E2E Networks Limited

CIN- L72900DL2009PLC341980

Uppal's Genesis A-32, Block B, Mohan Cooperative Industrial Estate,
Badarpur, New Delhi 110044, Phone No. +91-11-4084-4964

Email: cs@e2enetworks.com, **Website** https://www.e2enetworks.com/

Date: September 5, 2026

To, National Stock Exchange of India Ltd. ('NSE') Exchange Plaza, 5th Floor, Plot No. C/1, G Block, Bandra - Kurla Complex, Bandra (E), Mumbai – 400 051, Maharashtra, India **(Script Symbol: E2E)**	To, The Manager- Listing BSE Limited, Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai- 400 001 Maharashtra, India **(Scrip Code: 544783)**

Sub: Business Responsibility and Sustainability Report for the Financial Year 2025-26

Dear Sir/ Ma'am,

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 of the Company for the Financial Year 2025-26, which forms part of the Annual Report of the Company for the Financial Year 2025-26.

This is for your information and records.

Thanking you,

Yours faithfully,
For E2E Networks Limited

RONIT Digitally signed by RONIT Date: 2026.09.05 15:20:56 +05'30'

Ronit
Company Secretary and Compliance Officer
Membership No.: A59215

Encl.: As above

Annexure-F

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social, and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

I. SECTION A: GENERAL DISCLOSURES

Details of the listed entity

Sr. No.	Particulars	FY 2025-2026
1	Corporate Identity Number (CIN) of the Listed Entity	L72900DL2009PLC341980
2	Name of the Listed Entity	E2E Networks Limited
3	Year of incorporation	20th Aug, 2009
4	Registered office address	Uppals Genesis A-32, Block B, Mohan Cooperative Industrial Estate Badarpur, New Delhi 110044, Badarpur (South Delhi), South Delhi, New Delhi, Delhi, India, 110044
5	Corporate address	Uppals Genesis A-32, Block B, Mohan Cooperative Industrial Estate Badarpur, New Delhi 110044, Badarpur (South Delhi), South Delhi, New Delhi, Delhi, India, 110044
6	E-mail	cs@e2enetworks.com
7	Telephone	+91-11-41133905
8	Website	https://www.e2enetworks.com/
9	Financial year for which reporting is being done	2025-26
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India & BSE Limited*
11	Paid-up Capital	20,55,64,890
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Ronit Mail to: cs@e2enetworks.com Contact : +91-11-41133905
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)	Standalone Basis
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

* Company got listed on BSE Limited effective June 12, 2026.

II. Products/services

16. Details of business activities *(accounting for 90% of the turnover):*			
Sr. No.	**Description of MainActivity**	**Description of Business Activity**	**% of Turnover of the entity**
1	Information & Communication	Information service activities	100%

17. roducts/Services sold by the entity *(accounting for 90% of the entity's Turnover):*			
Sr. No.	**Product/Service**	**NIC Code**	**% of total Turnover Contributed**
1	Other information technology and computer service activities n.e.c	629099	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	0	5	5
International	0	0	0

19. Markets served by the entity:	
a. Number of locations	
Locations	**Number**
National (No. of States)	31
International (No. of Countries)	66
b. What is the contribution of exports as a percentage of the total turnover of the entity?	36%
c. A brief on types of customers	
Our company primarily serves businesses operating at the forefront of technology and digital innovation. The majority of our customers are cloud and AI-focused enterprises, ranging from established resellers and distributors to emerging startups building next-generation AI solutions. We also work with organisations developing foundational AI and large language model capabilities, reflecting our deep involvement in the core AI infrastructure space. Beyond pure technology, our customer base extends into digitally-driven commercial sectors such as enterprise digital marketing and e-commerce, showcasing the breadth of industries that rely on our offerings. Overall, our clientele represents a dynamic mix of innovators, enablers, and growth-stage businesses, all united by a common thread of leveraging artificial intelligence and cloud technology to scale and compete in today's market.	

IV. Employees

20. Details as at the end of Financial Year:						
a. Employees and workers (including differently abled):						
Sr. No.	**Particulars**	**Total**	**Male**		**Female**	
		(A)	**No. (B)**	**% (B / A)**	**No. (C)**	**% (C / A)**
EMPLOYEES						
1	Permanent (D)	207	175	84.54%	32	15.46%
2	Other than Permanent (E)*	6	3	50%	3	50%
3	**Total employees (D + E)**	213	178	83.57%	35	16.43%
WORKERS**						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (G)	NA	NA	NA	NA	NA
6	**Total workers (F + G)**	NA	NA	NA	NA	NA
All other than permanent employees are apprentices who are provided stipends in accordance with the provisions of the Apprentices Act, 1961, and are therefore not covered under the applicable wage structure.**The Company does not have workers and therefore related disclosures are not applicable.						

b. Differently abled Employees and workers:						
Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	1	1	100%	0	0%
2	Other than Permanent (E)	0	0	0%	0	0%
3	**Total differently abled employees (D + E)**	1	1	100%	0	0%
DIFFERENTLY ABLED WORKERS						
4	Permanent (F)	NA	NA	NA	NA	NA
5	Other than Permanent (E)	NA	NA	NA	NA	NA
6	**Total differently abled workers (F + G)**	NA	NA	NA	NA	NA
*The Company does not have workers and therefore related disclosures are not applicable.						

21. Participation/Inclusion/Representation of women			
Particular	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	8	4	50%
Key Management Personnel*	3	0	0%

*The total KMP reported includes the Managing Director, who is included within the overall KMP count for the reporting period. .

Whole-Time Directors (WTDs) fall within the ambit of Key Managerial Personnel (KMP); however, they are not presented separately under this indicator as they are already included within the Board of Directors representation.

22. Turnover rate for permanent employees and workers									
Particular	FY 2025-26			FY 2024-25			FY 2023-24		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	31.48%	43.75%	33.51%	44.36%	24.56%	40.87%	31.68%	56.00%	36.51%
Permanent Workers*	NA	NA	NA	NA	NA	NA	NA	NA	NA

*The Company does not have workers and therefore related disclosures are not applicable.

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

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

*As the Company does not have any holding, subsidiary, associate companies, or joint ventures during the reporting period.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
a. Turnover (in Rs.)	₹24,558.01 lakhs
b. Net worth (in Rs.)	₹1,67,600.75 lakhs

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) *	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	0	0	NA	0	0	NA
Investors (other than shareholders)	Yes	0	0	NA	0	0	NA
Shareholders	Yes	0	0	NA	0	0	NA
Employees and workers	Yes	0	0	NA	0	0	NA
Customers	Yes	0	0	NA	0	0	NA
Value Chain Partners	Yes	0	0	NA	0	0	NA
Other (please specify)	No	0	0	NA	0	0	NA

*** Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)**

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://www.e2enetworks.com/investors/investor-relations
Investors (other than shareholders)	https://www.e2enetworks.com/investors/odr
Shareholders	https://www.e2enetworks.com/investors/odr
Employees and workers	https://e2e-mainsite-ui.objectstore.e2enetworks.net/Governance/Significant_Policies/Annnexure-B.pdf
Customers	https://www.e2enetworks.com/policies/terms-of-service
Value Chain Partners	https://www.e2enetworks.com/policies/terms-of-service
Other (please specify)	NA

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					
Sr. 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**	**Financial implications of the risk or opportunity (Indicate positive or negative implications)**
1	GHG Emissions and Energy Management	Risk	The energy-intensive nature of computing infrastructure can contribute to higher operating costs and environmental impacts, making responsible energy and emissions management important.	E2E Networks aims to improve energy efficiency through effective consumption monitoring, efficient technologies, and responsible operational practices to minimize its environmental impact.	Negative
2	Supply Chain Management	Risk	Dependence on a limited number of suppliers for critical infrastructure components may lead to supply disruptions, increased procurement costs and delays in service delivery.	E2E Networks continually works to expand its supplier base to to support increasing computing requirements and customer usage.	Negative
3	Business Ethics & Business Model Resilience	Opportunity	Strong governance and ethical practices, along with the ability to respond to evolving market and technological developments, can support long-term business growth and stakeholder confidence.	E2E Networks focuses on strengthening governance practices while expanding its AI and cloud infrastructure capabilities.	Positive
4	Data Protection, Privacy and Responsible Digital Services	Risk	The increasing reliance on digital infrastructure and technology makes protection of data, information security and service continuity important for maintaining customer trust and business operations.	E2E Networks implements cybersecurity, data protection and information security measures, supported by recognised security standards and controls.	Negative
5	Management of the Legal & Regulatory Environment	Risk	Changes in applicable laws, regulations, approvals and licensing requirements make regulatory compliance important for maintaining business operations and supporting continued growth.	E2E Networks maintains applicable compliance and governance mechanisms and obtains the necessary consents, approvals and authorisations for its operations.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Sr. 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 NGRBCs. (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b	Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c	Web Link of the Policies, if available	https://e2e-mainsite-ui.objectstore.e2enetworks.net/Governance/Significant_Policies/Annnexure-B.pdf								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.	P1: NA P2: NA P3: NA P4: NA P5: NA P6: NA P7: NA P8: NA P9*: PCI DSS v4.0.1 ISO 9001:2015 ISO/IEC 27001:2022 ISO/IEC 27017:2015 ISO/IEC 27018:2019 ISO/IEC 20000-1:2018 SOC 3 Report								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company focuses on responsible business practices through strong governance, data security, employee well-being, operational efficiency, and continuous improvement in service delivery and business operations.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company continued to focus on responsible business practices through ongoing efforts towards data security, operational efficiency, employee engagement, governance, and service reliability during the reporting period.								

*All the above certifications are aligned with Principle 9 of the BRSR framework, as the Company operates in the IT and cloud services sector. These certifications reflect the Company's focus on cybersecurity, data privacy, secure cloud services, and reliable customer-centric digital operations.

	Governance, leadership and oversight
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements
	At E2E Networks Limited, we believe that responsible business practices are fundamental to sustainable growth and long-term value creation. We remain committed to strengthening governance practices, maintaining robust data security, supporting employee well-being, enhancing operational efficiency, and continuously improving our service delivery and business operations. During the reporting period, the Company continued its efforts in these areas, with a focus on responsible business conduct, data security, operational efficiency, employee engagement, governance, and service reliability. These ongoing efforts reflect our commitment to maintaining responsible and efficient business operations while delivering reliable services to our stakeholders. As we continue to grow our technology and cloud infrastructure capabilities, we will remain focused on strengthening these practices and driving continuous improvement across our operations. Tarun Dua Managing Director E2E Networks Limited
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).
	Chief Financial Officer – Nitin Jain Company Secretary, Compliance Officer – Mr. Ronit
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA). — No
	If Yes please provide details
	NA

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**								
		P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
a.	Performance against above policies and follow up action	Executive Director								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Executive Director								
	Subject for Review	**Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)**								
		P1	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
a.	Performance against above policies and follow up action	Others - As and when required								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Others - As and when required								
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	No	No	No	No	No	No	No	No	No
	If yes, provide name of the agency.	NA	NA	NA	NA	NA	NA	NA	NA	NA

12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:	P1	P2	P3	P4	P5	P6	P7	P8	P9
	The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	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)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

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.

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

Essential Indicators

1. Percentage coverage by training and awareness programmes 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 the awareness programmes**
Board of Directors	1	Familiarization Programme	100%
Key Managerial Personnel	1	POSH	100%
Employees other than BOD and KMPs	1	POSH	100%
Workers*	-	-	-

*The Company does not have workers and therefore related disclosures are not applicable.

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					
Monetary					
Particular	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Amount (In INR) (For Monetary Cases only)**	**Brief of the Case**	**Has an appeal been preferred? (Yes/No)**
Penalty/ Fine	NA*				
Settlement					
Compounding fee					
Non-Monetary					
Particular	**NGRBC Principle**	**Name of the regulatory/ enforcement agencies/ judicial institutions**	**Brief of the Case**		**Has an appeal been preferred? (Yes/No)**
Imprisonment	NA*				
Punishment					

*No such cases were reported during the financial year 2025-26.

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**
NA*	

*No such cases were reported during the financial year 2025-26.

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No)	Yes
If Yes, provide details in brief	
The Company addresses ethical conduct and responsible business practices through its BRSR Policy under Principle 1, which includes measures to prevent bribery and corruption, supported by internal controls, compliance monitoring, Board-level oversight, and confidential reporting mechanisms.	
If Yes, Provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place	
https://e2e-mainsite-ui.objectstore.e2enetworks.net/Governance/Significant_Policies/Annnexure-B.pdf	

5. Number of Directors/ KMPs/ employees/ workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:		
Particular	**FY 2025-26**	**FY 2024-25**
Directors	0	0
KMPs	0	0
Employees	0	0
Workers*	-	-

*The Company does not have workers and therefore related disclosures are not applicable.

6. Details of complaints with regard to conflict of interest:				
Case Details	**FY 2025-26**		**FY 2024-25**	
	Number	**Remark**	**Number**	**Remark**
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	Nil	0	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	Nil	0	Nil

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.
NA*

*No such complaints or cases requiring corrective action were reported during the reporting period.

8. Number of days of accounts payables in the following format:		
Particular	**FY 2025-26**	**FY 2024-25**
Number of days of accounts payables	207	365

9. Open-ness of business			
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**	**FY 2025-26**	**FY 2024-25**
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0 %	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	29.90%	30.41%
	b. Number of dealers / distributors to whom sales are made	18	13
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	95.73%	98.30%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	1.72%	0%
	b. Sales (Sales to related parties / Total Sales)	0.92%	0.07%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d. Investments	0%	0%

Leadership Indicator

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)	Yes
If Yes, provide details of the same.	
The Company expects its Directors and Senior Management Personnel to conduct business with honesty, integrity, and fairness, and to avoid situations involving actual or potential conflicts of interest. Any such conflict is required to be appropriately disclosed in accordance with the Company's Code of Conduct and applicable policies.	

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

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

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.				
Sr. No.	**Particular**	**FY 2025-26**	**FY 2024-25**	**Details of improvements in environmental and social impacts**
1	**R&D**	0%	0%	NA
2	**Capex**	0%	0%	NA

2 a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)	No
b. If yes, what percentage of inputs were sourced sustainably?	NA*

*As the Company operates in the IT and cloud services sector, sustainable sourcing-related requirements have limited applicability to its core business operations.

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)**	NA*
(b)	**E-waste**	NA*
(c)	**Hazardous waste**	NA*
(d)	**other waste**	NA*

*As an IT and cloud services company, the Company does not manufacture physical consumer products requiring end-of-life reclamation, reuse, recycling, or disposal processes.

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

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

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	Number (C)	% (C / A)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	175	175	100%	175	100%	NA	NA	0	0%	0	0%
Female	32	32	100%	32	100%	32	100%	NA	NA	0	0%
Total	207	207	100%	207	100%	32	100%	0	0%	0	0%
Other than permanent employees*											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

*The company does not provide these benefits to other than permanent employees.

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

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

*The Company does not have workers and therefore related disclosures are not applicable.

1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format	FY 2025-26	FY 2024-25
Cost incurred on well- being measures as a % of total revenue of the company	0.07%	0.06%

2. Details of retirement benefits, for Current FY and Previous Financial Year.						
Benefits	FY 2025-26			FY 2024-25		
	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**	82.61%	NA*	Yes	76.80%	NA*	Yes
Gratuity	100%	NA*	Yes	100%	NA*	Yes
ESI	0%	NA*	NA	0%	NA*	NA
Others - Leave Encashment***	96.14%	NA*	Yes	96.13%	NA*	Yes

*The Company does not have workers and therefore related disclosures are not applicable.

**Employees can opt out of PF as per the EPFO rule.

***CXOs are not covered in Leave Encashment.

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?	Yes
If not, whether any steps are being taken by the entity in this regard.	
NA	

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?	Yes
If so, provide a web-link to the policy.	https://e2e-mainsite-ui.objectstore.e2enetworks.net/Governance/Significant_Policies/Annnexure-B.pdf

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	NA*	NA*	NA**	NA**
Female	100%	0%	NA**	NA**
Total	100%	0%	NA**	NA**

*The Company does not provide parental leave benefits to male employees.

**The Company does not have workers and therefore related disclosures are not applicable.

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.		
Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	NA*	-
Other than Permanent Workers	NA*	-
Permanent Employees	Yes	The Company has a grievance redressal mechanism in place for permanent employees through designated HR and management channels to address concerns in a timely and confidential manner.
Other than Permanent Employees	Yes	Other than permanent employees and apprentices, can raise concerns through designated HR and management channels, and grievances are addressed as per the Company's internal policies and procedures.

*The Company does not have workers and therefore related disclosures are not applicable.

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:						
Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C.)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees	207	0	0%	181	0	0%
Male	175	0	0%	149	0	0%
Female	32	0	0%	32	0	0%
Total Permanent Workers*	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

*The Company does not have workers and therefore related disclosures are not applicable.

8. Details of training given to employees and workers:										
Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (C / D)
Employees										
Male	175	175	100%	0	0%	149	149	100%	0	0%
Female	32	32	100%	0	0%	32	32	100%	0	0%
Total	207	207	100%	0	0%	181	181	100%	0	0%
Workers*										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

*The Company does not have workers and therefore related disclosures are not applicable.

9. Details of performance and career development reviews of employees and worker:						
Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	175	175	100%	149	149	100%
Female	32	32	100%	32	32	100%
Total	207	207	100%	181	181	100%
Workers*						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

*The Company does not have workers and therefore related disclosures are not applicable.

10. Health and safety management system	
a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)	No*
If Yes, the Coverage such systems?	
NA	
b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	
NA	
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)	NA**
d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)	NA

*Primary occupational health and safety risk mitigation, compliance, and ongoing safety preparedness for our office space remain under the continuous oversight and management of our co-working facility provider.

**The Company operates in the IT and cloud services sector and does not engage in activities involving significant work-related operational hazards for employees.

11. Details of safety related incidents, in the following format:			
Safety Incident/Number	**Category***	**FY 2025-26**	**FY 2024-25**
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	**Employees**	0	0
	Workers	NA**	NA**
Total recordable work-related injuries	**Employees**	0	0
	Workers	NA**	NA**
No. of fatalities	**Employees**	0	0
	Workers	NA**	NA**
High-consequence work-related injury or ill health (excluding fatalities)	**Employees**	0	0
	Workers	NA**	NA**
***Including in the contract workforce**			

**The Company does not have workers and therefore related disclosures are not applicable.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.
The Company operates from managed office facilities where workplace infrastructure, health and safety measures, emergency response systems, and related facility management practices are primarily managed by the facility operator. However, the Company continues to encourage a safe, respectful, and healthy work environment for its employees through its internal policies and employee conduct practices.

13. Number of Complaints on the following made by employees and workers:						
Particulars	**FY 2025-26**			**FY 2024-25**		
	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	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessment for the year:	
Particulars	**% of your plants and offices that were assessed (by entity or statutory authorities or third parties)**
Health and safety practices	0%
Working Conditions	0%

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 significant safety-related incidents were reported during the reporting period. The Company operates from managed office premises, and assessments relating to workplace infrastructure, safety systems, and working conditions are primarily overseen by the facility management operator.

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

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

1. Describe the processes for identifying key stakeholder groups of the entity.
The Company identifies its key stakeholders based on their association with the business, influence on the Company's operations, and the impact of the Company's activities on them. Stakeholder groups are identified through ongoing engagement and interactions across business operations and communication channels.

2. 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**	**Channels of communication** (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	**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/ Investors	No	Email, Website, Others (Investor calls, Stock exchange filings)	As and when required	Financial performance, growth strategy, governance, transparency, investor confidence, Grievance redressal
Customers (Startups, Enterprises, AI teams, Researchers)	No	Email, Website, Others (Customer support, platform dashboard)	As and when required	Service, scalability, issue resolution, product improvement
Employees	No	Email, Notice Board, Others (Internal platforms, training sessions)	As and when required	Employee engagement, skill development, HR policies, workplace concern resolution, and performance management
Regulatory Bodies and Government	No	Email, Others (Official letters, compliance reports)	As and when required	Legal compliance, reporting obligations, and regulatory alignment
Vendor/ Suppliers/ Technology partners (Server providers)	No	Email, Others (Meetings, vendor portals)	As and when required	Procurement, service quality, supply chain efficiency, Grievance redressal
Community/ Society	No	Website, Advertisement, Others (Social media)	As and when required	Awareness, digital inclusion, innovation ecosystem support, job creation, Grievance redressal

PRINCIPLE 5 Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

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

Benefits	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	207	207	100%	181	181	100%
Other than permanent	6	6	100%	6	6	100%
Total Employees	213	213	100%	187	187	100%
Workers*						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

*The Company does not have workers and therefore related disclosures are not applicable.

2. Details of minimum wages paid to employees and workers

Category	FY 2025-26					FY 2024-25				
	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										
Male	175	0	0%	175	100%	149	0	0%	149	100%
Female	32	0	0%	32	100%	32	0	0%	32	100%
Total	207	0	0%	207	100%	181	0	0%	181	100%
Other than Permanent*										
Male	3	NA	NA	NA	NA	4	NA	NA	NA	NA
Female	3	NA	NA	NA	NA	2	NA	NA	NA	NA
Total	6	NA	NA	NA	NA	6	NA	NA	NA	NA
All other than permanent employees are apprentices who are provided stipends in accordance with the provisions of the **Apprentices Act, 1961**, and are therefore not covered under the applicable wage structure.										
Workers										
Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

*The Company does not have workers and therefore related disclosures are not applicable.

3. Details of remuneration/salary/wages				
a. Median remuneration / wages:				
Particular	**Male**		**Female**	
	Number	**Median remuneration/ salary/ wages of respective category**	**Number**	**Median remuneration/ salary/ wages of respective category**
Board of Directors (BOD)*	1	1,24,99,999	2	97,47,500
Key Managerial Personnel	2	90,02,168	0	-
Employees other than BOD and KMP**	96	11,71,956	17	10,49,996
Workers****	-	-	-	-

*The remuneration of the Board of Directors (BOD) includes the remuneration paid to Executive Directors but excludes commission and/or sitting fees paid to directors. Non-Executive and Independent Directors are excluded, as they do not receive any remuneration.

**Employees who worked for full year are considered in the median calculation

***The Company does not have workers and therefore related disclosures are not applicable.

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

Particulars	**FY 2025-26**	**FY 2024-25**
Gross wages paid to females as % of total wages	15.17%	7.06%

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

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

The Company addresses employee concerns and workplace-related grievances through internal communication and HR channels, in line with its policies, code of conduct, and employee practices. Employees are encouraged to raise concerns through appropriate reporting channels, and such matters are addressed in a fair, confidential, and timely manner.

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

Particulars	**FY 2025-26**			**FY 2024-25**		
	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	0	0	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour / Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

Particulars	**FY 2025-26**	**FY 2024-25**
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.
The Company encourages employees to report concerns through appropriate internal reporting mechanisms, including the Whistleblower mechanism. Concerns raised are handled confidentially in accordance with the Company's policies and procedures.

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

10. Assessments for the year:	
Name of the Assessment	**% of your plants and offices that were assessed (by entity or statutory authorities or third parties)**
Child labour	0%
Forced/involuntary labour	0%
Sexual harassment	0%
Discrimination at workplace	0%
Wages	0%
Others – please specify	Nil

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.
No assessments were undertaken during the reporting period; therefore, no corrective actions were required.

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

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

Parameter	**FY 2025-26 (in Giga Joules)**	**FY 2024-25 (in Giga Joules)**
1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:		
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C.)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	62,285.55	25,909.05
Total fuel consumption (E)	83.57	58.59
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	62,359.12	25,967.64
Total energy consumed (A+B+C+D+E+F)	62,359.12	25,967.64

Parameter	**FY 2025-26 (in Giga Joules)**	**FY 2024-25 (in Giga Joules)**
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.000025	0.000016
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.00052	0.00033
Energy intensity in terms of physical output [Total energy consumed (in GJ) / Full time equivalent]	298.36	141.89
Energy 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?		No
If yes, name of the external agency.	NA	

Note:

The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2026, which is 20.34

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? (Yes/No)	No
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.	
NA	

3. Provide details of the following disclosures related to water, in the following format:		
Parameter	**FY 2025-26**	**FY 2024-25**
Water withdrawal by source (in kilolitres)*		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	1951.70	2228.99
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres) **(i + ii + iii + iv + v)**	1951.70	2228.99
Total volume of water consumption (in kilolitres)**	390.34	445.80
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.00000016	0.00000027
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.0000032	0.0000056
Water intensity in terms of physical output [Total water consumption (in KL) / Full time equivalent]	1.87	2.44
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? (Yes/No)		No
If yes, name of the external agency.	NA	

Note:

**As per CGWA guidelines, the estimated water withdrawal for all offices is based on an assumption of 45 litres per person per day and is included in third-party water.*

***During the reporting year, the Company adopted the methodology proposed in the Urban Wastewater Scenario in India study (August 2022), which considers a 20% water loss factor while calculating water consumption.*

4. Provide the following details related to water discharged:		
Parameter	**FY 2025-26**	**FY 2024-25**
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties		
No treatment	1561.36*	1783.19*
With treatment – please specify level of treatment	0	0
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	1561.36	1783.19
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.		NA

Note:

Water consumption at office locations is discharged into the community sewage.

**During the reporting year, the Company adopted the methodology proposed in the Urban Wastewater Scenario in India study (August 2022), which assumes that 80% of the water withdrawn is discharged as wastewater to the third party.*

5. Has the entity implemented a mechanism for Zero Liquid Discharge?	No
If yes, provide details of its coverage and implementation.	
NA	

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:*			
Parameter	**Please specify unit**	**FY 2025-26**	**FY 2024-25**
NOx	Nil	0	0
SOx	Nil	0	0
Particulate matter (PM)	Nil	0	0
Persistent organic pollutants (POP)	Nil	0	0
Volatile organic compounds (VOC)	Nil	0	0
Hazardous air pollutants (HAP)	Nil	0	0
Others – please specify			
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.	NA		

*No air emissions are generated from the Company's operations considering the nature of its IT and cloud-based business activities.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:			
Parameter	**Unit**	**FY 2025-26**	**FY 2024-25**
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	5.75	4.03
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	12,284.09	5,232.19
Total Scope 1 and Scope 2 emissions per rupee of turnover [Total Scope 1 and Scope 2 GHG emissions (in $MTCO_2e$) / Revenue from operations (in rupees)]		0.0000050	0.0000032
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total Scope 1 and Scope 2 GHG emissions (in $MTCO_2e$) / Revenue from operations in rupees adjusted for PPP]		0.0001018	0.0000660
Total Scope 1 and Scope 2 emission intensity in terms of physical output [Total Scope 1 and Scope 2 GHG emissions (in $MTCO_2e$) /Full time equivalent		58.80	28.61
Total Scope 1 and Scope 2 emission 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)			No
If yes, name of the external agency.	NA		

Note:

Source of emission factors used - EPA's GHG Emission Factors Hub, CEA's CDM - CO_2 Baseline Database User Guide Version 21 has been used for the purpose of GHG Emissions calculations.

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)	No
If Yes, then provide details.	
NA	

9. Provide details related to waste management by the entity, in the following format:		
Parameter	**FY 2025-26**	**FY 2024-25**
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.70	0.42
E-waste (B)	0.036	0.036
Bio-medical waste I	0	0
Construction and demolition waste (D)	0	0
Battery waste I	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	8.73	8.76
1. **Cardboard**	2.22	1.33
2. **Office Waste**	6.51	7.43
Total (A+B + C + D + E + F + G + H)	9.47	9.22
Waste intensity per rupee of turnover [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.0000000039	0.0000000056
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.000000076	0.00000012
Waste intensity in terms of physical output Total waste generated (in MT) / Full time equivalent	0.044	0.052
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste	**FY 2025-26**	**FY 2024-25**
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste	**FY 2025-26**	**FY 2024-25**
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	9.47	9.22
Total	9.47	9.22
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.	NA	

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.
The Company follows waste management practices in line with the nature of its IT and cloud-based operations. General office waste generated at the managed office premises is handled by the facility management operator. E-waste generated from IT equipment is sold to the E-waste vendors. Additionally, waste such as cardboard and plastic materials is disposed of through scrap dealers. The Company does not use hazardous or toxic chemicals in its operations.

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 in the following format:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
NA*				

*The Company does not have operations or offices located in or around ecologically sensitive areas.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA*					

*No environmental impact assessments were undertaken during the reporting period, considering the nature of the Company's IT and cloud-based operations.

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/NA).	Yes

If not, provide details of all such non-compliances, in the following format:

Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NA	NA	NA	NA

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

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.	0

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.		
Sr. No.	**Name of the trade and industry chambers/ associations**	**Reach of trade and industry chambers/ associations (State/ National/ International)**
NA*		

*The Company does not have any affiliations with trade and industry chambers/associations.

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.		
Name of authority	**Brief of the case**	**Corrective action taken**
NA*		

*No adverse orders relating to anti-competitive conduct were received from any regulatory authority during the reporting period; accordingly, no corrective actions were required.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.					
Name and brief details of project	**SIA Notification No.**	**Date of notification**	**Whether conducted by independent external agency (Yes / No)**	**Results communicated in public domain (Yes / No)**	**Relevant Web link**
NA*					

*In line with the nature of the Company's IT and cloud-based operations, no projects requiring Social Impact Assessment (SIA) under applicable laws were undertaken during the reporting period.

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:						
Sr. No.	**Name of Project for which R&R is ongoing**	**State**	**District**	**No. of Project Affected Families (PAFs)**	**% of PAFs covered by R&R**	**Amounts paid to PAFs in the FY (In INR)**
NA*						

*Considering the nature of the Company's business operations, no projects involving Rehabilitation and Resettlement (R&R) were undertaken during the reporting period.

3. Describe the mechanisms to receive and redress grievances of the community.
Considering the nature of the Company's IT and cloud-based operations, its activities do not have a significant direct impact on local communities. Accordingly, no specific community grievance mechanism has been established during the reporting period.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:		
Particular	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	3.97%	6.53%
Directly from within India	100%	100%

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		
Particular	FY 2025-26	FY 2024-25
Rural	0%	0%
Semi-urban	0%	0%
Urban	0%	0%
Metropolitan	100%	100%
(Place to be categorized as per RBI Classification System - rural / semi-urban / urban/metropolitan)		

PRINCIPLE 9 Businesses should engage with and provide value totheir consumers in a responsible manner.

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
The Company receives and addresses customer feedback and concerns through its official communication channels, customer support interactions, and business engagement processes. Customer queries and complaints, if any, are reviewed by the relevant teams and addressed in a timely manner in line with the Company's service and operational practices.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about	
Particular	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA*
Safe and responsible usage	NA*
Recycling and/or safe disposal	NA*

*Not applicable to the Company, as its IT and cloud-based services do not involve physical product labelling or packaging disclosures.

3. Number of consumer complaints in respect of the following:						
Particular	FY 2025-26		Remark	FY 2024-25		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	-	-	-	-	-	-

4. Details of instances of product recalls on account of safety issues:		
Particular	**Number**	**Reason for recall**
Voluntary recalls	0	Nil
Forced recalls	0	Nil

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)	Yes
If available, provide a web link of the policy	https://e2e-mainsite-ui.objectstore.e2enetworks.net/Governance/Significant_Policies/Annnexure-B.pdf

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.
During the reporting period, the Company maintained a high standard of compliance across all operational areas. There were no instances or complaints received regarding unfair advertising or delays in the delivery of essential services. Furthermore, no data breaches or privacy concerns were reported, and the Company did not initiate any product recalls. No penalties or strictures were passed by regulatory authorities regarding the safety of our products or services. The Company continues to monitor its internal control systems to ensure ongoing adherence to all safety and privacy standards.

7. Provide the following information relating to data breaches	
a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0%
c. Impact, if any, of the data breaches	
NA	