced sustainably?**

Yes, The Company works towards sustainable sourcing and ensure that the social and environmental performance extends to our supply chain by sharing the expectations with our vendors from time to time. We also promote localization of business by giving preferences to local vendors. The Company is a strong believer in local sourcing when it comes to talent and materials. Procurement of materials from local sources is a smart strategy, we have been following for years, since it reduces time, cost and efforts in procurement, apart from being responsible to the growth of supply base around our locations Nucleus is committed to do business with environmentally responsible vendors with an objective to safeguard the community, the environment and natural resources.

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

We don't track this separately.

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
- (d) other waste

As an IT company focused on technology consulting and digital solutions, we do not manufacture physical products so, this question is not applicable to us. Nonetheless, we are committed to reduce waste and have implemented an effective waste management system for collection, segregation, storage and disposal. We ensure the safe disposal and recycling of various types of waste through regulatory complaint vendors.

- **Plastic Waste:** All non-biodegradable plastic waste is sent to designated vendor for recycling or reuse.
- **E-Waste:** Disposed of compiled and registered vendors to the State Pollution Control Board after receiving Form-6 Crushed and recycle certificate.
- **Hazardous Waste:** All Hazardous waste disposed off through State Pollution Control Board authorized vendors.
- **Other Waste:** Biodegradable food waste is composted onsite, producing manure used for horticulture in the premises. Excess manure is distributed among the employees encouraging to the plantations.

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.**

Extended Producer Responsibility (EPR) is not applicable to the Company's activities

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?**

Since we are not in the product manufacturing segment Life Cycle Perspective /Assessment is not applicable to us.

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).**

Nil



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

Not Applicable

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

As we are an IT Company this is not applicable on us.

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	Total (A)	% of employees covered by								Day Care facilities	
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits			
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1,476	1,476	100%	1,476	100%	-	-	1,476	100%	1,320	89%
Female	478	478	100%	478	100%	478	100%	-	-	438	92%
Total	1,954	1,954	100%	1,954	100%	478	100%	1,476	100%	1,758	90%
Other than Permanent employees											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

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

Category	Total (A)	% of workers covered by								Day Care facilities	
		Health insurance		Accident insurance		Maternity benefits		Paternity Benefits			
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-
Other than Permanent workers											
Male	-	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-	-

- c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY 2025-2026 Current Financial Year	FY 2024-2025 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company*	0.59%	0.72%

*All expenditures related to staff welfare including Employee Insurance Benefits, Rewards, Reimbursement and Other staff related expenditures excluding salary/wages.



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

Particulars	FY2026 Current Financial Year			FY2025 Previous Financial Year		
	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/N.A.)	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/N.A.)
PF	100%	NA	Y	100%	NA	Y
Gratuity	100%	NA	Y	100%	NA	Y
ESI	-	-	-	-	-	-
Others – please specify	-	-	-	-	-	-

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.

Premises / offices of the entity is accessible to differently abled employees as per the requirements of the Rights of Persons with Disabilities Act, 2016

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.

Yes, the entity has implemented an Equal Opportunity Policy in compliance with the Rights of Persons with Disabilities (RPWD) Act, 2016. The policy ensures non-discrimination and promotes inclusivity in recruitment, employment, training, and career development for persons with disabilities. The policy is available on Company's website <https://investor.nucleussoftware.com/governance/governance-documents/>.

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%	100%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than Permanent Workers	NA
Permanent Employees	Yes
Other than Permanent Employees	Yes



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Yes, grievance redressal mechanisms are in place for all categories of employees. The organization recognizes the importance of fair and transparent channels for addressing employee concerns. Grievances are addressed through a formal mechanism involving the HR department, departmental heads, and an internal Grievance Redressal Committee, in compliance with applicable labor laws.

This is available in the form of a policy uploaded on company's intranet and is accessible to all employees of Nucleus Software Exports Limited.

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

Nucleus Software Exports Limited does not have any employee association(s) or Unions.

8. Details of training given to employees and workers:

Category	FY 2026 Current Financial Year					FY 2025 Previous Financial Year				
	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)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1,954	1,591	81%	1,476	100%	1,414	1,414	100%	1,414	100%
Female				478	100%	437	437	100%	437	100%
Total	1,954	1,591	81%	1,954	100%	1,851	1,851	100%	1,851	100%
Workers										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-	-	-

9. Details of performance and career development reviews of employees and worker:

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1,476	1,476	100%	1,414	1,414	100%
Female	478	478	100%	437	437	100%
Total*	1,954	1,954	100%	1,851	1,851	100%
Workers						
Male	-	-	-	-	-	-
Female	-	-	-	-	-	-
Total	-	-	-	-	-	-

* 100% of eligible employees have received performance and career development reviews.

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 such system?

Yes. The entity has implemented an Occupational Health and Safety (OHS) Management System covering all employees. As part of this system, regular health and wellness initiatives are conducted, including consultation sessions with a Physician, Psychiatrist, Gynaecologist, Nutritionist, Physiotherapist, and Dermatologist. We also organizes preventive health programs such as the celebration of International Yoga Day, a free health camp in collaboration with TATA AIG and the Stay Well Anniversary celebration. Employee well-being is further promoted



through health-focused engagement activities, including sports events, healthy eating initiatives, and wellness competitions. In addition, periodic fire drill exercises are conducted to strengthen emergency preparedness and ensure a safe working environment.

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

We identify occupational health and safety risks proactively, for all existing / new / modified activities, processes, products or services and regulatory changes including routine such as Fire Detection Protection System Management, Hazard Identification, People Competency Behaviours etc.

As an IT / ITES company, there are no product risks, but there are those related to the provision of services like ergonomics in work and those associated with the operation of utilities and employee commute. Participation and consultation with relevant personnel involved in the activities is ensured during the risk assessments.

c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks.

NA

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services?

Under the employee Health Benefit program, our Company provides Group Medclaim Insurance, Group Accidental Insurance and Group Life Term Insurance benefits to the employees.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	NA	NA
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	NA	NA
No. of fatalities	Employees	Nil	Nil
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	NA	NA

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

Our offices are designed with ergonomic workstations and furniture, provision of breakout, recreational and collaboration space as we strive to provide a stress-free work environment to our employees. In our office location, we have provision and maintenance of fire detection, alarm, and suppression systems. We also conduct regular mock drills for fire evacuation as well as medical emergencies.

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	Nil	Nil	Nil	Nil	Nil	Nil



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14. Assessments for the year:

Type	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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.

No such instance took place during the year

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, the entity provides life insurance and/or compensatory benefits to employees in the event of death while in service. The specific provisions are as follows:

- **Group Life Insurance:** All eligible employees are covered under a group life insurance scheme, which provides a lump-sum payout to the nominee in the event of the employee's death.
- **Provident Fund and Gratuity Benefits:** Nominees of the deceased are entitled to receive accumulated Provident Fund (PF), gratuity, and other terminal benefits as per applicable laws and organizational rules.
- **Support to Dependents:** Additional support such as employment to a family member (on compassionate grounds) or educational support for dependents may be considered

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

We require our suppliers/partners to adhere to our code of conduct, business responsibility principles, and values. When the Company places an order, the vendor receives the cost along with GST, which the vendor is responsible for depositing with the government. The finance team monitors this process, as the Company cannot claim the GST amount from the government until it has been deposited by the vendor. Additionally, the suppliers/ partners are responsible to ensure adherence to the law of land.

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 are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Type	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Employees	NIL	NIL	NIL	NIL
Workers	NA	NA	NA	NA

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)

We do not offer a dedicated transition assistance program for retired or terminated employees, as our workforce primarily comprises highly skilled individuals who typically do not require such support.



5. Details on assessment of value chain partners:

Type	% 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.

No such cases reported.

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

Essential Indicators

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

At Nucleus Software Exports Limited, identifying and engaging with key stakeholders is integral to our commitment to sustainable business practices and corporate governance.

Our approach encompasses the following steps:

1.1 Internal Stakeholder Mapping

Internal stakeholder mapping is done across each department/function as follows:

- A. Core sponsors and decision Makers - P&L Head, Business Unit Head, Product Head, Engineering Head and Sales Head
- B. Gatekeepers - Finance, Procurement, Legal and Compliance, IT Security, Human Resources
- C. Operational Champions - Product Marketing, Delivery, Customer Success teams

We initiate the process by conducting internal workshops and discussions across various departments-including product development, engineering tea, sales, compliance, and human resources-to identify groups that influence or are impacted by our operations. This collaborative approach ensures a comprehensive understanding of our stakeholder landscape.

1.2 External Stakeholder Identification

Externally, we identify stakeholders through:

- **Market Analysis:** Understanding industry trends and customer needs via events and conferences, digital and market research tools
- **Regulatory Review:** Keeping abreast of compliance requirements from bodies like the Reserve Bank of India (RBI) and Securities and Exchange Board of India (SEBI) etc.
- **Community Engagement:** Interacting with local communities and non-governmental organizations (NGOs) to gauge societal impact.

1.3 Stakeholder Categorization

Based on the mapping, we categorize stakeholders into:

- **Customers:** Banks, financial institutions, and end-users of our software solutions.
- **Employees:** Our workforce, including permanent and contractual staff.
- **Investors and Shareholders:** Individuals and institutions holding equity in Nucleus Software Exports Ltd.
- **Regulatory Authorities:** Government bodies overseeing the banking and IT sectors and other Statutory Authorities.
- **Suppliers and Partners:** Vendors and technology partners integral to our operations.
- **Local Communities:** Residents and organizations in areas where we operate.
- **Industry Associations:** Bodies like NASSCOM, CII, FICCI and equivalent bodies that represent our sector in various geographies we operate.



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1.4 Engagement and Feedback Mechanisms

We employ various channels to engage stakeholders:

- **Customer Feedback:** Regular surveys and direct interactions to understand client satisfaction and areas of improvement.
- **Employee Surveys:** Annual surveys to gauge employee morale and gather suggestions for workplace enhancement.
- **Investor Relations:** Quarterly earnings calls and annual general meetings to communicate financial performance and strategic direction.
- **Community Outreach:** Initiatives through the Nucleus Software Foundation (NSF) to support education and skill development in underprivileged communities.

1.5 Materiality Assessment

Sustainability items and stakeholder concerns are evaluated and prioritized on a need-basis, driven directly by regulatory compliance requirements and immediate operational impact..

1.6 Continuous Review and Adaptation

Recognizing the dynamic nature of stakeholder interests, we regularly review and update our stakeholder map and engagement strategies. This adaptability ensures that we remain responsive to emerging trends and concerns, reinforcing our commitment to responsible business practices.

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

Stakeholder Group	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
Investors	Quarterly publication of results, Newspaper advertisements, Email, Website, Analysts/ Investor Calls, Annual General Meetings, Stock Exchange intimations, Social media platforms like LinkedIn and Instagram etc.	Annually/Half yearly/ Quarterly/ Event basis	Compliance, Governance practices
Employees	Open house, one-on-one counselling, Conference Calls, Online team meetings (zoom, MS teams), Phone calls, instant messaging(WhatsApp)Meetings, operations and assessments reviews, Diwali Mela, Nucleus Foundation Day, Nucleus Outing, The Nucleus Epicentre Magazine.	Regularly/as and when required	Entity's practices, compliance, and responsiveness concerning stakeholder expectations, employee welfare, and regulatory obligations
Customers	Email, Meetings, Project-related calls and meetings; project management reviews; relationship meetings and reviews; executive meetings and briefings; customer visits; responses to RFIs/RFPs; sponsored events; mailers; newsletters; brochures, voice of Customer visits and calls, Online team meetings etc.	Regularly/as and when required	Business/Project related
Suppliers, Service Providers	Email, Meetings, Phone calls, Websites empanelment process, Online team Meetings (zoom, MS teams), instant messaging etc.	As and when required	Business/Project related



Stakeholder Group	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
Regulatory Bodies	Emails, Meetings, Advertisements, Submission forms / returns / intimations/ letters etc.	Annually/Half yearly/ Quarterly/ Event basis	In relation to Compliances with applicable laws
Community Outreach	CSR Initiatives through the Nucleus Software Foundation (NSF) to support education and skill development in underprivileged communities	Regularly	CSR Initiatives for society benefit

Leadership Indicators

1. 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.

Meeting Environment, Social and Governance criteria has been an important goal. With this belief in mind, the Company has set up Nucleus Software Foundation(NSF), a Trust. This Trust works along with CSR Committee of the Board of Directors on economic environment and social topics. The CSR Committee then places the feedback to the Board.

2. 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, The Company takes inputs from stakeholder and continuous improvement of the policies are made accordingly.

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

Nil

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1,902	1,902	100%	1,851	1,851	100%
Other than permanent	52	52	100%	17	17	100%
Total Employees	1,954	1,954	100%	1,868	1,868	100%
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	-	-	-	-	-	-
Total Workers	-	-	-	-	-	-



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

Category	FY 2026 Current Financial Year					FY 2025 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	1,902	-	-	1,902	100%	1,851	-	-	1,851	100%
Male	1,432	-	-	1,432	100%	1,414	-	-	1,414	100%
Female	470	-	-	470	100%	437	-	-	437	100%
Other than Permanent	52			52	100%					
Male	44	-	-	44	100%	-	-	-	-	-
Female	8	-	-	8	100%	-	-	-	-	-
Workers										
Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent										
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

3. a. Details of remuneration/salary/wages, in the following format:

Particulars	Number	Male	Number	Female
		Median remuneration/salary/wages of respective category		Median remuneration/salary/wages of respective category
Board of Directors* (BOD)	3	3,83,88,095	1	-
Key Managerial Personnel (KMP)**	2	30,55,061#	1	76,01,120
Employees other than BOD and KMP	1,559	16,79,683	499	14,31,884
Workers	-	-	-	-

*Remuneration paid to Executive Director's.

**KMP includes Chief Financial Officers and Company Secretary.

The remuneration includes the salary paid to the respective Chief Financial Officers for the period they served during the year, based on their respective dates of joining and relieving.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Parameter	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wages	21	20.30

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, Nucleus has implemented an Equal Opportunity Policy in compliance with the Rights of Persons with Disabilities (RPWD) Act, 2016.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

The Equal Opportunity Policy ensures non-discrimination and promotes inclusivity in recruitment, employment, training, and career development for persons with disabilities. The policy is available on Company's website: <https://investor.nucleussoftware.com/governance/governance-documents/>



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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	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	Nil	Nil	Nil	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	Nil	Nil	Nil	Nil
Child Labour	Nil	Nil	Nil	Nil	Nil	Nil
Forced Labour/Involuntary Labour	Nil	Nil	Nil	Nil	Nil	Nil
Wages	Nil	Nil	Nil	Nil	Nil	Nil
Other human rights related issues	Nil	Nil	Nil	Nil	Nil	Nil

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Safety Incident/Number	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees/ workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The following policies govern the mechanism of redressing complaints

- Policy on Prevention of Sexual Harassment
- Equal Opportunity Policy
- Grievance redressal Policy

9. Do human rights requirements form part of your business agreements and contracts?

Yes

10. Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

No concern/risk was identified during these assessment.



Business Responsibility & Sustainability Report

Leadership Indicators

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

At Nucleus, our commitment to a values-based ethos is embodied in our Code of Conduct and Ethics. The Code is available at Company website: <https://investor.nucleussoftware.com/governance/governance-documents/>.

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

We adopt a zero-tolerance approach to issues related to human rights. We follow all government regulations and regulatory policies and comply to local laws through its policies and standards.

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, premise/office of the entity is accessible to differently abled visitors

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	All value chain partners are expected to adhere to Code of Conduct which does not tolerate any Discrimination, any form of harassment, whether sexual, physical, verbal pr physiological and do not promote child/forced labour. However Nucleus does not conduct any formal assessment for the same.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	NA

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

No risks / concerns arising identified.

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:

(In KJoules)

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
From Renewable resources		
Total electricity consumption (A)	47,08,18,800	52,03,76,400
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable resources (A+B+C)	47,08,18,800	52,03,76,400
From Non Renewable resources		
Total electricity consumption (D)	9,03,75,55,200	9,05,82,33,600
Total fuel consumption (E)	85,62,24,000	60,56,64,000
Energy consumption through other sources (F)	-	-
Total energy consumed from renewable resources (D+E+F)	9,89,37,79,200	9,66,38,97,600
Total energy consumed (A+B+C+D+E+F)	10,36,45,98,000	10,18,42,74,000
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	1.29	1.32
*Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ Revenue from operations adjusted for PPP)	26.16	26.75
Energy intensity in terms of Physical Output	-	-
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-



* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published by the IMF - for India. For the years ended March 31, 2026 and March 31, 2025, it is 20.34 and 20.66, respectively.

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

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

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

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	40,919	31,543
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	40,919	31,543
Total volume of water consumption (in kiloliters)	40,919	31,543
Water intensity per rupee of turnover (Water consumed / turnover)	0.0051 Ltr/₹	0.0041 Ltr/₹
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

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

4. Provided the following details related to water discharged:

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	-	-
-No Treatment	-	-
-With treatment – please specify level of treatment	-	-
(ii) To Ground water		
-No Treatment	37,855	35,337
-With treatment – please specify level of treatment	3,064	3,373
(iii) To Sea water	-	-
-No Treatment	-	-
-With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
-No Treatment	-	-
-With treatment – please specify level of treatment	-	-
(v) Others	-	-
-No Treatment	-	-
-With treatment – please specify level of treatment	-	-
Total water discharged (in kiloliters)	40,919	38,710



Business Responsibility & Sustainability Report

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

Since we are an IT sector entity Zero Liquid Discharge is not applicable on us.

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

We being an IT consulting services and business solutions company does not have significant air emissions.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity:

Since Nucleus is an IT Company, our production process involves the release only of a trace amount of GHG.

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

Yes, we are taking following measures to ensure the reduction in Gas emissions

- Strong measures are being observed to ensure that no equipment is left in a switch-on mode during non-working hours unnecessarily.
- Use of AAC blocks in construction for keeping the load and pressure on air-conditioning minimal.
- Installation of chillers graded with VFD in HVAC plant to reduce energy consumption immensely.
- Usage of Solar energy as a power source.
- We maintain a good tree to land ratio at Noida Campus where trees are planted to ensure greenery and maintain balance.
- We used fluorescent tube lights fitting with high energy efficient LED ceiling mounted fitting in entire campus.
- We have installed RECD to reduce the harmful emissions released into the atmosphere from diesel generators.

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

Parameter	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	NA	NA
E-waste (B)	3.99	NA
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	0.27	2.64
Radioactive waste (F)	NA	NA
Other Hazardous waste. Please specify, if any. (G)	NA	NA
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	NA	NA
Total (A+B + C + D + E + F + G + H)	4.26	2.64



Parameter	FY 2025-2026 (Current Financial Year)	FY 2024-2025 (Previous Financial Year)
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	0.27	2.64
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	0.27	2.64
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	3.99	-
Total	3.99	-

Note: No independent assessment/ evaluation/assurance has been carried out by an external agency.

10. 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.

Being an IT Company, we do not produce any hazardous and toxic chemicals in our product and processes. Only E-waste is generated, for which we have a policy with our vendor to buy back the waste and recycle it at their end.

11. 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:

No

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

Not Applicable

13. 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,

Yes

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters): 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

2. Please provide details of total Scope 3 emissions & its intensity.

Since Nucleus is an IT Company, our production process involves the release only of a trace amount of GHGs.

3. With respect to the ecologically sensitive areas reported at Question 11 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



Business Responsibility & Sustainability Report

4. 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	Energy Conservation Program	<ul style="list-style-type: none"> Installed highly efficient UPS through cooling system. 	These measures resulted in significant reduction in energy losses, improved operational efficiency, and enhanced sustainability performance. The initiative reflects the Company's continued commitment toward responsible energy management and reduction of environmental impact through adoption of energy-efficient technologies.
2	Emission reduction Programs	<ul style="list-style-type: none"> Installed Retrofit Emission Control Device (RECD) on diesel generators (DG sets) 	Emission reductions are estimated based on manufacturer-certified performance data of Retrofit Emission Control Devices (RECD), which indicate a reduction efficiency of 70%-90% for Particulate Matter (PM), Carbon Monoxide (CO), and Hydrocarbons (HC) from DG set exhaust emissions.
3	Water Reduction Program	<ul style="list-style-type: none"> Rainwater Harvesting (RWH) Sewage Treatment Plants (STP 100KLD). 	<ol style="list-style-type: none"> Rainwater Harvesting is the sustainable collection and storage of rain from surfaces like rooftops or land to combat water scarcity, reducing reliance on municipal supplies Sewage Treatment Plants Initiative helps in the conservation of freshwater resources through reuse of treated wastewater for non-potable needs like irrigation, industrial cooling, and toilet flushing and reducing the dependency on external freshwater sources, improved water management practices and strengthened environmental sustainability through responsible water conservation measures.
4	Waste Reduction Program	<ul style="list-style-type: none"> Replaced single use paper glass to ceramic cups Reused RO wastewater Recycled food and organic waste 	<ol style="list-style-type: none"> Replaced single use paper glass to reusable ceramic cups As part of its waste minimization and sustainable workplace practices, the Company has transitioned from single-use paper cups to reusable ceramic cups across its office locations. This measure has led to an estimated 50% reduction in paper cup consumption, contributing to a reduction in office-generated waste. Reused RO wastewater The Company has implemented a wastewater reuse practice generated from the RO system that is reused for non-potable purposes such as cleaning, flushing, and horticulture activities. The initiative contributed towards reduction in freshwater consumption and improved water resource management Recycled food and organic waste Generated within the premises is composted and reused as manure for in-house horticulture activities.

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

Nucleus Software maintains a comprehensive and documented Business Continuity Management (BCM) and Disaster Recovery (DR) framework to support the resilience and continuity of critical business operations and technology services during disruptive events. The framework is designed to minimize business disruption and facilitate the timely recovery of critical processes, applications, and supporting infrastructure.

The BCM framework includes critical business functions, Recovery Time Objectives (RTOs), Recovery Point Objectives (RPOs), business dependencies, continuity strategies, communication plans, and clearly defined roles and responsibilities. These plans are reviewed and updated periodically to reflect changes in business operations, technology, and organizational requirements.

The Disaster Recovery framework includes documented recovery procedures, secure backup and restoration processes, recovery environments, and technical recovery plans for critical systems and infrastructure. Regular Disaster Recovery (DR) testing and recovery validation exercises are conducted to verify the effectiveness of recovery procedures, validate RTOs and RPOs, and confirm the successful restoration of critical systems and data. The results of these DR tests are documented, reviewed by management, and used to identify improvement opportunities, ensuring the organization's technology recovery capabilities remain effective and aligned with business, customer, and regulatory expectations.



6. 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.

As the company is an IT/ITES company, there are no significant adverse impact as a result of our business activities.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

Presently, we are not assessing the value chain partners for environmental impacts.

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 is affiliated with 9 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.	Software Technology Park of India (STPI)	National
2.	Electronics and Computer Software, Export Promotion Council	National
3.	Confederation of Indian Industry (CII)	National
4.	National Association of Software and Services Companies (Nasscom)	National
5.	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
6.	Japan Fintech Association	International
7.	American Financial Services Association (AFSA)	International
8.	Global Finance & Technology Network (GFTN)	International
9.	National Automotive Finance Association (NAF)	International

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.

No adverse orders were received from regulatory authorities.

Leadership Indicators

1. Details of public policy positions advocated by the entity:

Nil

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.

While the specific initiatives mentioned may not directly apply to our Company. However, it's important to highlight our proactive approach towards Corporate Social Responsibility (CSR) by conducting the internal assessments voluntarily to monitor and evaluate strategic CSR programs. These assessments reflect our dedication to ensuring the effectiveness and impact of our CSR endeavors.



Business Responsibility & Sustainability Report

In line with this commitment, the establishment of the Nucleus Software Foundation (NSF) stands as a testament to our values and aspirations. Established in 2014 as a Section 25 Company, the NSF operates with a clear mission: “Empowering the underprivileged with the essence of education for better livelihood and a better life.”

Through the NSF, we channel our resources and efforts towards meaningful initiatives that contribute to the well-being and upliftment of the communities we serve. Our focus on education as a means of empowerment underscores our belief in creating sustainable and impactful change for a brighter future.

Together with the NSF, we strive to make a positive difference in the lives of those in need, embodying our commitment to corporate citizenship and social responsibility. As we continue to evolve and grow, our dedication to making a meaningful impact remains unwavering

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

Kindly refer Annexure- G, CSR Section of Board’s Report

3. Describe the mechanisms to receive and redress grievances of the community.

We have Whistle Blower Policy in addition to our internal mechanisms to address grievances.

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

Particulars	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs/ small producers	14.01%	8.85%
Sourced directly from within the district and neighbouring districts	While this metric is not available, but we prefer sourcing of material from nearby areas only.	While this metric is not available, but we prefer sourcing of material from nearby areas only.

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/ on contract basis) in the following locations, as % of total wage cost

Name of authority	FY 2025-26 Current Financial Year (%)	FY 2024-25 Previous Financial Year (%)
Rural	-	-
Semi- Urban	-	-
Urban	-	-
Metropolitan	100%	100%

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:

Kindly refer CSR section of Board’s Report.

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized /vulnerable groups?

Our commitment to fairness, equality, and transparency shines through in our Procurement Policy, which staunchly opposes discrimination of any kind. Regardless of gender, nationality, ethnicity, religion, or disability, we uphold the principles of inclusivity and respect in our vendor relationships.

Adhering to both local legislations and global best practices, our procurement process stands as a beacon of objectivity and transparency. We ensure that each vendor is selected based solely on merit, competence, and suitability for the task at hand, without bias or prejudice.

While our approach prioritizes fairness and impartiality, we recognize the importance of supporting marginalized and vulnerable groups. Although we currently do not have a preferential policy in place for purchasing from



such suppliers, we remain open to exploring opportunities to empower and uplift these communities in our supply chain.

As we continue to evolve and refine our practices, we remain committed to fostering a procurement environment that not only upholds the highest ethical standards but also promotes social responsibility and inclusivity. Together, we can create a marketplace where diversity is celebrated, and every voice is heard and valued.

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

Not Applicable

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

Not Applicable

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

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	Education of underprivileged kids (School for Underprivileged)	80	100%
2	Remedial education at Government schools and local community centers	1,000	100%
3	Vedic Education support	170	100%
4	Supporting disabled people and artisans	30	100%
5	Supporting Education of Hearing Disabled kids	60	100%
6	Education for tribal kids (Educational quality improvement and remediation)	40,000	100%
7	Training Aanganwadi teachers and content development for the same	1,200	100%
8	Experiential Science Teaching for Middle school and Training youth for educational support	600	100%
9	Experiential Science education support	300	100%
10	Education for rehabilitated kids	500	100%
11	Food support for Government school students	600	100%
12	Women empowerment & remedial education	1,000	100%
13	Women empowerment Tailoring and Embroidery course	300	100%
14	Scholarships for kids of CRPF Martyrs	24	100%
15	Water Resource management	220	100%

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

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

We place a high priority on customer satisfaction and actively seek feedback through multiple accessible channels. At the heart of this approach is our dedicated “Voice of Customer” platform, built to capture insights and address concerns promptly and effectively.

Complementing this, customers have direct access to their assigned Account Managers and Client Engagement Managers, who serve as their trusted, day-to-day points of contact. These professionals are well-equipped to respond swiftly and ensure smooth issue resolution.



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Regularly scheduled customer connect meetings further strengthen communication, offering ongoing opportunities to discuss evolving needs, expectations, and feedback. In addition, customers can reach us via email or escalate concerns through a clearly defined escalation matrix, ensuring timely and effective responses.

Each project is supported by a structured escalation framework, allowing any customer concerns to be routed to the appropriate level of management without delay. Our senior leadership team also remains actively involved, engaging with customers to gain direct insights and proactively address potential challenges.

By offering these diverse touchpoints and maintaining a transparent, responsive communication process, we reaffirm our commitment to listening to our customers, continuously enhancing our services, and building enduring, trust-based relationships.

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

CSR Project	As a percentage to total turnover
Environmental and Social parameters relevant to the product	This is not relevant to the nature of our business operations and the services we offer.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

Type of Complaints	FY 2026			FY 2025		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data Privacy	Nil	Nil	NA	Nil	Nil	NA
Advertising	Nil	Nil				
Cyber Security	Nil	Nil				
Delivery of essential services	Nil	Nil				
Restrictive Trade practices	Nil	Nil				
Unfair Trade Practices	Nil	Nil				
Others	Nil	Nil				

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

Particulars	Number	Reasons for recall
Voluntary recalls	Not Applicable, due to the nature of operations the Company	
Forced recalls	Not Applicable, due to the nature of operations the Company	

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, Nucleus Software maintains a comprehensive Cyber Security governance framework comprising policies, standards, procedures, guidelines, and technical controls designed to protect information assets, technology infrastructure, applications, and data against evolving cyber threats. The framework is risk-based and supports the identification, assessment, mitigation, monitoring, and reporting of cyber risks across the organization. The Cyber Security framework covers key domains including security governance, risk management, asset management,



identity and access management, network security, application security, vulnerability management, threat monitoring, incident response, security awareness, third-party risk management, data protection, business continuity, disaster recovery, and regulatory compliance. Security controls are periodically reviewed and enhanced to address emerging threats, evolving business requirements, industry best practices, and applicable regulatory obligations. The framework is supported by ongoing security assessments, monitoring activities, awareness programs, and continuous improvement initiatives to strengthen the organization's overall cyber resilience and security posture.

The principles regarding data privacy are available on our website at:
<https://www.nucleussoftware.com/privacy-policy/>

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.**

Nil

7. **Provide the following information relating to data breaches:**

- a. **Number of instances of data breaches along-with impact**

Not Applicable / No Reportable Cases

- b. **Percentage of data breaches involving personally identifiable information of customers**

Not Applicable / No Reportable Cases

- c. **Impact, if any, of the data breaches**

Not Applicable / No Reportable Cases

Leadership Indicators

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

The information on our product & services offerings is available on our company's website:
<https://www.nucleussoftware.com>

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

To ensure the safe and responsible usage of our products and services, the Product team follows a structured approach to consumer education and awareness. For every new release, a comprehensive policy document is shared with customers, outlining key features, compliance guidelines, and usage protocols.

During the implementation phase, customers are also provided with detailed support materials, including product write-ups and user manuals. These documents are designed to equip users with clear instructions, best practices, and safety guidelines to maximize product efficiency while ensuring responsible usage. Additionally, our support teams remain actively engaged to address any queries and provide ongoing assistance as needed.

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

Nucleus Software maintains defined communication, incident management, and business continuity processes to ensure that customers are informed in a timely manner of any planned or unplanned disruption to essential services. Appropriate communication channels are used to provide information on the nature of the disruption, expected impact, resolution timelines, and service restoration updates.

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. 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?**

Not Applicable, being a technology solutions Company, displaying product information on the product over and above what is mandated as per local laws is not applicable to us.

Yes, the "Voice of Customer" survey enables us to understand the client's expectations, needs, satisfaction levels and overall experience of working with the Company. The feedback is collected through a survey, which includes a structured questionnaire. The respective teams engage with the customer to implement the improvement action.