



REF:SECT/05/2026/18

DATE: MAY 29, 2026

To,  
The Managing Director  
**National Stock Exchange of India Limited**  
Exchange Plaza,  
Bandra Kurla Complex,  
Bandra – East, Mumbai – 400 051

To,  
The General Manager  
**BSE Limited**  
Phiroze Jeejeebhoy Towers  
Dalal Street,  
Mumbai – 400 001

NSE Symbol - RSYSTEMS

BSE Scrip Code – 532735 & 977286

Dear Sir,

**SUB: SUBMISSION OF BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING FOR THE FINANCIAL YEAR ENDED ON DECEMBER 31, 2025**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations & Disclosure Requirements) Regulations 2015, we are enclosing herewith the Business Responsibility and Sustainability Report (“BRSR”) for FY 2025, which also forms part of the Annual Report 2025.

The BRSR being part of the Annual Report 2025 is also uploaded on the website of the Company at <https://www.rsystems.com/investors-info/annual-reports/>

This is for your information and record.

Thanking you.

Yours faithfully,

**For R Systems International Limited**

**Piyush Jain**  
**(Company Secretary & Compliance Officer)**

**R SYSTEMS INTERNATIONAL LIMITED**  
**Corporate Office**  
3<sup>rd</sup> Floor, Tower No. 1, IT/ITES SEZ of Artha Infratech Pvt.  
Ltd, Plot No. 21, Sector TechZone-IV, Greater Noida  
West, Gautam Buddha Nagar, Uttar Pradesh - 201306,  
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+91-120-4303500  
**Email**  
[rsil@rsystems.com](mailto:rsil@rsystems.com)  
**Web**  
[rsystems.com](http://rsystems.com)

**Registered Office**  
GF-1-A, 6, Devika Tower,  
Nehru Place, New Delhi –  
110019, India  
**Corporate Identity Number**  
L74899DL1993PLC053579

## Annexure E to the Board's Report

# Business Responsibility & Sustainability Report

### Section A: General Disclosures

#### I. Details of the entity

1.	<b>Corporate Identity Number (CIN) of the Listed Entity</b>	L74899DL1993PLC053579
2.	<b>Name of the Listed Entity</b>	R Systems International Limited ("R Systems"/"Company")
3.	<b>Year of incorporation</b>	1993
4.	<b>Registered office address</b>	GF-1-A, 6, Devika Tower, Nehru Place, Delhi – 110019
5.	<b>Corporate address</b>	3 <sup>rd</sup> Floor, Tower No. 1, IT/ITES SEZ of Artha Infratech Pvt. Ltd, Plot No. 21, Sector TechZone-IV, Greater Noida West, Gautam Buddha Nagar, Uttar Pradesh - 201306, India
6.	<b>E-mail</b>	<a href="mailto:investors@rsystems.com">investors@rsystems.com</a>
7.	<b>Telephone</b>	+91 (120) 4303500
8.	<b>Website</b>	<a href="http://www.rsystems.com/">www.rsystems.com/</a>
9.	<b>Financial year for which reporting is being done</b>	January 01, 2025 – December 31, 2025
10.	<b>Name of the Stock Exchange(s) where shares are listed</b>	1.National Stock Exchange of India Limited (NSE) 2.BSE Limited (BSE)
11.	<b>Paid-up Capital</b>	INR 118,403,582 <sup>Note1 &amp; 2</sup>
12.	<b>Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report</b>	Mr. Nand Sardana, Chief Financial Officer Telephone: +91 (120) 4303500 E-mail id: <a href="mailto:rsil@rsystems.com">rsil@rsystems.com</a>
13.	<b>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):</b>	The disclosures under this report have been made on standalone basis.
14.	<b>Name of assurance provider</b>	NA
15.	<b>Type of assurance Obtained</b>	NA

#### Note:

- Subsequent to year ended on December 31, 2025 and up to the date of this report, the Company has allotted 82,893 equity shares to the identified employees of the Company and/or Group Companies under the R Systems International Limited Management Incentive Plan 2023.
- Further, the Hon'ble National Company Law Tribunal, New Delhi Bench ("NCLT"), vide its order dated April 16, 2026, approved the Composite Scheme of Amalgamation of Velotio Technologies Private Limited and Scaleworx Technologies Private Limited with R Systems International Limited under Sections 230 to 232 of the Companies Act, 2013 (the "Scheme"). In accordance with the share swap ratio specified in the Scheme, the Board of Directors of the Company approved the allotment of 51,60,833 optionally convertible redeemable preference shares to the existing optionally convertible redeemable preference shareholders of Velotio Technologies Private Limited, on the terms and conditions set out in the Scheme.

Consequently, as on date of this report, issued, subscribed and paid up capital of the Company is INR 118,486,475 equity shares and 5,160,833 optionally convertible redeemable preference shares.

## 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	Computer programming, consultancy and other related services	Computer programming, consultancy and related activities (IT consultancy, information and business process outsourcing services, etc.)	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Information technology services and products	620	81.05%
2	Business process outsourcing services	620	18.95%

## 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	6	6
International	NA	2	2

Note: As on December 31, 2025, R Systems International Limited maintains twenty-two development and service centres to serve customers in Americas, Europe, Middle East, APAC and India through its subsidiaries.

### 19. Markets served by the entity:

#### a. Number of locations

Locations	Value (in numbers)
National (No. of States and Union Territories)	8
International (No. of Countries)	17*

\*Excluding India and on standalone basis

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

The contribution of exports as a percentage of the total turnover is 95.11%.

#### c. A brief on types of customers

Our product-focused approach and strong engineering expertise allow us to work closely with leading participants in the technology ecosystem, including independent software vendors (ISVs), SaaS companies, and product Companies across the Tech, Internet, Platforms & Services (TIPS), Health, Manufacturing & Logistics (M&L), Telecom, Media & Entertainment (TME) and Banking, Finance & Insurance (BFSI) verticals.

For additional details about our customer base, kindly visit our website at: [www.rsystems.com/](http://www.rsystems.com/)

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### IV. Employees

#### 20. Details as at the end of Financial Year:

##### 1. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
<b>Employees*</b>						
1.	Permanent (D)	3,278	2,588	78.95%	690	21.05%
2.	Other than Permanent (E)	73**	63	86.30%	9	12.33%
3.	Total employees (D + E)	3,351**	2,651	79.11%	699	20.86%
<b>Workers</b>						
4.	Permanent (F)	Not Applicable***				
5.	Other than Permanent (G)					
6.	<b>Total workers (F + G)</b>					

\*Consists of full-time employees, contractors and consultants.

\*\* Gender disclosure is voluntary, based on self-declaration by employees. One of the Other Than Permanent category employee choose not to disclose the gender.

\*\*\*The Company does not categorize its workforce as Workers.

##### 2. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
<b>Differently Abled Employees</b>						
1.	Permanent(D)	4	3	75.00%	1	25.00%
2.	Other than Permanent(E)	0	0	0.00%	0	0.00%
3.	Total Employees(D+E)	4	3	75.00%	1	25.00%
<b>Differently Abled Workers</b>						
4.	Permanent(F)	Not Applicable				
5.	Other than Permanent(G)					
6.	<b>Total workers (F+G)</b>					

##### 21. Participation/Inclusion/Representation of women

	Total (A)	No. (B)	No. and percentage of Females	
			% (B/A)	
<b>Board of Directors*</b>	7	1	14.29%	
<b>Key Managerial Personnel**</b>	3	0	0.00%	

\*As on December 31, 2025

\*\*Includes Managing Director & Chief Executive Officer who is also part of Board of Directors.

**22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)**

	CY 2025			CY 2024			CY 2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Permanent Employees*</b>	20.34%	21.01%	20.48%	15.15%	17.23%	15.55%	12.71%	17.90%	13.70%
<b>Permanent Workers</b>	Not Applicable								

\*This data is voluntary attrition %.

**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	BCP Asia II Topco II Pte. Ltd., Singapore	Holding	51.88%	No, however, subsidiary companies share our vision, ethics and values and are required to pursue responsible practices as per the laws applicable to them.
2	R Systems, Inc., USA	Subsidiary	100%	
3	RSYS Technologies Ltd., Canada	Subsidiary	100%	
4	R Systems Technologies Limited, USA	Subsidiary	100%	
5	R Systems Computaris International Limited, UK	Subsidiary	100%	
6	R Systems Computaris Europe S.R.L., Romania <sup>1</sup>	Subsidiary	100%	
7	R Systems Computaris Poland Sp Z. O.O., Poland <sup>1</sup>	Subsidiary	100%	
8	R Systems Computaris S.R.L., Moldova <sup>1</sup>	Subsidiary	100%	
9	R Systems Computaris Malaysia Sdn. Bhd., Malaysia <sup>1</sup>	Subsidiary	100%	
10	R Systems Computaris Philippines Pte. Ltd. Inc., Philippines <sup>1</sup>	Subsidiary	100%	
11	R Systems Computaris Suisse Sarl, Switzerland <sup>1</sup>	Subsidiary	100%	
12	R Systems Consulting Services Limited, Singapore <sup>2</sup>	Subsidiary	99.75%	
13	R Systems Consulting Services (M) Sdn. Bhd., Malaysia <sup>3</sup>	Subsidiary	99.75%	
14	R Systems Consulting Services (Thailand) Co., Ltd., Thailand <sup>3</sup>	Subsidiary	99.75%	
15	R Systems Consulting Services (Shanghai) Co., Ltd., People's Republic of China <sup>3</sup>	Subsidiary	99.75%	
16	R Systems Consulting Services (Hong Kong) Ltd., Hong Kong <sup>3</sup>	Subsidiary	99.75%	
17	R Systems Consulting Services Kabushiki Kaisha, Japan <sup>3</sup>	Subsidiary	99.75%	
18	R Systems Consulting Services Company Limited, Vietnam <sup>3</sup>	Subsidiary	99.75%	
19	R Systems (Singapore) Pte Limited, Singapore	Subsidiary	100%	
20	R Systems IBIZCS Pte. Ltd., Singapore <sup>4</sup>	Subsidiary	100%	
21	R Systems IBIZ Sdn. Bhd., Malaysia <sup>5</sup>	Subsidiary	100%	
22	PT R Systems IBIZCS International, Indonesia <sup>5</sup>	Subsidiary	100%	
23	IBIZ Consulting (Thailand) Co., Ltd., Thailand <sup>5</sup>	Subsidiary	100%	
24	IBIZ Consulting Service Limited, Hong Kong <sup>5</sup>	Subsidiary	100%	
25	IBIZ Consulting Service Shanghai Co., Ltd., People's Republic of China <sup>6</sup>	Subsidiary	100%	
26	Velotio Technologies Private Limited, India <sup>7</sup>	Subsidiary	100% Equity shares	
27	Scaleworx Technologies Private Limited, India <sup>7&amp;8</sup>	Subsidiary	100% Equity shares	
28	RSIL Mexico, S. de R.L. de C.V., United Mexican States	Subsidiary	100%	
29	Novigo Solutions Private Limited, India <sup>9</sup>	Subsidiary	100% Equity shares	
30	Novigo Solutions Inc., USA <sup>10</sup>	Subsidiary	100% Equity shares	
31	Novigo Solutions Limited, UK <sup>10</sup>	Subsidiary	100% Equity shares	
32	Novigo for Information Technology, Kingdom of Saudi Arabia <sup>10</sup>	Subsidiary	100% Equity shares	
33	Novigo Solutions B.V., Netherlands <sup>10</sup>	Subsidiary	100% Equity shares	

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1. Wholly-owned subsidiary of R Systems Computaris International Limited, UK
2. The shareholding held by the Company and R Systems (Singapore) Pte Limited is 69.37% and 30.38%, respectively.
3. Wholly-owned subsidiary of R Systems Consulting Services Limited, Singapore
4. Wholly-owned subsidiary of R Systems (Singapore) Pte Limited, Singapore
5. Wholly-owned subsidiary of R Systems IBIZCS Pte. Ltd., Singapore
6. Wholly-owned subsidiary of IBIZ Consulting Services Limited - Hong Kong
7. Subsequent to the year ended December 31, 2025, Velotio Technologies Private Limited and Scaleworx Technologies Private Limited have been amalgamated into R Systems International Limited pursuant to the National Company Law Tribunal order dated April 16, 2026
8. Wholly-owned subsidiary of Velotio Technologies Private Limited
9. Subsidiary w.e.f. November 13, 2025
10. Wholly-owned subsidiary of Novigo Solutions Private Limited

### VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No): **Yes**
- ii. Turnover: INR 11,008.05 million
- iii. Net worth: INR 6,897.86 million

### 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)	CY 2025			CY 2024		
		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
<b>Communities</b>	Yes The Company maintains close engagement with on-ground project conditions in collaboration with its implementation partners. This approach enables effective coordination among the Company, implementing partners, and community beneficiaries, while also creating sufficient avenues for receiving, addressing, and resolving grievances raised by community stakeholders	-	-	-	-	-	-
<b>Investors (other than shareholders)</b>	Yes Investors and shareholders may submit their grievances by sending communication to the specified contact email: <a href="mailto:investors@rsystems.com">investors@rsystems.com</a>	-	-	-	-	-	-
<b>Shareholders</b>	Additionally, shareholders may liaise with the Registrar and Transfer Agent (RTA) for matters relating to share transfers, share-related correspondence, dividend queries, and other related services by sending email at <a href="mailto:investor.helpdesk@in.mpms.mufg.com">investor.helpdesk@in.mpms.mufg.com</a> or through the	2	-	Complaints resolved within stipulated time	6	-	Complaints resolved within stipulated time

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	CY 2025			CY 2024		
		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
	<p>following webpage:  <a href="https://web.in.mpms.mufg.com/helpdesk/Service_Request.html">https://web.in.mpms.mufg.com/helpdesk/Service_Request.html</a> Shareholders may also enroll on 'SWAYAM,' the RTA's online Investor Self-Service Portal, which enables security holders to conveniently access information through a digital dashboard and avail a range of services online at <a href="https://swayam.in.mpms.mufg.com/">https://swayam.in.mpms.mufg.com/</a></p>						
<b>Employees and workers</b>	<p>Yes. The Company has implemented a structured framework to manage and resolve employee-related complaints and concerns in a timely and consistent manner. Employees may submit suggestions, grievances, or complaints by writing to <a href="mailto:HRD@rsystems.com">HRD@rsystems.com</a>. The Company has also constituted an Internal Complaints Committee (ICC) to address and resolve complaints of sexual harassment involving women employees. Employees may reach the ICC at <a href="mailto:ICC@rsystems.com">ICC@rsystems.com</a> to report such matters. Matters that fall within the scope of the Whistle Blower Policy are handled in accordance with the policy. This mechanism enables concerns relating to unlawful or unethical conduct to be escalated directly to the Chairman of the Audit Committee at <a href="mailto:Chairman.AuditCommittee@rsystems.com">Chairman.AuditCommittee@rsystems.com</a>. Subsequent to the year, the Company strengthened its Grievance Procedure to enhance the existing grievance-handling framework. The revised procedure sets out a clear, step-by-step process—from the lodging of a grievance through escalation and closure—thereby promoting consistency, transparency, and timely resolution. A Grievance Committee has been</p>	4	4	-	-	-	-

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Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	CY 2025			CY 2024		
		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
	constituted to review formal grievances thoroughly at the appropriate level.						
<b>Customers</b>	Yes Customers can raise grievances through various channels, including their account managers and client engagement managers. Escalation procedures are defined within individual client agreements, and corrective actions are implemented in accordance with the Company's quality policies.	-	-	-	-	-	-
<b>Value Chain Partners</b>	Yes Grievances or concerns raised by suppliers are handled at the appropriate level and resolved on a case-by-case basis	-	-	-	-	-	-

Policies formulated in compliance with the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations") are published and accessible on the Company's official website <https://www.rsystems.com/investors-info/corporate-governance/policies/> and all remaining policies are made available on the Company's internal intranet portal.

### 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 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	Cyber Security, Data Privacy	Risk	Exposure to cybersecurity risks—including cyber-attacks, unauthorized data access, third-party vulnerabilities, challenges related to data storage and retention, and weaknesses in cloud infrastructure—represents a significant threat to the Company potentially	Our cybersecurity program is further strengthened by globally recognized certifications, including ISO 27001:2022 as well as independent attestations/certifications such as SOC 2 Type II and HITRUST, demonstrating our commitment to maintaining high standards of information security and resilience. Deployment of robust security safeguards, including controlled access mechanisms, data encryption protocols, ongoing surveillance, and	<b>Negative:</b> Security incidents such as unauthorized data access and cyber intrusions may lead to substantial financial impact and adversely affect the Company's credibility and public image.

S. No.	Material 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)
			compromising sensitive information and regulatory compliance.	comprehensive workforce awareness programs.  Conducting periodic internal risk evaluations to detect potential security gaps and initiate preventive and remedial actions in advance.  We have framed data protection policies and appointed a dedicated Data Protection Officer.  The Company promotes data security awareness among employees.	
2	Climate Change & Resource Management	Risk	Climate-related challenges present real risks to our global operations. Extreme weather events can disrupt supply chains, affect employee productivity, and weaken overall operational resilience. As a global technology company with teams and facilities across multiple regions, we understand the need to take proactive and responsible environmental actions to reduce these risks and support long-term business continuity.	<b>GHG Emissions</b> We encourage flexible and remote working arrangements to reduce emissions associated with employee travel. These practices not only help lower our carbon footprint but also enhance productivity, work-life balance, and overall employee satisfaction.  <b>Energy Management</b> We are committed to improving energy efficiency across our operations. During the year, we consolidated multiple server rooms into a centralized data centre at our NOIDA Office, enabling the removal of split air-conditioning units from legacy server rooms. We also installed energy-efficient Schneider in-row PACs for cooling and implemented sensor-operated lighting in the data centre. These measures help reduce energy consumption and minimize our environmental impact.	<b>Negative impact:</b> Rising operational expenditure due to climate adaptation measures.
3	Employee Management	Opportunity & Risk	<b>Opportunity</b> In the competitive IT and digital product engineering space, prioritizing employee well-being, diversity, and continuous skill development create a strong long-term advantage. These efforts help attract and retain top talent, strengthen organizational capability, and	<b>Talent Development</b> We invest in structured learning and development programs to continuously enhance employee skills and capabilities. Alongside this, we run targeted initiatives that support mental health and overall well-being, helping employees grow while maintaining a healthy work-life balance.  <b>Diversity Initiatives</b> We are committed to building an inclusive workplace by	<b>Negative Impact</b> Insufficient investment in workforce development and ineffective talent management can lead to lower employee engagement, higher attrition, and increased recruitment costs. Over time, these challenges may reduce operational efficiency and negatively impact financial performance.  <b>Positive Impact</b> Higher levels of employee satisfaction drive greater

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S. No.	Material 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)
			<p>support sustainable growth as the Company scales.</p> <p><b>Risk</b> High competitive intensity in the digital engineering market demands sustained investment in specialised talent to meet evolving client and market expectations. Accelerating adoption of emerging technologies, particularly AI, has intensified competition for scarce digital skills, exerting upward pressure on compensation and increasing exposure to talent attrition from headhunting and competitive poaching.</p>	<p>implementing frameworks that promote gender diversity and provide equal career opportunities across all our global locations.</p> <p><b>Workplace Safety</b> We prioritize employee safety through preventive practices, regular safety training, and well-established emergency preparedness and response systems, ensuring a secure and resilient work environment.</p>	<p>productivity, foster innovation, and enhance client experiences. Together, these outcomes contribute to sustained business growth and long-term success.</p>
4	Customer Centricity/ Satisfaction	Opportunity	<p>R Systems is dedicated to expanding its reach by strategically managing its flagship multi-service accounts. The focus is on efficient client management and revenue generation through business transformation, enhancing service technology offerings to meet evolving customer demands. Addressing customer feedback through dedicated channels and timely resolutions boosts customer satisfaction and enhances the Company's brand value.</p>	-	<p>Strong customer experience and long-term client loyalty contribute significantly to improving the Company's financial performance. Elevated levels of customer satisfaction also create avenues for additional business opportunities and support sustained Company's growth.</p>

S. No.	Material 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)
5	Corporate Governance & Business Ethics	Opportunity & Risk	<p><b>Opportunity</b> A well-established governance structure fosters confidence among stakeholders and supports consistent operational reliability. Our comprehensive approach comprising clear policies, strong ethical standards, and periodic internal and external reviews contributes to strengthening Company's credibility and reputation.</p> <p><b>Risk</b> Weak compliance frameworks present considerable challenges for our Company, including exposure to regulatory sanctions, erosion of brand credibility, and interruptions to business continuity, which may adversely affect overall performance and stakeholder confidence.</p>	Ongoing tracking of regulatory developments coupled with prompt updates to ensure continued compliance. Conducting regular internal audit and external audits. Implementation of organization wide training programs to ensure ongoing awareness and adherence to compliance requirements.	<p><b>Negative Impact</b> Deficiencies in governance frameworks can expose the Company to regulatory sanctions, harm the public credibility, and disrupt business operations.</p> <p><b>Positive Impact</b> Effective governance structures strengthen investor assurance, deepen client confidence, and reinforce the Company's competitive positioning.</p>
6	Community Welfare	Opportunity	As a global technology company, our efforts to support community well-being create meaningful opportunities to make a Positive social impact, strengthen relationships with stakeholders, and contribute to long-term, sustainable business growth.	-	<b>Positive Impact</b> Strengthened brand image, deeper stakeholder trust and relations, heightened employee involvement, and long-term, responsible business expansion.
7	Human Rights	Opportunity	At our Company, reinforcing respect for human rights across our worldwide operations plays a	-	Robust human rights practices contribute to strengthening the Company's brand image, boosting workforce involvement, enhancing the ability to attract skilled talent,

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S. No.	Material 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)
8	Technological Obsolescence	Risk and Opportunity	<p>vital role in strengthening our Company's values and public standing. Our commitment extends to fostering an inclusive workplace by preventing bias and harassment, ensuring equitable compensation, and strictly complying with POSH and other human right related regulations.</p> <p><b>Risk</b> Rapid technological change and adoption of Artificial Intelligence pose risks of technological obsolescence, cyber security and data privacy breaches, intellectual property challenges, biased or inaccurate AI outputs, workforce transition risks, and potential non-compliance with evolving regulations.</p> <p><b>Opportunity</b> Advancements in AI and digital technologies create opportunities for innovation, operational efficiency, scalable solutions, enhanced customer experience, and long-term competitiveness. R Systems leverages these technologies through continuous capability building, responsible AI practices, and strategic technology partnerships.</p>	<p>We continuously strengthens our capabilities in emerging technologies and invests in building a future-ready workforce through focused recruitment, ongoing training, and structured upskilling of domain and market specialists.</p> <p>The Company also actively evaluates and expands its ecosystem of technology alliances and partnerships to enhance resilience, scalability, and long-term value creation.</p> <p>In this context, the Company have launched OptimaAI, R Systems' internal Generative AI workbench, and EXIQO, AI Studio designed to enable enterprises scale production-grade agentic AI across business and technology functions.</p> <p>Collectively, these measures help mitigate technology-related risks while enabling innovation, operational efficiency, and sustainable growth.</p>	<p>and reinforcing client relationships, particularly across international markets.</p> <p><b>Negative Impact</b> Rapid technological change and increased adoption of AI require continued upfront investments in advanced technology infrastructure, cyber security, data privacy safeguards, workforce upskilling, and regulatory compliance. These investments may lead to short-term increases in operating and capital expenditure, potential margin pressure for short term, and higher compliance-related costs. Additionally, risks arising from technology obsolescence, inaccurate or biased AI outputs, or regulatory non-compliance could result in financial exposure, remediation costs, or reputational impact if not effectively managed.</p> <p><b>Positive Impact</b> Advancements in AI and digital technologies present significant long-term financial upside through improved operational efficiency, productivity gains, scalable service offerings, faster go-to-market, and enhanced customer experience. Platforms such as OptimaAI and EXIQO enable the Company to deliver differentiated, high-value AI-led solutions, supporting revenue growth, improved margins, and stronger client retention.</p>

## 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	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	The Company's policies, as required under the applicable Act and Listing Regulations, are accessible on its official website. <a href="https://www.rsystems.com/investors-info/corporate-governance/policies/">https://www.rsystems.com/investors-info/corporate-governance/policies/</a> All other policies are present on company's intranet.								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	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, Trusts) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	The Company's policies have been formulated and executed in alignment with the National Guidelines on Responsible Business Conduct, the Companies Act 2013, and applicable SEBI requirements. Our data protection and cybersecurity frameworks adhere to globally accepted standards, including ISO 27001:2022. Additionally, the quality management system follows the ISO 9001 standard.								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Sustainability is a strategic priority for the Company and is integral to our long-term growth, resilience, and responsible business practices. The Company is in the process of defining clear sustainability goals and targets aligned with environmental, social, and governance (ESG) principles, with a focus on inclusive growth, responsible resource management, and ethical conduct.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	We are currently in the process of developing our sustainability goals and targets.								

## Annexure E to the Board's Report

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements ( <i>listed entity has flexibility regarding the placement of this disclosure</i> ):	<p>Dear Stakeholders,</p> <p>At R Systems, responsible business conduct is inseparable from the company's operating discipline. In 2025, we moved a large share of our engineering work onto AI and agentic systems, and the judgment about where those systems can run on their own and where human oversight must remain in control became a routine part of our delivery.</p> <p>Our collaboration with IIT Delhi, which began in 2023, continued through a Center of Excellence (CoE) working on AI-led innovation and sustainability. Research during the year extended into energy-efficient computing and climate informatics, including early work on a deep learning framework for predicting rainfall extremes over India. For a business whose services depend on the compute intensity of AI, research into reducing that intensity is closely tied to our environmental responsibility.</p> <p>We met our corporate social responsibility obligation in full during the year, deploying Rs. 3.58 crore across programs in India, Europe, and Asia. A new partnership with the Akshaya Patra Foundation supported more than 106,000 mid-day meals for around 1,685 children in Delhi and Pune, and our environmental work included a Miyawaki urban forest in Delhi planted with 2,317 saplings across 48 native species. Each project was reviewed under the CSR Committee's governance framework.</p> <p>This report sets out where R Systems stands today, and the same standard of evidence we apply to our engineering work has guided the statements in these pages.</p> <p>Nitesh Bansal, Managing Director and Chief Executive Officer</p>								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Nitesh Bansal, Managing Director & Chief Executive Officer (DIN:10170738)								
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 Management Committee of the Board has been authorized to oversee the Company's Environmental, Social, and Governance (ESG) and sustainability initiatives.								

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)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Policies and procedures are reviewed periodically by the Board, Board Committees, or Functional Heads, as applicable.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all applicable legal and regulatory requirements across every jurisdiction in which it operates. Adherence to statutory obligations is subject to periodic review by the Board, its committees, and relevant functional heads, ensuring effective oversight and strong governance practices.																	
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9									
	The Company has not undertaken an independent evaluation of its policies through any external agency. However, all Company policies are routinely examined and updated by the respective functional heads, followed by a review from the Board or its committees, whenever required due to changes in the external environment or geopolitical conditions.																	

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)	Not Applicable								
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)									

## Annexure E to the Board's Report

### Section C: Principle Wise Performance Disclosure

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

**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 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	2	Annual code of conduct declaration. R Systems follows a structured orientation and training program for Independent Directors at regular intervals. The details of the familiarization programs are available on the Company's website at the following link: <a href="https://www.rsystems.com/familiarization-programme-conducted/">https://www.rsystems.com/familiarization-programme-conducted/</a>	100
Key Managerial Personnel	3	Annual code of conduct declaration, POSH, information and security management.	100
Employees other than BoD and KMPs	90	Induction training, business ethics, workplace conduct, fraud, bribery & corruption, conflict of interest, POSH, information and security management, fire mock drill, mental wellbeing, health and safety, ESG and Ethics, Technical, domain, functional trainings, behavioural and soft skill training	100
Workers	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:

(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):

Category	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Monetary		
			Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	1	District Magistrate's Office, Gautam Buddha Nagar	1,612,991	Direction for depositing INR. 1,612,991/- (including short fall in stamp duty of INR. 645,200/-, and penalty of INR. 645,200/-) w.r.t. shortfall in stamp duty on registration of the Change in Shareholding Deed dated November 09, 2023, with the Sub-Registrar, Gautam Buddha Nagar. The said shortfall and penalty had been duly paid by the Company.	No
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil

Non-Monetary				
	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	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
Not Applicable.	Not Applicable.

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

Yes, R Systems maintains a robust anti-bribery and anti-corruption (ABAC) framework that applies uniformly to individuals across all roles and hierarchical levels. This detailed policy, which can be accessed through the Company's website, outlines clear expectations regarding ethical conduct, Company's values, and procedural guidelines, reinforcing a zero-tolerance approach toward bribery.

The policy is applicable to the Company as well as its subsidiary entities. In alignment with applicable local regulations, it enables stakeholders to identify and report any suspected violations to the Chairperson of the Audit Committee at the designated email address: [chairman.auditcommittee@rsystems.com](mailto:chairman.auditcommittee@rsystems.com)

Our Company remains firmly committed to upholding the highest standards of integrity and transparency across all business activities. The policy can be accessed on the Company's website at: <https://www.rsystems.com/investors-info/corporate-governance/policies/>.

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

	CY 2025	CY 2024
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

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

	CY 2025		CY 2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	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.**

Not applicable

**8. Number of days of accounts payables**

	CY 2025	CY 2024
Number of days of accounts payables*	27	27

\* Computed as per guidance prescribed in Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.

## Annexure E to the Board's Report

### 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	CY 2025	CY 2024
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers/distributors as % of total sales	-	-
	b. Number of dealers/distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	-	-
Share of RPTs	a. Purchases (Purchases with related parties/Total Purchases)	31.36%	15.62%
	b. Sales (Sales related parties/Total Sales)	16.25%	10.25%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	-	-
	d. Investments (Investments in related parties/Total Investments made)	100%	100%

### Leadership Indicators

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

Total number of awareness programmes held	Topics/principles covered under the training	% Age of value chain partners covered (by value of business done with such partners) under the awareness programmes
<p>We expect our suppliers to comply with our Supplier Code of Conduct that sets out requirements related to ethical business behaviour, compliance with labour regulations, and Environmental, Health and Safety (EHS) standards.</p> <p>Currently, the Company does not conduct formal training programs for its vendors and suppliers. However, it engages with vendor partners as part of routine business interactions to communicate its expectations on governance and execution.</p>		

#### 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 and senior leadership team of the Company comply with the "Code of Conduct for Directors and Senior Management of the Company," which clearly sets out provisions related to managing conflicts of interest.

Additionally, the Company has a dedicated Conflict of Interest Policy that applies to all Board members, employees, contractors, and consultants across the Company and its group entities in every geography.

### 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.

	CY 2025	CY 2024	Details of improvements in Environmental and social impacts
R&D	Nil	Nil	-
Capex	Nil	Nil	-

R Systems supports its clients in digitizing their entire value chains and integrating intelligent automation, while simultaneously advancing sustainability through digital transformation. The Company does not currently measure or disclose the proportion of its R&D or capital investments directed toward specific technologies aimed at enhancing environmental or social outcomes.

During the year 2025, the Company has completed consolidation of Data Centres at Greater NOIDA Facility and installation of energy efficient equipment.

R Systems has set up a Centre of Excellence (CoE) at the prestigious Indian Institute of Technology Delhi (IIT-Delhi) on Applied AI for Sustainable Systems.

The Company established a Global Innovation Center in Noida to drive applied research, innovation and solution development across key technology domains. This initiative enables collaboration among internal teams, clients and ecosystem partners to accelerate development and deployment of technology-led solutions.

The Company further advanced its AI-led strategy through continued enhancement of its proprietary frameworks and platforms, including OptimaAI, to support scalable and efficient deployment of AI solutions across industries.

In addition, the Company developed ESTAITEX, an AI-enabled platform for business intelligence, data integration and database modernisation, aimed at enhancing analytics capabilities and supporting data-driven decision-making.

These initiative underscores the strategic priority of R Systems to promote innovation, enhance new-age skills, and develop deep tech.

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

R Systems is committed to promoting the judicious and responsible use of resources across its operations. In line with this commitment, the Company has established a Supplier Code of Conduct, which serves as a guiding framework for suppliers engaging with R Systems. The Code encourages suppliers to implement robust environmental, governance, and social practices within their operations. Considering the nature of R Systems’ business in IT and IT enabled services, resource consumption is carefully aligned with operational requirements. Accordingly, suppliers are expected to comply with all applicable environmental regulations and conduct their business in a sustainable and responsible manner. In the financial year under review, 28.38% of inputs are sourced from MSMEs/small producers.

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

We are in the process of developing tracking and monitoring methodology to track percentage of inputs sustainably sourced.

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

Not applicable due to the nature of the Company’s business. The Company remains mindful of applicable waste management requirements, including e waste and other waste categories.

**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.**

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?**

NIC Code	Name of Product /Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
Not Applicable due to the nature of our business					

**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.**

Name of Product/ Service	Description of the risk/concern	Action Taken
Not Applicable due to the nature of our business		

**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).**

Indicate input material	Recycled or re-used input material to total material	
	CY 2025	CY 2024
Not Applicable due to the nature of our business		

## Annexure E to the Board's Report

### 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:

	CY 2025			CY 2024		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics including packaging)	Not Applicable due to the nature of our business					
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable due to the nature of our business	

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

### Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Employees</b>											
Male	2,588	2,588	100%	2,588	100%	NA	NA	19 <sup>#</sup>	0.73%	2,569	99.27%
Female	690	690	100%	690	100%	690	100%	-	-	684	99.13%
Total	3,278	3,278	100%	3,278	100%	690	100% <sup>@</sup>	19	100% <sup>@</sup>	3,253	99.24%
<b>Other than Permanent Employees</b>											
Male	63	Other than permanent employees directly hired by the Company on a contractual basis are provided with health insurance, accident insurance, maternity and day care benefits, which are optional and may be availed at the discretion of other than permanent employee.									
Female	9	However, for Individuals hired through third-party contractors, these benefits are administered by their direct employers.									
Total	73*										

\*Gender disclosure is voluntary, based on self-declaration by employees. One of the Other Than Permanent category employee chose not to disclose the gender.

<sup>#</sup> Employed at USA Branch.

<sup>@</sup> Benefits are being provided to all eligible employees, covering 100% of the workforce based on eligibility.

#### 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)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
<b>Permanent Workers</b>											
Male	Not Applicable										
Female											
Total											
<b>Other than Permanent Workers</b>											
Male	Not Applicable										
Female											
Total											

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

	CY 2025	CY 2024
Cost incurred on well-being measures as a % of total revenue of the company	1.04%	1.14 %

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

Benefits	CY 2025			CY 2024		
	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%	Not Applicable	Y	100 %	Not Applicable	Y
Gratuity	100%		Y	100 %		Y
ESI*	4.33%		Y	3.13%*		Y
NPS	7.04%		Y	5.50%		Y

Note: Data Specific to India

\*100% eligible employees are being covered under the ESI scheme.

**3. Accessibility of workplaces**

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

Yes, the Company strives to provide an inclusive infrastructure that considers the diverse demographics and composition of its workforce. All of the Company's facilities are equipped with accessibility features such as wheelchair access, elevators, and ramps, in accordance with the Rights of Persons with Disabilities Act, 2016, to ensure ease of access for differently abled employees.

**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.**

R Systems is an equal opportunity employer committed to ensuring fair treatment for all individuals, without discrimination based on gender, caste, creed, colour, religion, disability, or sexual orientation. The Company has implemented an Equal Opportunity Policy to promote a respectful, secure, and inclusive workplace environment. In alignment with this policy, it provides appropriate accessibility measures for employees with disabilities, in accordance with the Rights of Persons with Disabilities Act, 2016. Further details can be accessed at <https://www.rsystems.com/corporate-governance/policies/>.



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### 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	NIL	NIL	Not Applicable	
Female	100%	65.71%		
Total	100%	65.71%		

### 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.

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	The Company encourages employees and other stakeholders to report any instances of improper or unethical activities that could adversely impact its business or reputation. To promote an inclusive and respectful workplace, the Company has implemented an Anti-Discrimination and Harassment Policy, which includes provisions for the protection of transgender individuals and persons living with HIV/AIDS.
Other than Permanent Employees	<p>To address employee concerns, the Company has established a formal complaint and grievance redressal mechanism, through which concerns may be submitted via <a href="mailto:HRD@rsystems.com">HRD@rsystems.com</a>. Additionally, an Internal Complaints Committee (ICC) has been constituted to address complaints related to sexual harassment at the workplace. Such complaints may be submitted to the Head of HR or any ICC member, and the ICC can be contacted at <a href="mailto:ICC@rsystems.com">ICC@rsystems.com</a>.</p> <p>Furthermore, under the Whistle Blower Policy, employees are encouraged to report any illegal or unethical practices directly to the Chairperson of the Audit Committee at <a href="mailto:Chairman.AuditCommittee@rsystems.com">Chairman.AuditCommittee@rsystems.com</a>, ensuring confidentiality and protection against retaliation.</p>

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

	CY 2025			CY 2024		
	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)
<b>Total Permanent Employees</b>	The Company does not have any employee association(s) or Unions					
Male						
Female						
<b>Total Permanent Workers</b>						
Male						
Female						

The Company acknowledges and respects the right to freedom of association in accordance with applicable regional laws and regulations in the jurisdictions in which it operates. Employees may exercise this right through independent trade unions, Works Councils (WCs), or Collective Bargaining Agreements (CBAs), where applicable. Participation in such mechanisms is voluntary, allowing individuals the freedom to engage in dialogue and discussions that support constructive employee–management relations.

## 8. Details of training given to employees and workers:

Category	CY 2025					CY 2024				
	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)
<b>Employees</b>										
Male	2,651	2,651	100%	2,651	100%	2,407	2,407	100%	2,407	100%
Female	699	699	100%	699	100%	583	583	100%	583	100%
Other*	1	1	100%	1	100%	-	-	-	-	-
Total	3,351	3,351	100%	3,351	100%	2,990	2,990	100%	2,990	100%
<b>Workers</b>										
Male	Not Applicable									
Female										
Total										

\*Gender disclosure is voluntary, based on self-declaration by employees. One of the Other Than Permanent category employee chose not to disclose the gender.

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

All the eligible permanent employees have received performance and career development reviews.

Category	CY 2025			CY 2024		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D/C)
<b>Employees*</b>						
Male	2,588	1,985	76.70%	2,357	1,794	76.11%
Female	690	493	71.45%	576	389	67.53%
Total	3,278	2,478	75.59%	2,933	2,183	74.43%
<b>Workers</b>						
Male	Not Applicable					
Female						
Total						

R Systems has standard performance and career development mechanism outlined in its Human Resource Policies which acts as a guiding document with respect to employee life cycle management and development. All the eligible permanent employees have received performance and career development reviews during the reporting period.

## 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?

R Systems is dedicated to fostering a strong safety culture and places high priority on employee well-being by tracking and reporting key safety performance indicators across the Company. It has implemented comprehensive systems and protocols to safeguard employees and physical assets, including the upkeep of essential utilities and routine checks of electrical and fire safety equipment. The administration team also conducts regular evaluations to ensure adherence to statutory requirements and compliance standards.

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

R Systems assesses workplace hazards and risks associated with both routine and non-routine activities. Internal process owners are accountable for identifying safety risks and implementing appropriate control measures, and a mitigation strategy is developed to eliminate or minimize potential hazards.

## Annexure E to the Board's Report

### c) Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)

- R Systems has implemented a comprehensive system for reporting and addressing safety-related incidents, including accidents, near-miss events, and unsafe conditions. Employees have access to clearly defined reporting channels that encourage open communication and support timely corrective measures. We place strong emphasis on conducting detailed investigations into such incidents and implementing remedial actions to eliminate risks and prevent recurrence.
- To strengthen safety awareness among employees, it provides induction training along with continuous communication on safe practices. Multiple reporting options are available for raising health and safety concerns, such as an internal helpdesk and designated email IDs for the administration team, ensuring prompt resolution by the appropriate personnel.

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

- R Systems places strong emphasis on the overall well-being of its employees, covering mental, ergonomic, and physical health, along with safety within the home environment. This commitment includes access to digital wellness platforms, hospital insurance, and occupational health services. Employees are also provided with non-occupational medical assistance and the ability to consult with medical professionals.
- There is a mechanism in place to support mental health through virtual counselling services and awareness events. Additionally, benefit programs such as Group Personal Accident Insurance, Mediclaim, and Group Term Life Insurance contribute to creating a supportive and health-focused workplace.

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

Safety Incident/Number	Category	CY 2025	CY 2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	-	-
	Workers	Not applicable	Not applicable
Total recordable work-related injuries	Employees	-	-
	Workers	Not applicable	Not applicable
Number of fatalities	Employees	-	-
	Workers	Not applicable	Not applicable
High consequence work-related injury or ill-health (excluding fatalities)	Employees	-	-
	Workers	Not applicable	Not applicable

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

R Systems considers employee well being to be a key priority across its operations. The Company is committed to providing a safe, secure, and healthy work environment. A variety of initiatives have been implemented to uphold workplace health and safety, as the welfare of our people remains of utmost importance. Furthermore, the Company follows a systematic approach to maintaining a safe and healthy environment for all individuals on its premises, which includes the following measures:

- CCTV systems are installed with due consideration for employee privacy.
- Security screenings are conducted at all entry and exit points.
- Electrical systems undergo regular maintenance.
- Fire detection and suppression equipment is routinely inspected.
- Regular pest-control and rodent-management activities are carried out.
- Drinking water quality is periodically tested across key parameters.
- Office spaces maintain controlled air quality and temperature.
- Female employees are provided with security escorts for evening and night-time travel, and all Company vehicles are equipped with GPS tracking devices.
- First-aid kits are available both on the premises and on transport vehicles.
- Only trained and experienced drivers are deployed for employee transportation.
- Floor plans and safety signage are prominently displayed within the office.
- Health and safety awareness programmes are conducted for employees.
- Comprehensive insurance policies are provided to support employee well-being

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

	CY 2025			CY 2024		
	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	-	0	0	-
Health & Safety	0	0	-	0	0	-

**14. Assessments for the year:**

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

R Systems places a strong emphasis on the well being and safety of its employees. The Company conducts internal evaluations across its office locations to assess and enhance working conditions, as well as health and safety practices. These reviews play a vital role in sustaining a secure and supportive workplace and demonstrate R Systems' continued commitment to maintaining an employee centric organization.

**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.**

Not applicable

**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).**

	<b>Yes/No</b>
Employees	Yes
Workers	Not applicable

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

R Systems expects its suppliers and partners to comply with the Supplier Code of Conduct, Business Responsibility Principles, and the Company's core values. When an order is placed, vendors receive the applicable payment details, including Goods and Services Tax (GST), which they are responsible for duly remitting to the government. The Accounts team oversees this process, as the Company is eligible to claim input GST credit only after the vendor has deposited the tax. In addition, all suppliers and partners are required to comply with the laws and regulations of the jurisdictions in which they operate. For manpower-based services, the vendor submits evidence for statutory compliance.

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

	<b>Total no. of affected employees/workers</b>		<b>No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment</b>	
	<b>CY 2025</b>	<b>CY 2024</b>	<b>CY 2025</b>	<b>CY 2024</b>
Employees	Nil	Nil	Nil	Nil
Workers	Not Applicable			

**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)**

R Systems does not offer a dedicated transition assistance programme for employees who retire or exit the Company, as its workforce primarily comprises highly skilled professionals who typically do not require such support.

**5. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed*</b>
Health and safety practices	R System underscores the importance of regulatory compliance including requirements related to health, safety, and working conditions for all its value-chain partners. Although it does not currently evaluate partners against these specific parameters, suppliers are contractually obligated to follow the Company's sustainability policies. These policies emphasize the need for safe working environments and uphold a zero-tolerance approach toward human rights violations, thereby promoting responsible business practices throughout the value-chain.
Working Conditions	

**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.**

We are in the process of developing the corrective actions to be taken, in case of any risk or concerns that may arise.

## Annexure E to the Board's Report

### 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.

The key stakeholder groups are identified in consultation with the Company's management, based on their relevance, influence, and impact on our business. These stakeholders are essential to the Company's success, as they are directly affected by our operations. Likewise, the Company's growth and performance are closely dependent on these groups.

To support this commitment, R Systems has established a structured management approach that facilitates effective engagement with its stakeholders and enables the collection of meaningful insights. This approach allows the Company to understand stakeholder expectations and concerns and to appropriately integrate their feedback into strategic decision making. Such interactions strengthen mutual understanding, help identify priority areas, mitigate potential risks, optimize resource allocation, and align the Company's actions with its overall strategic objectives.

##### 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 (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/ Quarterly/others please specify)	Purpose and scope of engagement including key topics and concerns raised during such Engagement
Customers	No	<ul style="list-style-type: none"> <li>Customer meetings, customer feedback survey, website, webinars.</li> </ul>	Ongoing basis/ Annually	<ul style="list-style-type: none"> <li>Customer Satisfaction</li> <li>Pricing and quality of services</li> </ul>
Employees	No	<ul style="list-style-type: none"> <li>Notice boards, website, intranet, email communications, employee satisfaction survey, annual performance review, townhalls, meetings, trainings.</li> </ul>	Ongoing basis	<ul style="list-style-type: none"> <li>Professional development,</li> <li>Working condition -</li> <li>Employee performance,</li> <li>Employee satisfaction,</li> <li>Work-life balance</li> <li>Company culture</li> </ul>
Community, NGOs	Yes	<ul style="list-style-type: none"> <li>Corporate Social Responsibility (CSR) engagements, interaction with the beneficiaries (community meetings), implementing partners.</li> </ul>	Ongoing basis	<ul style="list-style-type: none"> <li>Welfare of the community</li> </ul>
Investors, Shareholders & Analysts	No	<ul style="list-style-type: none"> <li>Annual General Meeting (AGM), Investor meetings/calls, newspaper advertisements, investor grievance redressal mechanism, dedicated email address.</li> </ul>	Annually / Quarterly / Need / basis	<ul style="list-style-type: none"> <li>Updating on business, Strategies,</li> <li>Review of Company's performance,</li> <li>Grievance redressal</li> </ul>
Regulatory Bodies	No	<ul style="list-style-type: none"> <li>Compliance reports, email, personal meetings, calls etc.</li> </ul>	Ongoing basis	<ul style="list-style-type: none"> <li>Compliance with law of the land</li> </ul>
Supplier	No	<ul style="list-style-type: none"> <li>Email communication, supplier grievance redressal mechanism.</li> </ul>	Ongoing basis	<ul style="list-style-type: none"> <li>Query resolution and grievance redressal</li> <li>Timely payment of invoices</li> </ul>

#### 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.

R Systems engages with its stakeholders from time to time on sustainability-related matters, as considered appropriate. Feedback obtained through these engagements is formally communicated to senior management, with particular focus on economic, environmental, and social aspects. The outcomes of these interactions are reviewed during Board meetings, wherever required, which provide a forum for evaluating stakeholder inputs and assessing their implications for the Company's operations and strategy.

**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, R Systems remains firmly committed to continually motivating and engaging all internal and external stakeholders. Through sustained collaboration with employees, clients, suppliers, partners, and the communities in which it operates, the Company aims to contribute to a more equitable and sustainable future through the responsible and enhanced use of technology. This ongoing journey toward achieving its Environmental, Social, and Governance (ESG) objectives continues to be a key area of focus, and R Systems is currently working on the development of a comprehensive ESG roadmap.

Engagements with both internal and external stakeholders have helped the Company identify emerging priorities, which lead to the formulation of key policies.

CSR initiatives form an integral part of R Systems' broader ESG commitments and are aimed at generating positive social and environmental impact while supporting the Company's long term ESG objectives. During the year, the Company undertook tree plantation initiatives, with approximately 4,000 saplings planted in association with SankalpTaru and Green Yatra. The Company also supported vocational training and educational initiatives for children through Pratham Foundation, PARAS India, Aatmaja Foundation. In addition, R Systems collaborated with Akshaya Patra to support its mid day meal programme and extended support to an orphanage in New Delhi.

This reflects a holistic approach to generating sustained value for the communities served, as well as for R Systems. Similarly, the Company's EHS related policies are focused on achieving excellence in environmental stewardship and in managing health and safety standards across all areas of operation.

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

Our CSR initiatives focus on supporting underprivileged sections of society and aim to create equitable opportunities for sustainable development. We continuously track the progress of these initiatives and gather feedback from local communities through ongoing engagement across multiple channels.

The active participation of our implementation partners plays a vital role in shaping and executing our CSR programmes, helping build trust and establishing a foundation for positive socioeconomic outcomes within the communities we serve.



**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	CY 2025			CY 2024		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees workers covered (D)	% (D/C)
<b>Employees</b>						
Permanent	3,278	3,278	100%	2,933	2,933	100%
Other than Permanent	73	73	100%	57	57	100%
<b>Total Employees</b>	<b>3,351</b>	<b>3,351</b>	<b>100%</b>	<b>2,990</b>	<b>2,990</b>	<b>100%</b>
<b>Workers</b>						
Permanent	Not Applicable			Not Applicable		
Other than Permanent						
<b>Total Workers</b>						

## Annexure E to the Board's Report

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

Category	CY 2025					CY 2024				
	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)
<b>Employees</b>										
<b>Permanent</b>										
Male	2,588	0	0.00%	2,588	100.00%	2,357	0	0.00%	2,357	100%
Female	690	0	0.00%	690	100.00%	576	0	0.00%	576	100%
<b>Other than Permanent</b>										
Male	63	0	0.00%	63	100.00%	50	0	0.00%	50	100%
Female	9	0	0.00%	9	100.00%	7	0	0.00%	7	100%
Others*	1	0	0.00%	1	100.00%	0	0	0.00%	0	0.00%
<b>Workers</b>										
<b>Permanent</b>	Not Applicable									
Male										
Female										
<b>Other than Permanent</b>										
Male										
Female										

\*Gender disclosure is voluntary, based on self-declaration by employees. One of the Other Than Permanent category employee chose not to disclose the gender.

### 3. Details of remuneration/salary/wages

#### a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (in INR)	Number	Median remuneration/ salary/wages of respective category (in INR)
Board of Directors (BoD)	6	88,475,964	1	-
Key Managerial Personnel <sup>Note 1</sup>	2	10,745,097	0	-
Employees other than BoD and KMP	2,585	1,872,600	690	1,135,536
Workers	Not applicable			

Notes:

- KMP excludes the Managing Director and Chief Executive Officer who is included in Board of Directors
- Non-Executive Directors and Independent Directors are not entitled to any fixed or monthly salary or other remuneration except sitting fees

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

	CY 2025	CY 2024
Gross wages paid to females as % of total wages	13.66%	11.98%

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

Yes, the Company recognizes the importance of human rights across its business operations and proactively manages potential impacts through the consistent implementation of its Human Rights Policy. This approach reflects the Company's ongoing commitment to responsible and ethical business practices.

The Human Resources Department at each location serves as the primary point of contact for identifying, addressing, and managing any human rights related concerns or impacts arising from the Company's activities. Designated representatives are responsible for ensuring that human rights considerations are effectively integrated into operational processes and day to day practices.

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

The Company has implemented several effective mechanisms, including a grievance management system, an Internal Complaints Committee for POSH-related matters, and a whistle blower policy, to promptly address any concerns raised within the Company.

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

	CY 2025			CY 2024		
	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	-
Discrimination at workplace	Nil	Nil		Nil	Nil	
Child Labour	Nil	Nil		Nil	Nil	
Forced Labour/ Involuntary Labour	Nil	Nil		Nil	Nil	
Wages	Nil	Nil		Nil	Nil	
Other human rights related issues	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:**

	CY 2025	CY 2024
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.**

R Systems has implemented a Whistle Blower Policy and a POSH Policy to provide employees with a secure mechanism for reporting concerns related to misconduct, impropriety, abuse, or inappropriate behaviour. These policies ensure that individuals can raise issues at an early stage without fear of retaliation or discrimination. Confidentiality is fully maintained permitted by law to safeguard the identity of the whistleblower.

Subsequent to the end of the year, the Company adopted a Grievance Procedure to enable employees to raise workplace concerns in good faith, with assurance of protection against retaliation for bona fide grievances.

Multiple reporting channels are available to employees, customers, suppliers, and other stakeholders for submitting concerns or reporting violations of the Company's code, policies, or legal requirements, including human rights infringements. All submissions are thoroughly reviewed, and appropriate actions are taken on verified violations within the prescribed timeframe.

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

Yes, human rights requirements are incorporated into the Company's supplier and vendor agreements wherever applicable. These elements are covered under the Company's Human Rights Policy. Suppliers are contractually obligated to comply with the Company's sustainability policies, thereby demonstrating their commitment to upholding human rights and ethical business practices

## Annexure E to the Board's Report

### 10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	While the Company does not currently assess its offices on these specific criteria, workforce is obligated under contractual agreements to comply with Company policies, employee handbooks and the Human Rights Policy. This policy prioritizes healthy working conditions and upholds a zero-tolerance stance towards human rights violations, ensuring no human rights violation across the locations R Systems operates in.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	

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

Not applicable

## Leadership Indicators

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

No significant changes to business processes have been made during the reporting period.

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

R Systems upholds a strict zero tolerance approach toward all forms of human rights violations and operates in full compliance with applicable governmental regulations, regulatory frameworks, and international as well as local laws across all jurisdictions in which it conducts business. This commitment is firmly anchored in the Company's robust governance structure, comprehensive policies, and rigorous internal 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?

R Systems is committed to fostering an inclusive and accessible work environment for all employees and visitors. The Company endeavours that its infrastructure is designed to accommodate diverse accessibility needs, extending equal consideration to individuals visiting its facilities. In pursuit of a truly inclusive workplace, R Systems provides comprehensive accessibility features including wheelchair access, ramp facilities, and elevators to support seamless mobility and ease of navigation for differently abled individuals across its premises.

### 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	At R Systems, the well-being of its value chain partners is regarded as a priority. The Company has established a comprehensive Supplier Code of Conduct that serves as a guiding framework for supplier engagement. This framework encourages the adoption of strong environmental stewardship, robust governance practices, and socially responsible standards across supplier operations, thereby reinforcing R Systems' commitment to ethical and sustainable business conduct.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

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

R Systems undertakes regular internal assessments to proactively identify, evaluate, and mitigate potential risks, ensuring the prompt escalation and resolution of any identified concerns. The Company remains firmly committed to full compliance with all applicable statutory and regulatory requirements, including those governing minimum wage standards. Furthermore, R Systems enforces a zero tolerance toward child labour and forced labour and maintains an unequivocal stance against sexual harassment and discrimination in the workplace, reinforcing its commitment to a safe, equitable, and ethical working environment.

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

**Essential Indicators**

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

Parameter	CY 2025	CY 2024
<b>From renewable sources</b>		
Total electricity consumption (A) (GJ)	184.29 GJ	226.60 GJ
Total fuel consumption (B) (GJ)	-	-
Energy consumption through other sources (C) (GJ)	-	-
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>184.29 GJ</b>	<b>226.60 GJ</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D) (GJ)	6,527.68 GJ	9,941.54 GJ
Total fuel consumption (E) (GJ)	528.03 GJ	1,156.11 GJ
Energy consumption through other sources (F) (GJ)	-	-
<b>Total energy consumed from non-renewable sources (D+E+F)</b>	<b>7,055.71 GJ</b>	<b>11,097.65 GJ</b>
<b>Total energy consumed (A+B+C+D+E+F)</b>	<b>7,240.00 GJ</b>	<b>11,324.25 GJ</b>
Energy intensity per rupee of turnover (Total energy consumed/ Revenue from operations)	6.58GJ/Crore of Turnover	12.42 GJ/Crore of Turnover
<b>Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total energy consumption/ Revenue from operations adjusted for PPP) (GJ/Crore)	1.42 GJ/Crore of Turnover adjusted for PPP	3.25 GJ/Crore of Turnover adjusted for PPP
<b>Energy intensity in terms of physical output (Total Energy/Total Employees)</b>	2.16 GJ	3.79 GJ
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-

Notes:

- During the year ended December 31, 2025, the Company shifted its Noida office to a new location at Greater Noida West and operationalized new offices in India. This transition to leased facilities with improved infrastructure and energy efficiency has contributed to a reduction in overall energy consumption compared to the previous year, which is reflected in the energy consumption.
- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, the independent assessment has been carried out by Sustainability Actions Pvt. Ltd.

**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, The Company is not covered under Performance, Achieve and Trade (PAT) Scheme of the Government of India.

**3. Provide details of the following disclosures related to water:**

Parameter	CY 2025	CY 2024
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	-	-
(ii) Groundwater	1,775	8,673.97
(iii) Third party water	10,946.19	3,980.57
(iv) Seawater / desalinated water	-	-
(v) Others (Rainwater harvesting)	-	-
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>12,721.19</b>	<b>12,654.54</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>12,721.19</b>	<b>12,654.54</b>

## Annexure E to the Board's Report

Parameter	CY 2025	CY 2024
Water intensity per rupee of turnover (Total Water consumed / Revenue from operations) (L/Rs)	11.56KL / Crore of Turnover	13.89 KL / Crore of Turnover
<b>Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total water consumption/ Revenue from operations adjusted for PPP)	2.49 KL / Crore of Turnover	3.63 KL / Crore of Turnover adjusted for PPP
<b>Water intensity in terms of physical output</b>	3.80 KL	4.23 KL
<b>Water intensity</b> (optional) – the relevant metric may be selected by the entity	-	-

Notes:

1. Computed as per guidance prescribed in Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.
2. During the reporting year, the Company has shifted from its Noida office which had source of ground water to Greater Noida, where office is leased and not owned and owner is responsible for providing water.
3. Increase in water consumption is on account of increase in number of employees working from office and operationalization of new offices in India during the financial year 2025.
4. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, the independent assessment has been carried out by Sustainability Actions Pvt. Ltd.

#### 4. Provided the following details related to water discharged:

Parameter	CY 2025	CY 2024
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- 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 kilolitres)	-	-

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

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

Currently, the Company has not implemented a mechanism for Zero Liquid Discharge in any of its facilities.

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

Parameter	Please specify unit	CY 2025	CY 2024
NOx	MT	0.0021	0.0316
SOx	MT	0.0004	0.0005
Particulate Matter (PM)	MT	0.0005	0.0009
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others- please specify	-	-	-

Notes:

- During the year ended December 31, 2025, the Company shifted its Noida office to a new location at Greater Noida West, which is leased and not owned office and owner is responsible for DG sets across the premises. Data is specific to the Noida Office of the Company.
- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, the independent assessment has been carried out by Sustainability Actions Pvt. Ltd.

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

Parameter	Unit	CY 2025	CY 2024
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	171.96	504.98
<b>Total Scope 2 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	1,267.61	1,977.41
<b>Total Scope 1 and Scope 2 emissions intensity per rupee of turnover</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	-	1.31	2.72
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total Scope 1 and Scope 2 GHG emissions/ Revenue from operations adjusted for PPP)	-	0.28	0.71
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output</b>	-	0.43	0.83
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	-	-	-

Notes:

- Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, the independent assessment has been carried out by Sustainability Actions Pvt. Ltd.
- During the year ended December 31, 2025, the Company shifted its Noida office to a new location at Greater Noida West and operationalized new offices in India. The transition to leased facilities with shared infrastructure has resulted in a reduction in Scope 1 and Scope 2 emissions

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

We are continuously striving to reduce our GHG emissions through the following initiatives:

The Company is committed to environmental responsibility and sustainable operations. As an IT/ITES Company, the Company's activities do not result in any material adverse environmental impact. Nevertheless, R Systems proactively integrates sustainability considerations into its operations through energy efficient practices, including the adoption of power saving equipment, use of energy efficient air conditioning systems, and periodic emission testing of Company owned transportation vehicles, with the objective of minimizing its environmental footprint and supporting green initiatives.

## Annexure E to the Board's Report

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

Parameter	CY 2025	CY 2024
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)	-	0.88
E-waste (B)	8.01	3.86
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	0.35
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	-	0.50
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>8.01</b>	<b>5.58</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.007 MT/Crores of Turnover	0.006 MT/Crores of Turnover
<b>Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for PPP)	0.0016MT/Crore of Turnover adjusted for PPP	0.0016 MT/Crore of Turnover adjusted for PPP
<b>Waste intensity in terms of physical output</b>	0.002	0.002
<b>Waste intensity</b> (optional) – the relevant metric may be selected by the entity		
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled	8.01	1.90
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
<b>Total</b>	<b>8.01</b>	<b>1.90</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	3.68
<b>Total</b>	<b>-</b>	<b>3.68</b>

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

### 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 is operating in the IT and IT enabled services sector, R Systems' business activities involve minimal use of hazardous or toxic materials across its operations. The Company's commitment to environmental protection is further reinforced through its ISO 27001:2022 certified E Waste Management Policy, which governs the responsible handling and disposal of electronic waste generated from electrical and electronic equipment. The Company is continuously strengthens its waste management practices, with a strong focus on natural resource conservation and operational efficiency. Disposal processes are executed exclusively through authorized agencies, ensuring responsible recycling and safe management of e waste and other hazardous materials.

### 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:

S. 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.
None of the Company's offices are in/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
The operations of the Company are not covered by the 2006 notification on Environmental Impact Assessment					

**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, in the following format:**

S. No.	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
Yes, the Company abides by all relevant environmental laws, rules, and guidelines in India, including the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, and Environment Protection Act and Rules.				

**Leadership Indicators**

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

- A. For each facility / plant located in areas of water stress, provide the following information:
- Name of the area: Noida and Greater Noida
  - Nature of operations : IT and IT enabled services
  - Water withdrawal, consumption and discharge in the following format:

Parameter	CY 2025	CY 2024
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	1,775	8,673.97
(iii) Third party water	8,617.72	125.73
(iv) Seawater/desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (In kilolitres)	10,392.72	8,799.70
Total volume of water consumption (In kilolitres)	10,392.72	8,799.70
Water intensity per rupee of turnover (Water consumed/turnover)	9.44 KL / Crore of revenue	9.65 KL / Crore of revenue
Water intensity ( <i>optional</i> ) – the relevant metric may be selected by the entity*	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
-With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
-With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- 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 kilolitres)	-	-

## Annexure E to the Board's Report

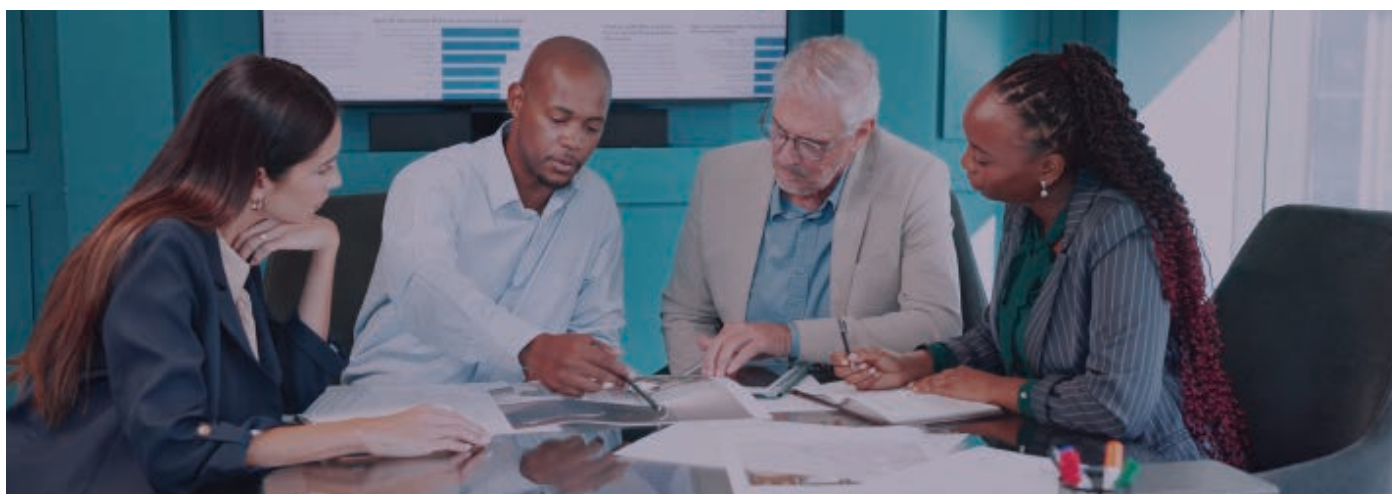
B. For each facility/plant located in areas of water stress, provide the following information:

- i. Name of the area: Chennai
- ii. Nature of operations : IT and IT enabled services
- iii. Water withdrawal, consumption and discharge in the following format:

Parameter	CY 2025	CY 2024
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	1,903.89	2,845.89
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (In kilolitres)	1,903.89	2,845.89
Total volume of water consumption (In kilolitres)	1,903.89	2,845.89
Water intensity per rupee of turnover (Water consumed / turnover)	1.73 KL/Crore of revenue	3.12 KL/Crore of revenue
Water intensity (optional) – the relevant metric may be selected by the entity*	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- 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 kilolitres)	-	-

Notes:

1. Computed as per guidance prescribed in Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.
2. Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, the independent assessment has been carried out by Sustainability Actions Pvt. Ltd.



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

Parameter	Unit	CY 2025	CY 2024
Total Scope 3 emissions (Break-up of the GHG into CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , if available)	Metric tonnes of CO <sub>2</sub> equivalent	7,259.65	4,669.36
Total Scope 3 emissions per rupee of turnover	tCO <sub>2</sub> e/Crore of turnover	6.59 tCO <sub>2</sub> e/Crore of turnover	5.12 tCO <sub>2</sub> e/Crore of turnover
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Notes:

- Categories included in Scope 3 emissions computations: - C-1: Purchased Goods and Services, C-2: Capital Goods, C-3: Fuel and Energy related activities, C-5: Waste Generated, C-6: Business Travel, C-7: Employee Commute.
- Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, the independent assessment has been carried out by Sustainability Actions Pvt. Ltd.
- During the year ended December 31, 2025, the Company has shifted its NOIDA office to a new location at Greater Noida West, Gautam Budh Nagar, Uttar Pradesh. The transition to a leased facility has resulted in increase in Scope 3.

**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

**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 initiative
1	Usage of LED Lights	Installation of LED lights & power saving equipment	Lower Carbon emission with upgraded equipment's
2	Usage of energy efficient measures	The air is conditioned with energy efficient compressors for central air conditioning.	
3	Others	Consolidation of Data Centres at Greater NOIDA Facility and installation of energy efficient equipment.	

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

The Company has implemented a robust and comprehensive Business Continuity and Disaster Management framework designed to ensure sustained operational resilience.

The Company adheres to industry recognized security and risk mitigation standards, including stringent controls to prevent information leakage during testing activities, systematic background verification processes, secure data backup and retention mechanisms, and a well defined disaster recovery strategy.

Through the proactive deployment of business continuity measures, the Company effectively mitigates system disruptions and operational interruptions. This forward looking approach significantly reduces potential downtime, ensures the continuity of mission critical services, and safeguards client interests during unforeseen or disruptive events.

**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 an IT/ITES Company, R system's operations have minimal environmental impact, primarily limited to energy consumption and the generation of electronic waste. To address and mitigate these impacts responsibly, the Company requires its suppliers to comply with a comprehensive Supplier Code of Conduct, which establishes mandatory environmental, occupational health, and safety standards to be upheld across the supply chain.

## Annexure E to the Board's Report

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

Presently, the Company is not assessing the value chain partners for environmental impacts. Going forward, the Company is planning to initiate this environmental impact assessment for suppliers and include it in the policy.

### 8. How many "Green Credits" have been generated or procured:

R Systems has not generated or procured green credits in the reporting year ended December 31, 2025.

**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 two trade and industry chambers/associations.

#### b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the entity is a member of/affiliated to.

S. No.	Name of the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/National)
1	National Association of Software and Service Companies (NASSCOM)	National
2	Export Promotion Council for EOUs & SEZ	National

#### 2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Not applicable		

### Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/Half yearly/Quarterly/Others – please specify)	Web Link, if available
<p>The Company does not engage in policy advocacy, however, its active participation in trade and industry associations ensures continued awareness of industry developments, constructive engagement in policy discourse, and collaboration within the broader business community.</p>					

**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.**

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
Not Applicable					

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

S. 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)
Not applicable. The operations of the Company have not displaced any population or their livelihoods. Hence, no R&R activities are carried out.						

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

The Company's CSR policy is designed to deliver meaningful and sustainable impact across the communities in which it operates. The Company actively implements inclusive, grassroots level initiatives with direct oversight and involvement from senior management. Robust grievance redressal mechanisms are maintained through the continuous collection, monitoring, and evaluation of feedback via appropriate channels. Beneficiaries are provided with adequate forums to raise concerns, while periodic meetings with implementation partners enable ongoing assessment of project effectiveness and timely resolution of issues. In addition, the Company fosters a culture of transparency and accountability, empowering community members to articulate their concerns openly and without hesitation.

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

	CY 2025	CY 2024
Directly sourced from MSMEs/ small producers	28.38%	15.40%
Sourced directly from within India	74.88%	83.21%

**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**

Location	CY 2025	CY 2024
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	Nil	Nil
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):**

Details of negative social impact identified	Corrective action taken
Not applicable	

## Annexure E to the Board's Report

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

S. No.	State	Aspirational District	Amount spent (In INR)
None			

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

No, the Company does not have a preferential Procurement Policy

- (b) From which marginalised / 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.

S. No.	Intellectual Property based on traditional knowledge	Owned/Acquired (Yes/No)	Benefit shared (Yes/No)	Basis of calculating benefit share
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.

Name of authority	Brief of the Case
Not applicable	

6. Details of beneficiaries of CSR Projects

S. No.	CSR Project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalised groups
1	Centre of Excellence at IIT Delhi	-	-
2	Mid-day Meal Project	1,685	100%
3	Udaan and Asha (Education and Mentorship Programme)	85	100%
4	Vocational Training	80	100%
5	Silai School	20	100%
6	Project PAHAL	431	100%
7	Urban Planation	-	-
8	Maintenance of Vulnerable Groups	30	100%
9	School Education	10	100%

Notes:

- R Systems has setup a Center of Excellence (CoE) on Applied AI for Sustainable Systems at IIT Delhi, which will include a cutting-edge research lab, the creation of an endowed faculty chair position, and the initiation of merit-based student scholarships. This initiative will facilitate the industry-academia partnership aimed at bridging the gap between theoretical research and practical application of AI solutions.
- In association with Green Yatra and SakalpTaru, the Company has planted 4000+ saplings which will help in sequestering carbon dioxide from the atmosphere and improving soil quality. This urban plantation will also provide the local communities with a green space and raise environmental awareness.

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

**Essential Indicators**

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

R system has established a robust and well defined framework for the receipt, management, and resolution of consumer complaints and feedback, ensuring an efficient and seamless grievance resolution process. Dedicated account managers and client engagement leads are responsible for overseeing grievance handling in accordance with predefined escalation protocols as stipulated in client agreements.

Feedback is proactively collected through multiple channels, including email, telephone, and in person interactions, enabling R systems to promptly identify concerns and anticipate evolving client needs. Customer satisfaction surveys further provide actionable insights into performance, expectations, differentiators, improvement areas and complaint resolution, thereby informing and driving continuous improvement initiatives.

In addition, the Company’s website features a dedicated “Contact Us” section that serves as a direct and accessible platform for clients to submit feedback and service requests. Upon receipt of complaints or suggestions, the Company undertakes timely corrective actions, reinforcing its commitment to customer satisfaction and the continuous enhancement of service excellence.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not tracked, as it is not relevant to the nature of the business operations and the services the Company offers.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	CY 2025			CY 2024		
	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	Nil	Nil	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive Trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair Trade Practices	Nil	Nil	Nil	Nil	Nil	Nil
Others	Nil	Nil	Nil	Nil	Nil	Nil

## Annexure E to the Board’s Report

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable, due to the nature of the business	
Forced recalls		

### 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, R systems places the highest priority on information security and data privacy, employing rigorous safeguards to protect both internal and client data and have in place Cyber Security policy, Information Security Policy, Information Security Incident Management policy that apply to all employees, third-party contractors, and vendors of R Systems. This commitment is underscored by the Company’s Information Security Management Systems (ISMS), which are aligned with the requirements of the ISO 27001:2022 standard, HI TRUST Certification.

Through the implementation of multi layered security controls, the Company ensures robust IT compliance, proactively supports business continuity, and minimizes operational disruptions. These measures collectively uphold the confidentiality, integrity, and availability of sensitive information, enabling secure and uninterrupted service delivery. R system’s privacy policy, cookies policy, available at <https://www.rsystems.com/privacy/>, reflects its steadfast dedication to the protection of personal and confidential information.

### 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.

Not applicable, as there were no instances recorded during CY 2025 relating to advertising, and delivery of essential services, cyber security and data privacy of customers, re-occurrence of instances of product recalls

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

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

Nil

#### b. Percentage of data breaches involving personally identifiable information of customers

Nil

#### c. Impact, if any, of the data breaches

Nil

## Leadership Indicators

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

R Systems is a global product engineering and digital solutions provider. We combine complex engineering, Data & AI, cloud-native capabilities with deep domain understanding to design and build innovative products for Tech, SaaS platforms and enterprises across industry verticals. We leverage the power of Automation and Agentic AI to transform value chains to boost productivity and deliver differentiated customer experiences. With a culture of co-creation and an extensive partner ecosystem, we help customers navigate market shifts and drive sustained strategic growth. All services and offerings are available on our official website: at [www.rsystems.com](http://www.rsystems.com).

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

Not applicable to the nature of our business.

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

The Company has instituted a comprehensive and resilient business continuity architecture designed to mitigate operational disruption and ensure the uninterrupted delivery of mission critical services. The framework is underpinned by industry recognized security controls, including rigorous breach prevention testing, redundant infrastructure design, stringent personnel background verification, routine data backup protocols, and advanced incident response mechanisms.

Complementing this, the Company’s integrated disaster recovery and business continuity plans emphasize operational readiness and proactive stakeholder communication, ensuring that clients are promptly informed of any potential risks to service continuity while maintaining business resilience and trust.

**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? (Yes/No)**

The disclosure of product level information on physical or digital products is not applicable to the Company's operating model. The Company places a strong emphasis on customer experience excellence and continuously evaluates service effectiveness through structured annual customer satisfaction surveys. These assessments benchmark critical performance dimensions, including service quality, delivery discipline, communication efficacy, depth of technical expertise, and responsiveness to client feedback and grievances. The insights derived from this ongoing evaluation framework enable the Company to refine its service portfolio, drive continuous improvement, and remain closely aligned with evolving client expectations.

For and on behalf of  
**R Systems International Limited**

**Nitesh Bansal**  
**(Managing Director & Chief Executive Officer)**  
DIN: 10170738

**Ruchica Gupta**  
**(Chairperson & Non-Executive Independent Director)**  
DIN: 06912329

Place: Chişinău, Moldova  
Date: May 27, 2026

Place: New Delhi  
Date: May 27, 2026