Business Responsibility and Sustainability Report (BRSR)

SECTION A: General disclosure

I. Details of the listed entity

1.	**Corporate Identity Number (CIN) of the Company**	L72200MH1994PLC082110
2.	**Name of the Company**	Sonata Software Limited
3.	**Year of Incorporation**	18 Oct 1994
4.	**Registered office address**	No. 208, T V Industrial Estate, 2nd Floor, S K Ahire Marg, Worli, Mumbai, Maharashtra 400 030, India
5.	**Corporate office address**	Tower-A, Sonata Towers, Global Village (Sattva Global City), RVCE Post, Kengeri Hobli, Mysore Road, Bengaluru 560059, India
6.	**E-mail**	info@sonata-software.com
7.	**Telephone**	+91 80 6778 1000
8.	**Website**	https://www.sonata-software.com/
9.	**Financial year for which reporting is being done**	2025-2026
10.	**Name of the Stock Exchange(s) where shares are listed**	BSE Limited, National Stock Exchange of India Limited
11.	**Paid-up Capital**	Rs. 28,04,24,816 /-
12.	**Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report**	info@sonata-software.com +91 80 6778 1000
13.	**Reporting boundary**	Consolidated
14	**Name of assurance provider**	NA
15.	**Type of assurance obtained**	NA

II. Product/Services

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

S.No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Information Technology Services and Solutions	IT consultancy, Computer Programming, Modernization, testing support related activities	>90% of the turnover

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

S.No.	Product/Services	NIC Code	% of total turnover contributed
1	Computer Programming, consultancy, and related activities	72291	100%

III. Operations

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

S.No.	Location	Number of plants	Number of offices	Total
1	National	NA	11	11
2	International	NA	24	24

19. Markets served by the entity

a. Number of locations served

S.No.	Number of Locations served	Number
1	National (No.of States)	7
2	International (No.of Countries)	17

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

39%

c. A brief on types of customers

Sonata Software Limited serves customers across various sectors that include Retail, Manufacturing, Banking, Financial Services and Insurance BFSI, Healthcare and Life Sciences HLS, Technology, Media and Telecom TMT and Emerging Technologies with a geographic presence across America, UK, Ireland, Europe, ANZ, Middle East and APAC.

Sonata focus has been on the following industry verticals

- Agri Production
- BFSI
- Healthcare and Life Sciences
- High Technology
- Independent Software Vendors
- Commodity Business
- Consumer Product Goods
- Energy Resources and Utilities
- Manufacturing and Distribution
- Retail
- Service Industries
- Travel, Transportation and Logistics

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S.No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees					
1.	Permanent (D)	5948	4110	69%	1838	31%
2.	Other than permanent (E)	438	332	76%	106	24%
3.	**Total employees (D+E)**	6386	4442	70%	1944	30%
	Workers					
4.	Permanent (F)	NA	NA	NA	NA	NA
5.	Other than permanent (G)	149	125	84%	24	16%
6.	**Total workers (F+G)**	149	125	84%	24	16%

20.b. Differently abled Employees and workers:

S.No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently abled Employees					
1.	Permanent (D)	47	34	72%	13	28%
2.	Other than permanent (E)	2	1	50%	1	50%
3.	Total Differently abled employees (D+E)	49	35	71%	14	29%
	Differently abled Workers					
4.	Permanent (F)	NA	NA	NA	NA	NA
5.	Other than permanent (G)	NA	NA	NA	NA	NA
6.	**Total Differently abled workers (F+G)**	NA	NA	NA	NA	NA

21. Participation/Inclusion/Representation of women

	Total	No. and percentage of Females	
	No. (A)	No. (B)	% (B/A)
Board of Directors	7	1	14.29
Key Management Personnel	4	1	25

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

Category	FY 2026 (Turnover rate in current FY)			FY 2025 (Turnover rate in previous FY)			FY 2024(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Total		
Permanent employees	1392	557	1949	1088	426	1514	1083	423	1506
Permanent workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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.	Sonata Information Technology Limited	Subsidiary	100	Yes
2.	Sonata Software Solutions Limited	Subsidiary	100	Yes
3.	Encore IT Services Solutions Private Limited	Subsidiary	100	Yes
4.	Sonata Software North America Inc.	Subsidiary	100	Yes
5.	Sonata Software GmbH	Subsidiary	100	Yes
6.	Sonata Europe Ltd., UK	Subsidiary	100	Yes
7.	Sonata Australia Pty Ltd	Subsidiary	100	Yes
8.	Sonata Software Canada Limited	Subsidiary	100	Yes
9.	Sonata Software (Qatar) LLC	Subsidiary	49	Yes
10.	GAPbuster Inc.	Subsidiary	100	Yes
11.	GAPbuster Worldwide Pty Ltd.	Subsidiary	100	Yes
12.	Sonata Software (Shanghai) Co., Ltd.	Subsidiary	100	Yes
13.	Sonata Software Worldwide Malaysia SDN BHD Subsidiary	Subsidiary	100	Yes
14.	Sonata Software Japan KK	Subsidiary	100	Yes
15.	Sonata Software Intercontinental Limited	Subsidiary	100	Yes
16.	Sonata Latin America S. de R.L. de C.V	Subsidiary	100	Yes
17.	Sonata Software Solutions North America Inc. (Formerly Quant Systems Inc.)	Subsidiary	100	Yes
18.	Sonata Software Technology Private Limited (Formerly Quant Cloud Solutions Private Limited)	Subsidiary	100	Yes
19.	Quant Systems CRC Inc Sociedad de Responsabilidad Limitada	Subsidiary	100	Yes
20.	Woodshed LLC	Subsidiary	100	Yes
21.	Sonata Software Malaysia SDN. BHD.	Subsidiary	100	Yes
22.	Sonata Software Solutions, Egypt	Subsidiary	100	Yes

VI. CSR Details

24.

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

Yes

ii. Turnover (in Rs.)

1,070,124 Lakhs

iii. Net Worth (in Rs.)

190,463 Lakhs

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Our Third-Party Code of Conduct and Business Ethics, along with the Vigil Mechanism Policy, provides a grievance redressal mechanism for external stakeholders to report concerns. These policies can be accessed through the below link: https://www.sonata-software.com/about-us/investor-relations/corporate-governance	NIL	NIL	NIL	NIL	NIL	NIL
Investors (other than shareholders)		NIL	NIL	NIL	NIL	NIL	NIL
Shareholders		11	0	All the complaints were promptly resolved.	9	0	All the complaints were promptly resolved.
Employees and workers		NIL	NIL	NIL	NIL	NIL	NIL
Customers		NIL	NIL	NIL	NIL	NIL	NIL
Value Chain Partners		NIL	NIL	NIL	NIL	NIL	NIL
Other (please specify)		NA	NA	NA	NA	NA	NA

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

Sr.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Human Capital Development, Retention & Labor Practice	Risk	Sonata is a people-centric organization that places strong emphasis on its talent. To drive leadership excellence and scalable growth, the company has strategically aligned its human capital capabilities with evolving technological advancements. As the global shift toward digital transformation intensifies, the growing imbalance in skilled talent has become increasingly evident. Sonata's sustained success is therefore closely tied to its ability to attract, engage, and retain highly skilled technology professionals.	Sonata adopts industry-leading practices to cultivate a strong and collaborative relationship between management and employees. Employee engagement remains consistently high, reinforced through regular engagement initiatives implemented across multiple organizational levels. Sonata's emphasis on its core values—referred to as DNA (Deep Nurtured Attributes)—combined with a comprehensive rewards and recognition framework, further enhances employee commitment and alignment with the organization.	Positive Impact: Improves employee performance and overall experience, directly supporting the Company's growth while enhancing customer satisfaction.

Sr.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Corporate Governance & Business Ethics	Risk and Opportunity	Sonata is dedicated to maintaining high standards of corporate governance. Our goal is to grow long-term value for our shareholders while protecting the interests of everyone involved with the company. We ensure full legal compliance and stay ahead of changing regulations by constantly updating our internal practices.	Sonata has set up clear rules and processes to ensure the company is run fairly and transparently. To stay at the top of their game, recently improved these policies to further strengthen how the organization is governed.	Negative Impact (Mitigated): While implementing high governance standards requires significant resources, it is a vital investment for maintaining the confidence of shareholders, employees, and partners.
3	Privacy Protection & Cybersecurity	Risk	The expansion of Sonata's operations, along with the increased adoption of remote working models, may elevate the risk of data breaches. Strong oversight and adherence to global regulatory requirements are essential to protecting the Company's reputation with clients. Any failure to ensure data privacy or to report incidents in a timely manner could result in potential financial exposure for the Company.	Sonata has achieved successful completion of certification audits for its Information Security Management Framework aligned with ISO 27001 and its Service Management Framework in line with ISO 20000. These accreditations enhance the Company's readiness and capability to provide Cloud Management and Support services.	Negative Impact: These incidents could lead to legal penalties and damage the company's public image.
4	Climate Change (Climate Risk & GHG Emissions)	Risk and Opportunity	Climate-related risks are increasingly impacting Sonata's operational environment and financial performance. The possible implementation of carbon taxation in the near term could influence the Company's growth trajectory. Although transitioning to a low carbon economy may require substantial upfront investment, this shift is expected to yield long term value through the use of renewable energy and the adoption of energy efficient initiatives. Furthermore, Sonata has the potential to unlock new revenue opportunities by developing and offering climate-focused technologies and sustainability-driven services.	Sonata has implemented a comprehensive set of initiatives to enhance energy efficiency and reduce emissions across its operations. These actions have led to measurable reductions in operating costs while significantly lowering the Company's overall carbon footprint. Looking ahead, Sonata is firmly committed to transitioning to renewable energy sources and achieving carbon neutrality by 2030, thereby decreasing reliance on grid based energy and reinforcing its long term sustainability objectives.	Positive Impact: Although compliance with environmental standards may involve a higher initial financial commitment due to increased operating costs, it strategically positions the Company to sustain competitiveness and capitalize on shifting market expectations and preferences.

Sr.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Customer Relationship Management	Opportunity	Customer relationships are central to Sonata's business strategy. The growth of the Company's customer base is closely aligned with the rate at which organizations adopt digital transformation initiatives. Sonata's strong portfolio of digital services has been instrumental in supporting client transformation, underpinned by thought leadership, a customer centric mindset, and operational excellence. In response to evolving customer expectations, the Company has incorporated bots and virtual assistants, which are anticipated to create significant growth opportunities. Additionally, changes in consumer purchasing behavior following the pandemic have encouraged leading market participants to innovate and develop agile solutions that address shifting market needs.	To meet evolving consumer needs, Sonata has developed and introduced Harmoni.AI, a responsible first artificial intelligence platform designed for enterprise use. This end to end solution comprises a range of industry specific applications, service delivery platforms, and accelerators enabled by Generative AI. Sonata's capabilities across Digital and Modern Engineering have matured substantially and continue to advance rapidly to address dynamic customer requirements. The Company's service portfolio encompasses the full spectrum of digital transformation—from strategic advisory and consulting guided by its Platformation approach to the design, development, deployment, and ongoing management of digital platforms.	Positive Impact: Strategic client management and proactive communication have been key to our market success. By leveraging proprietary tools, we have achieved faster delivery speeds, reduced costs, and improved agility. These operational advantages have directly resulted in higher client retention rates and the successful acquisition of new business.
6	Human Rights and Health & Safety	Opportunity	Prioritizing the well-being of our people is a fundamental part of our ESG strategy. Beyond meeting legal safety standards, a healthy work environment creates a more efficient and productive workforce.	By establishing a specialized EHS team, Sonata ensures that health and safety remain at the forefront of its operations. The company's EHS policy provides a consistent framework across all offices to safeguard the well-being of every worker.	Positive Impact:We have improved staff retention by investing in employee experience and career growth. Combining regular engagement activities with a robust system for addressing concerns ensures that our team remains motivated and committed to the organization.
7	Corporate citizenship & Philanthropy	Opportunity	Sonata is committed to generating social and economic value in its operating regions. Through ethical business practices and targeted community initiatives, the company drives inclusive growth and addresses environmental impacts to ensure long-term sustainability.	Sonata uses a disciplined framework to ensure our community initiatives deliver real results. Working alongside NGO partners, we tackle social challenges directly while using a rigorous internal review process to monitor progress, address issues, and maintain high standards of accountability.	Positive Impact:We build confidence with our stakeholders by delivering on our promises. The effectiveness of our initiatives serves as proof of our commitment, further establishing Sonata as a reliable and credible leader in our industry.

Sr.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Risk and Crisis Management	Risk	Sonata actively manages a variety of risks, from climate change to operational stability. Factors beyond our control—such as shifting economic policies, exchange rate changes, and new competitors—can impact our bottom line. Staying ahead of these risks requires us to be agile in navigating the changing legal and regulatory landscapes of the different regions where we operate.	Sonata's risk management framework aligns with its long-term strategic mission. The company maintains a cycle of continuous risk assessment and process improvement. Under this governance model, the Board of Directors defines mitigation strategies, which the Executive Management team executes and reports on through regular performance updates.	Negative Impact:Risk exposure poses a direct threat to Sonata's financial stability and bottom-line performance.
9	Innovation Management	Opportunity	Sonata maintains a robust culture of innovation driven by a highly skilled workforce and dedicated R&D infrastructure. These capabilities have enabled us to expand our service portfolio and optimize the delivery of our software platforms. We provide highly customized solutions tailored to the unique industry, geographic, and technical requirements of our global clients.	Sonata introduced two flagship events aimed at fostering innovation and showcasing technical excellence: Tech Fest: A platform that highlights our most successful projects, proving our ability to deliver complex technical solutions to the market. Sonata Spark: A talent-growth initiative that encourages employees to create innovative tools for our clients. It focuses on finding and scaling new ideas that have the potential to become core business offerings. Through this initiative, Sonata recognized and promoted "innopreneurship" by offering funding support across Series A, B, and C rounds, cash rewards, opportunities for patent filings or publications, and showcasing innovations at the Sonata Customer Experience Centre (CEC).	Positive

Sr.No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Resource Management (Water & Waste)	Opportunity	Resource efficiency is a strategic opportunity to optimize operations while minimizing environmental impact. Our implemented solutions have generated substantial cost savings and directly supported our environmental sustainability objectives.	Sonata has undertaken several initiatives to promote energy and resource efficiency, including: Energy & Resource Optimization: Systems & Automation: Deployed energy-efficient hardware and advanced automation tools. Real-time sensors and meters now provide daily monitoring of Air Handling Unit (AHU) run hours to drive efficiency. Water Infrastructure: Implemented the HUIDA technology-driven management system to optimize water consumption across facility washrooms.	Positive Impact:The implementation of various cost-efficiency measures has led to favorable financial outcomes for the Sonata.
11	Supply Chain Management	Risk and Opportunity	Sonata manages a diverse supplier network essential to our service delivery. Rising client demand for transparency requires us to prioritize suppliers with proven sustainability records. We now assess all vendors against rigorous ESG criteria to mitigate operational risks. Since supplier performance is a direct reflection of our own, we maintain a diligent sustainable procurement strategy to ensure supply chain resilience.	Sonata has expanded its supplier evaluation process to incorporate environmental and social governance. By balancing ESG indicators with traditional performance factors, Sonata is building a more resilient value chain that reflects its commitment to sustainable business practices.	Positive Impact: A structured integration of sustainability across the value chain allows Sonata to proactively mitigate supply chain risks and minimize potential disruptions. This disciplined approach ensures operational continuity and strengthens overall organizational resilience

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
Policy and management processes										
1. (a)	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
1 (b)	Has the policy been approved by the Board? (Yes/No)	Y	N	N	Y	N	N	N	Y	Y
1 (c)	Web Link of the Policies, if available									
P1	Vigil Mechanism Third Party Code of Conduct and Business Ethics code of business conduct ethics code of conduct for directors and senior management.pdf									
P2	code of business conduct ethics coc supplier human rights policy equal opportunity diversity inclusion policy ehs policy									
P3	ehs policy human rights policy equal opportunity diversity inclusion policy									
P4	Corporate Social Responsibility Policy									
P5	human rights policy equal opportunity diversity inclusion policy									
P6	Sustainability policy ehs policy									
P7	code of business conduct ethics Corporate Governance									
P8 & P9	Corporate Governance Corporate Social Responsibility Policy									
2.	Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3	Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4	Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	a. ISO 9001: 2015 for Quality management system. b. ISO 20000-1 for Service Management System c. ISO 27001 for Information Security Management System d. ISO 14001 for Environmental management systems e. ISO 45001 for Occupational Health and Safety Management Systems f. 3rd Party Assurance for Greenhouse Gas Emissions Scope1,2,3 asper GHG protocol g. UNGC signatory								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	**Environment**: • Net Zero emission by 2050 **Social:** • Audit/Assessment of 10% Tier-1 suppliers. • Aim to increase share of women in total workforce to 34-35%								

	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
6	Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same is not met.	**Environment:** • Net Zero emissions by 2050 : **Social:** • Audit/Assessment of 10% Tier-1 suppliers.: Achieved • Aim to increase share of women in total workforce to 34-35%								

Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

At Sonata, Environmental, Social, and Governance (ESG) considerations remain integral to our long-term strategy and value creation. During FY 2025–26, we continued to strengthen our ESG focus while operating within an evolving business and regulatory environment.

Our efforts during the year were directed toward reducing our environmental footprint through enhanced energy efficiency and digital sustainability initiatives, alongside reinforcing our commitment to diversity and inclusion across the organization. We also sustained our focus on community development, furthering our objective of contributing to inclusive and responsible growth.

As we move forward, we remain committed to deepening the integration of ESG principles into our core operations, strengthening governance frameworks, and maintaining transparent engagement with stakeholders. We believe these efforts will enable us to build a resilient, responsible, and future-ready organization..

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).

The Board level Corporate Social Responsibility (CSR) Committee is responsible for the implementation and oversight of the Business Responsibility Policy.

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 Board's Corporate Social Responsibility (CSR) Committee also provides oversight on sustainability matters. The Committee meets at least four times during the financial year to review and deliberate on CSR and sustainability related issues.

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director (D)/ Committee of the Board (C)/ Any other Committee (A)									Frequency (Annually (A)/ Half yearly (HY)/ Quarterly (Q)/ Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	C	A	A	C	A	A	A	C	C	A	A	A	Q	A	A	A	Q	Q
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	C	A	A	C	A	A	A	C	C	A	A	A	Q	A	A	A	Q	Q

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.

	Disclosure Question	P1	P2	P3	P4	P5	P6	P7	P8	P9
1	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.	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

SECTION C: Principle-wise performance disclosure

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

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year

S.No	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training	% age of persons in respective category covered by the awareness programmes
1	Board of Directors	1 training Session (Annual)	As part of annual strategy planning process, the Company had organized the familiarization programmes to its Independent Directors including KMPs.	100%
2	Key Managerial Personnel	1 training Session (Annual)	As part of annual strategy planning process, the Company had organized the familiarization programmes to its Independent Directors including KMPs.	100%
3	Employees other than BoD and KMPs	1919 Total number of training Tech & Non Tech (ILT 330 & 1589 Self Learning Programs) AI(Gen AI,LLMs, Prompt Engineering, Harmoni.ai, Azure Open AI, AWS Bedrock, Copilot,Agentic AI, Vibe Coding,SDD), Cloud (Azure, AWS, GCP,ITIL,Security), Dynamics(F&O, CE, PP), Power (BI, APPs, Automate), FED /Web(Node, React, Angular, Typescript, Microservices), Database(SQL, NOSQL, Cosmos), Agile, Python, Data Analytics (AI, ML, Azure Data Analytics services, Fabric, RTA, Snowflakes), Testing, Devops(Docker, Kubernetes), Project Management, System Training & Process Training	Non Technical: POSH, ESG, Infosec	84% 92%

S.No	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training	% age of persons in respective category covered by the awareness programmes
4	Workers	12	EHS Office ESI & PF awareness; Basics of FIRE and SAFETY; About PF & ESI Punctu-ality; About PPE & Usage; AED Operation; Crisis and Disaster man-agement; Basic Cleaning Process-Self inspection the area; Access Control and Basic of Fire;Awareness training on sustainability; FIRST AID; Communica-tion Skills; Con-tractor trainings-UDS TRAINING;Grooming; Basic Cleaning Process-Self inspection the area; Critical area & Equipment; Discipline	100%

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred (Yes/No)
Penalty/ Fine	NIL	NIL	NIL	NIL	NIL
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
NA	NA

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, Sonata's Code of Business Conduct and Ethics is aligned with all applicable laws and regulatory requirements, including those relating to anti bribery, anti corruption, and the ethical handling of conflicts of interest. The Company is committed to maintaining the highest levels of integrity, accountability, and transparency across its business operations. In addition to the Code, Sonata has established a comprehensive Anti Corruption Policy that applies to all individuals associated with its affiliates, subsidiaries, and joint ventures, irrespective of role or seniority. This policy underscores Sonata's zero tolerance stance toward corruption and is readily available to employees through the internal intranet portal.

https://www.sonata-software.com/sites/default/files/financial-reports/2025-12/code_of_business_conductethics.pdf

https://www.sonata-software.com/sites/default/files/financial-reports/2025-12/globalanticorruptionandantibriberyprocedure.pdf

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

	Particulars	FY - 2026 (Current Financial Year)	FY - 2025 (Previous Financial Year)
1	Directors	NIL	NIL
2	KMPs	NIL	NIL
3	Employees	NIL	2
4	Workers	NIL	NIL

6. Details of complaints with regard to conflict of interest

	Particulars	FY 2026 (Current Financial Year)		FY 2025 (Previous Financial Year)	
		Number	Remarks	Number	Remarks
1	Number of complaints received in relation to issues of Conflict of Interest of the Directors	NIL	NIL	NIL	NIL
2	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.

Nil

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

Segment	FY - 2026 (Current Financial Year)	FY - 2025 (Previous Financial Year)
Number of days of accounts payables	78	72

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

Parameter	Metrics	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Na	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA(All sales are to direct customers)	NA(All sales are to direct customers)
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	NA	NA
	b. Sales (Sales to related parties / Total Sales)	0%	0%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	NA	NA
	d. Investments (Investments in related parties / Total Investments made)	NA	NA

Note: The details in the above table has been computed based on consolidated financial statements of the Company.

II. LEADERSHIP INDICATORS

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

Total number of awareness programs held	Topics/principles covered under the training	%age of value chain partners covered (by the value of business done with such partners)under the awareness programs
4	Environmental, Health, Safety, Office Safety, Safe Driving, ESG, Sustainable procurement.	60%

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 entity has established a Code of Conduct for its Directors and Senior Management, which includes 'conflict of interest' as a key component. All members of the Board of Directors and Senior Management Personnel are required to affirm their compliance with this Code on an annual basis.

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

I. 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.

Segment	FY 2026 Current Financial Year	FY 2025 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	NA	NA	NA
Capex	NA	NA	NA

2.

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

Yes

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

60%. We have ongoing Supplier Assessments with our value chain

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.

(a) Plastics (including packaging): Not Applicable

(b) E-waste: Not Applicable

(c) Hazardous waste and: Not Applicable

(d) other waste: Not Applicable

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

No

II. 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	The boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/No), If yes, provide the web-link.
We have not conducted LCA for our services	NA	NA	NA	NA	NA

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
We have not conducted LCA for our services	NA	NA

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	
	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
NA	NA	NA

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:

Particular	FY2026 Current Financial Year			FY2025 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	NA	NA	NA	NA	NA	NA
E-waste	NA	NA	NA	NA	NA	NA
Hazardous waste	NA	NA	NA	NA	NA	NA
Other waste	NA	NA	NA	NA	NA	NA

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 the respective category
NA	NA

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

I. 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)
Permanent Employees											
Male	4110	4110	100%	4110	100%	NA	NA	4110	100%	NA	NA
Female	1838	1838	100%	1838	100%	1838	100%	NA	NA	1838	100%
Total	**5948**	**5948**	**100%**	**5948**	**100%**	**1838**	**100%**	**4110**	**100%**	**1838**	**100%**
Other than Permanent Employees											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**	**NA**

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)
Permanent Workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than permanent workers											
Male	125	125	100%	125	100%	NA	NA	NA	NA	NA	NA
Female	24	24	100%	24	100%	NA	NA	NA	NA	NA	NA
Total	149	149	100%	149	100%	NA	NA	NA	NA	NA	NA

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

	FY - 2026 Current Financial Year	FY - 2025 Previous FinancialYear
Cost incurred on wellbeing measures as a % of company	0.51	0.35

2. Details of retirement benefits for Current and Previous FY

S. No.	Benefits	FY 2026			FY 2025		
		No. of employees covered as a % of total employees	No. of work-ers 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.)
1	PF	100%	NA	Yes	100%	NA	Yes
2	Gratuity	100%	NA	Yes	100%	NA	Yes
3	ESI	100%	NA	Yes	100%	NA	Yes
4	Suprean-nuation	100%	NA	Yes	100%	NA	Yes
5	NPS	100%	NA	Yes	100%	NA	Yes

3. 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.

Sonata is committed to ensuring that our workplaces are accessible to all employees and visitors, including those with disabilities. We have taken steps to ensure that our buildings are equipped with essential features such as low-slope ramps, elevators, and accessible washrooms. In compliance with the Rights of Persons with Disabilities Act, 2016, our facilities are designed to meet the needs of differently-abled individuals, providing an inclusive and supportive environment for all.

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

Yes, Sonata have an Equal Opportunity, Diversity and Inclusion policy. Web link mentioned below equal_opportunity_diversity_inclusion_policy.pdf

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

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention Rate
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	We have a policy called Grievance redressal. Grievances can be raised on a portal exclusively meant for grievances and the concerned will be securely sent to the Grievance Committee members
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	Fixed term employees are under the same program as permanent employees. Contractors (contractors are on third party rolls) and independent consultants are not eligible

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

Category	FY - 2026 (Current Financial Year)			FY - 2025 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/ A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total Permanent Workers	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY2026 Current Financial Year					FY2025 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation (D)		Total (D)	On Health and safety measures	% (E / D)	On Skill upgradation (D)	% (F / D)
		No. (B)	% (B /A)	No. (C)	% (C / A)		No. (E)		No. (F)	
Employees										
Male	4426	2415	55%	3649	82%	4784	2291	48%	3741	78%
Female	1933	1127	58%	1664	86%	2089	1061	51%	1692	81%
Total	6359	3542	56%	5313	84%	6873	3352	49%	5433	79%
Workers										
Male	125	125	100%	125	100%	139	139	100%	139	100%
Female	24	24	100%	24	100%	25	25	100%	25	100%
Total	149	149	100%	149	100%	164	164	100%	164	100%

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

Category	FY - 2026 Current Financial Year			FY - 2025 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	4110	3718	90%	4784	3856	81%
Female	1838	1603	87%	2089	1650	79%
Total	5948	5321	89%	6873	5506	80%
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

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

Yes

Sonata has established a comprehensive Environmental, Health, and Safety (EHS) policy to drive continuous improvement in workplace well-being. The company recognizes its broader responsibility to environmental and social stakeholders and remains committed to maintaining high standards for employee health and safety.

Key components of the EHS Management System include:

Policy and Oversight: Sonata's EHS policy provides a strategic framework for excellence in health and safety. A dedicated internal EHS team leads the organization's efforts, providing active monitoring and management of all safety initiatives to ensure consistent standards.

Infrastructure and Signage: Sonata has installed critical fire, electrical, and safety signage across all Indian office locations. The EHS team facilitates employee awareness programs to ensure universal understanding and strict adherence to these established safety protocols.

Observation and Corrective Action: Sonata conducts monthly tracking of unsafe observations across all geographic locations. These findings are formally documented in a central EHS register, triggering immediate corrective actions to eliminate identified risks and prevent operational hazards.

Emergency Preparedness: Sonata maintains a formal Emergency Preparedness Plan to provide employees with the necessary knowledge and procedural training for crisis response. This framework encompasses standardized evacuation protocols, first aid procedures, and fire safety measures to ensure a coordinated response to workplace emergencies.

EHS Audits: Sonata evaluates the compliance status of each office through a standardized EHS Audit checklist. This systematic framework

ensures that any operational gaps are identified and addressed consistently across the organization.

Training and Awareness Programs: Sonata conducts frequent health and safety sessions, including professional seminars and workshops. These programs ensure that all personnel remain well-informed and fully capable of maintaining high safety standards across our work environments.

Incident Management: Sonata utilizes a structured process that encompasses formal investigation, internal communication, and rigorous documentation. By applying root cause analysis and implementing strategic control measures, the company ensures that every reported incident is recorded in the Incident Register and resolved through targeted corrective and preventive actions.

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

Sonata's Environmental Health and Safety (EHS) team follows a methodical process to identify workplace hazards. To facilitate this, a comprehensive Hazard Identification and Risk Assessment (HIRA) document has been developed. This framework is utilized by the EHS team to systematically identify hazards, evaluate risks, and establish the operational controls required to mitigate or eliminate those risks effectively.

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

Yes

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

Yes

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

S. No.	Safety Incident/ Number	Category	FY2026 Current Financial Year	FY2025 Previous Financial Year
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
		Workers	0	0
2	Total recordable work-related injuries	Employees	0	0
		Workers	0	0
3	No. of fatalities	Employees	0	0
		Workers	0	0
4	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
		Workers	0	0

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

Sonata regularly conducts office safety sessions to inform the workforce of critical safety guidelines and best practices for daily operations. These sessions address diverse topics, such as fire safety and electrical precautions.

Additionally, mental health webinars are organized to emphasize psychological well-being and provide effective methods for managing stress. Comprehensive EHS training is also delivered to administrative, security, and housekeeping staff to ensure they maintain full awareness of safety protocols. Furthermore, employees are provided with First Aid training to improve organizational readiness for emergency situations.

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

	FY - 2026 (Current Financial Year)			FY - 2025 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14. Assessments for the year

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

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

Not Applicable

II. LEADERSHIP INDICATORS

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

Yes

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

Sonata ensures that statutory dues are deducted and deposited in compliance with applicable regulations. This has been tested by our statutory auditors along with IFC testing, and we maintain consistent governance with our partners.

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

SR.	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY - 2026 (Current Financial Year)	FY - 2025 (Previous Financial Year)	FY - 2026 (Current Financial Year)	FY - 2025 (Previous Financial Year)
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	60%
Working Conditions	60%

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.

NIL

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

I. ESSENTIAL INDICATORS

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

We have identified both internal and external stakeholders by evaluating their level of influence and importance to our operations. Stakeholder engagement remains a key focus area, with priorities determined through structured discussions involving the management team. Understanding stakeholder expectations enables us to better align our strategies, policies, and action plans across environmental, economic, and social dimensions. Our key stakeholders include investors, customers, employees, regulators, vendors and suppliers, industry associations, and local communities.

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	Company website, social media, Customer surveys, Emails, Telephonic Conversations	As needed	Resolution of any delivery challenges and feedback on technology and services
Investors	No	Annual General Meeting, Investor's page on Company's website, Press releases and Conferences	Quarterly	Sonata's business performance, strengths, business strategy for growth and expansion
Employees	No	Emails, Townhalls, Employee Engagement Surveys, , Performance Evaluations, Company website	Continuous	Growth and development, Feedback and Grievance Redressal, Training, Workplace experience, Corporate Communications
Regulators	No	Interactions with statutory bodies.	As needed	Compliance with local laws and regulations
Industry Associations	No	Conferences, Industry Performance Meetings	As needed	Industry and ESG Trends, emerging best practices, Technology Landscape
NGOs	Yes	Online / Offline meetings, Emails, Website, Social media posts.	Weekly/Monthly between CSR partners and CSR leads	To cater to our community in a responsible & sustainable way, we engage with our community through our CSR Channel partners & projects.
Vendors & Suppliers	No	Email, Meetings, Website	Yearly	Compliance, Value Add, operations, commercial discussion, and sustainability

II. 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.

Sonata proactively engages with its stakeholders to identify and address material economic, environmental, and social matters. A detailed materiality assessment has been carried out to determine issues of greatest significance to both the organization and its stakeholders.

The Company maintains ongoing dialogue with stakeholders to communicate its ESG objectives, targets, and performance. These engagements are conducted through multiple platforms, including conference calls, email communications, the corporate website, and statutory disclosures. Governance oversight of ESG matters is provided by the CSR & Sustainability Board Committee, which convenes quarterly to review progress and key issues. In addition, ESG related risks are reviewed by the Board Risk Management Committee to ensure alignment with the Company's overall strategic direction.

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, Sonata's ESG strategy is shaped by insights gained through active stakeholder engagement. These interactions have been essential in identifying key environmental and social factors relevant to the business, allowing Sonata to align its sustainability initiatives with both stakeholder expectations and core business priorities.

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

   Sonata's CSR programs are designed with a strong focus on creating meaningful impact for vulnerable and underserved communities. The Company has instituted a structured evaluation and grievance feedback mechanism to track implementation progress and address issues highlighted by beneficiaries. Oversight of CSR activities is exercised through regular reviews by the CSR Committee, ensuring accountability, transparency, and alignment with stated objectives.

   The Company also maintains ongoing engagement with local suppliers and vendors through well defined forums, including virtual and in person meetings and capacity building sessions. Supplier performance is periodically assessed, and constructive feedback along with necessary guidance is provided to encourage ethical conduct, compliance, and sustainable operational practices.

Principle 5: Businesses should respect and promote human rights.

I ESSENTIAL INDICATORS

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

Category	FY - 2026 Current Financial Year			FY - 2025 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	4426	4000	90%	6414	5857	91%
Other than Permanent	1933	1806	93%	459	444	97%
Total employees	**6359**	**5806**	**91%**	**6873**	**6301**	**92%**
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than Permanent	149	149	100%	164	164	100%
Total workers	**149**	**149**	**100%**	**164**	**164**	**100%**

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

Category	FY 2026 Current Financial Year					FY 2025 Previous Financial Year				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent										
Male	3724	0	0	3724	100%	4466	0	0	4466	100%
Female	1707	0	0	1707	100%	1948	0	0	1948	100%
Other than permanent										
Male	332	0	0	332	100%	318	0	0	318	100%
Female	106	0	0	106	100%	141	0	0	141	100%
Workers										
Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than permanent										
Male	125	0	0	125	100%	139	0	0	139	100%
Female	24	0	0	24	100%	25	0	0	25	100%

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of the respective category(INR in lakhs)	Number	Median remuneration/ salary/ wages of respective category(INR in lakhs)
Board of Directors (BoD)*	4	42.60	1	43.20
Key Managerial Personnel (KMP)	3	147.49	1	78.37
Employees other than BoD and KMP	4126	16.90	1824	11.10
Workers	NA	NA	NA	NA

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

	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Gross wages paid to females as % of total wages	22.6%	23.25%

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

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

Sonata is committed to upholding the dignity of individuals and fostering fairness within the organization. To support this, the company has established a grievance redressal policy that allows employees to raise concerns. These grievances are reviewed and addressed by a dedicated committee formed at the organizational level.

The policy is applicable to all employees and encourages them to submit complaints in writing, supported by factual information and detailed specifics to facilitate effective resolution. Additionally, Sonata has other mechanisms in place, such as the POSH Internal Committee, which handles and investigates cases related to sexual harassment. This committee is constituted in accordance with legal requirements.

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

	FY 2026 Current Financial Year			FY 2025 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	0	NA	1	0	NA
Discrimination at workplace	0	0	NA	0	0	NA
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2 cases reported. Both have been closed within stipulated timeline	Received one complaint and disposed off within the prescribed timeline
Complaints on POSH as a % of female employees / workers	Less than 1%	less then 1%
Complaints on POSH upheld	1	NA as it was resloved through conciliation

Note: The above data is for India operations.

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

We follow equal opportunity, diversity and inclusion policy in Sonata. We have robust mechanisms that promote equitable and unbiased practices across the organization, while ensuring that our colleagues do not suffer any discrimination in the workplace.

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

Yes

10. Assessments for the year

Section	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% The Company remains fully committed to the protection and promotion of human rights and ensures full compliance with all applicable legal and regulatory requirements. Human rights principles are systematically embedded within contractual arrangements and business agreements, with ongoing monitoring mechanisms in place to ensure adherence. Additionally, Sonata has undertaken a comprehensive Human Rights Due Diligence (HRDD) process to identify, assess, and address relevant human rights risks across all its operational locations.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Not applicable. Compliance with applicable laws is ensured through robust internal governance frameworks designed to identify and manage associated risks.

II. LEADERSHIP INDICATORS

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

Policy remains the same and uploaded on portal

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

In line with the Company's Human Rights Policy, Sonata is committed to respecting, protecting, and upholding human rights across all its operations. Any identified human rights violations are subject to a thorough review in accordance with internal policies, applicable laws, and contractual obligations. Where warranted, appropriate corrective and disciplinary actions are initiated to address such breaches.

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

Yes, we have taken the necessary actions to ensure accessibility for differently-abled visitors, providing an inclusive and welcoming environment for all.

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	Please see note under "Others"
Discrimination at workplace	Please see note under "Others"
Child Labour	Please see note under "Others"
Forced Labour/In-voluntary Labour	Please see note under "Others"
Wages	Please see note under "Others"
Others – please specify	60 % of our supplier were assessed on following parameters- Environment management • Employment practices • Corporate Social Responsibility • Safety and health at workplace • Greenhouse gas emissions • Waste and Air pollutions • Green packaging • Green product • Awards and certifications We ask what the company does to apply fair employment practices, prevent child labor, provide equal wages, protect against harassment, equal opportunity, maternity care etc. to your workforce employees and sub-contractorss.

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

Post assessment outcomes indicated the need to strengthen sustainability and ESG awareness among local vendors. In response, Sonata conducted focused training programs for its suppliers, aimed at sharing industry best practices and enhancing understanding of ESG principles. These initiatives are designed to build supplier capabilities and encourage responsible and sustainable practices across the value chain.

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

I. Essential Indicators

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

Parameter	FY 2026 (Current Financial Year) (in MJ)	FY 2025 (Previous Financial Year) (in MJ)
From renewable sources		
Total electricity consumption (A)	10,799,728	9303665
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	10,799,728	9303665
From non-renewable sources		
Total electricity consumption (D)	2109036	2530725
Total fuel consumption (E)	0	146642
Energy consumption through other sources (F)	0	0
Total energy consumed from nonrenewable sources (D+E+F)	2109036	2677 367
Total energy consumed (A+B+C+D+E+F)	12,908,764	11981032
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) (in MJ/rupees)	0.0001206	0.0001179
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	0.002453587	0.0024369
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA

* Boundary — Electricity consumption is reported for India Location. The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2025 by the World Bank for India which is 20.34

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

NA

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

No

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

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	1109	4073
(iii) Third party water	8322	3214
(iv) Seawater / desalinated water	0	0
(v) Others	0	0

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**9431**	**7287**
Total volume of water consumption (in kilolitres)	**9431**	**7287**
Water intensity per rupee of turnover (Water consumed / turnover)	0.00000008813	0.000000072
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0.00000179	0.00000148
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA

Boundary — Water consumption and Withdrawal is reported for India locations

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

NA.

4. Provide the following details related to water discharged:

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	-	-
- No treatment	1162	3675
- With treatment – please specify the level of treatment	2781	764.65
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(iv) Sent to third-parties	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
Total water discharged (in kiloliters)	**3943**	**4440.53**

***Boundary — Water discharged is reported for India locations.**

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

NA

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

Yes, Sonata has deployed Zero Liquid Discharge (ZLD) systems at two Bangalore facilities to highlight its commitment to sustainable water management. These systems demonstrate our dedication to environmental responsibility through advanced conservation practices.

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

Parameter	Please specify unit	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
NOx	mg/nm3	NA	NA
SOx	mg/nm3	NA	NA
Particulate matter (PM)	mg/nm3	NA	NA
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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

NA

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

Parameter	Unit	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	4.59	81.6
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH^4, N^2O, HFCs, PFCs,SF6, NF3, if available)	Metric tonnes of CO_2 equiva-lent	564.90	637.3
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.00000000532	0.00000000708
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.0000001082	0.0000001462
Total Scope 1 and Scope 2 emission intensity in terms of physical output		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

*Boundary — Scope 1 emissions reported for India locations

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

NA.

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

Yes,Sonata has established an extensive program dedicated to reducing greenhouse gas (GHG) emissions. Driven by our environmental sustainability commitment, we continuously monitor our footprint and strive to minimize emissions.

The following key initiatives drive this program:

Operational Optimization: Engineering equipment is regulated during non-operational hours to conserve energy. This systematic control ensures that power consumption is minimized when facilities are not in active use

Water Efficiency Measures: Low-flow aerators are installed on sensor taps at hand wash basins, and low-flow faucets are utilized in pantry and cafeteria dishwashing areas. These upgrades ensure significant water conservation across all high-use office zones.

Air Handling Efficiency: Back dampers are provided for Air Handling Units (AHUs) to automatically close whenever a unit is turned off. This mechanism prevents air leakage and ensures the integrity of the climate control system during non-operational periods.

Cooling Efficiency Enhancements: Cold aisle containment is implemented to improve cooling effectiveness and energy efficiency within data centre environments. This structural optimization ensures that cold air is precisely directed to critical equipment, reducing overall power consumption.

Temperature Set-point Adjustments: Office space temperature set-points are standardized at 24°C to enhance energy savings. This uniform adjustment ensures a consistent indoor climate while significantly reducing the load on the building's cooling infrastructure.

Diesel Generator Optimization: The frequency of DG A-checks is adjusted to a fortnightly schedule to reduce fuel consumption and carbon emissions. This revised maintenance cadence ensures that generators operate at peak efficiency while minimizing the environmental impact of routine testing.

Load Management: Unnecessary electrical loads are eliminated during weekends by deactivating heating elements in vending machines, switching off lighting circuits, and disconnecting manually operated devices. This rigorous shutdown protocol ensures that phantom power consumption is minimized during non-business hours.

Renewable Energy Utilization: The electricity requirements of Sonata's Global Village offices in Bengaluru are met through renewable energy sources. This approach reinforces the organization's commitment to reducing its carbon footprint and promoting sustainable practices across its primary operations.

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

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
	Total Waste generated (in metric tonnes)	
Plastic waste (A)	1.58	0.4
E-waste (B)	0.0	0.08
Bio-medical waste (C)	0.06	0.0
Construction and demolition waste (D)	0.0	0.0
Battery waste (E)	0.0	11.31
Radioactive waste (F)	0.0	0.0
Other Hazardous waste. Please specify, if any. (G)	0.0	0.0
Other Non-hazardous waste generated (H). Please specify, if any. (Break up by composition i.e. by materials relevant to the sector)	23.28(Paper: 10.96, Wet waste:12.31)	29.3 (Paper 13.8, Wet waste: 13.6, Other 1.8)
Total (A+B + C + D + E + F + G + H)	**24.92**	**41.15**
Waste intensity per rupee of turnover (Total waste generated /Revenue from operations)	0.000000000233	0.000000000405
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated /Revenue from operations adjusted for PPP)	0.0000000047	0.0000000083
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) –the relevant metric may beselected by the entity	NA	NA

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
	Total Waste generated (in metric tonnes)	
For each category of waste generated, total waste recovered through recycling, re-using or ther recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	NA	NA
(ii) Re-used	NA	NA
(iii) Other recovery operations	NA	NA
Total	**NA**	**NA**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		NA
(i) Incineration	NA	NA
(ii) Landfilling	NA	NA
(iii) Other disposal operations	24.92	NA
Total	**24.92**	**NA**

*Boundary — Waste generated in operations is reported for India location.
*Other disposal operations:- Sent to municipal corporation

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

NA.

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

As an IT services firm, Sonata Software's primary waste streams consist of asset disposal, diesel generator (DG) operations, and pantry waste. We maintain full compliance with all regulatory requirements for the disposal of electronic and hazardous materials.

Key initiatives undertaken for responsible waste management include:

Regulatory Compliance: Sonata ensures full adherence to local and national regulations regarding the safe disposal of e-waste and hazardous materials. By following these legal frameworks, we mitigate environmental risks and maintain high standards of corporate accountability.

Asset Management Policy: Our policy prioritizes the maintenance and durability of electronic assets to ensure they are handled correctly and their operational lifecycles are extended. By focusing on longevity, Sonata minimizes its environmental impact through responsible resource management.

Authorized Disposal: Sonata ensures that all end-of-life electronics are handled only by authorized e-waste recyclers, fostering a commitment to environmentally sound management. This partnership ensures that retired assets are dismantled and recycled using responsible, verified methods.

Use of Refurbished Equipment: Sonata prioritizes the procurement and deployment of refurbished laptops whenever possible to minimize the creation of electronic waste. This initiative demonstrates our commitment to resource efficiency and a reduced corporate carbon footprint.

Recycling Focus: Sonata actively drives recycling programs throughout its offices to reduce the amount of waste sent to landfills. By prioritizing the recycling of pantry items and office consumables, we are successfully lowering our environmental footprint and encouraging responsible disposal habits.

By implementing these initiatives, we strive to minimize our environmental impact and foster a culture of sustainable consumption across our operations. These actions represent our ongoing commitment to balancing business performance with planetary health.

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

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

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

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

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 were 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
1	NIL	NIL	NIL	NIL

II. LEADERSHIP INDICATORS

1. Water withdrawal, consumption and discharge in areas of water stress (in kiloliters): For each facility / plant located in areas of water stress, provide the following information: NA

(i) Name of the area

NA

(ii) Nature of operations

NA

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

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	NA	NA
(ii) Groundwater	NA	NA
(iii) Third-party water	NA	NA
(iv) Seawater / desalinated water	NA	NA
(v) Others	NA	NA

Parameter	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total volume of water withdrawal (in kiloliters)	NA	NA
Total volume of water consumption (in kiloliters)	NA	NA
Water intensity per rupee of turnover (Water consumed / turnover)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify the level of treatment	NA	NA
(ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify the level of treatment	NA	NA
(iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify the level of treatment	NA	NA
(iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify the level of treatment	NA	NA
(v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kiloliters)	**NA**	**NA**

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

NA

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

Parameter	Unit	FY 2026 (Current Financial Year)	FY 2025 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs,SF6, NF3, if available)	Metric tonnes of CO2 equivalent	2953.49	2168.91
Total Scope 3 emissions per rupee of turnover		0.00000002760	0.00000002135
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA

Boundary — India locations

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, Earthood Services Private Limited has done the assurance for FY 2026

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.**

NA

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

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Energy-Efficient Operational Controls	Engineering equipment is systematically regulated during non-operational hours to enhance energy conservation.	Improved energy efficiency and reduced energy use
2	Water Conservation Initiatives	Low-flow aerators and water-efficient fixtures have been installed across handwash basins, pantry spaces, and dishwashing areas to optimize water consumption.	Reduced overall water usage
3	Advanced Cooling Efficiency Solutions	Cold aisle containment systems have been implemented to strengthen cooling performance and improve energy efficiency within data centers.	Lower energy consumption and reduced emissions
4	Sustainable Renewable Energy Adoption	Renewable energy sources are increasingly integrated into overall energy consumption practices.	Decreased carbon emissions
5	Bathroom Water Efficiency Systems	HUIDA systems have been deployed in office washrooms to improve water efficiency beyond conventional flush systems.	Significant reduction in water consumption
6	Preventive Maintenance Framework	Regular servicing of UPS systems and air-conditioning plants is conducted to maintain peak operational performance and minimize energy losses.	Enhanced operational efficiency
7	Optimized Temperature Management Practices	Space temperature set-points have been standardized at 24°C to optimize cooling efficiency and reduce unnecessary power usage.	Reduced power consumption and lower emissions

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

Yes, Sonata is certified against ISO 22301 – Business Continuity Management System (BCMS). BCMS provides a framework for organizations to plan, establish, implement, operate, monitor, review, maintain, and continually improve a documented management system to protect against, reduce the likelihood of, and ensure recovery from disruptive incidents.

Key components of the plan include:

- Emergency Procedures and Evacuation Protocols: The plan outlines detailed procedures for emergency response, including evacuation strategies, with special consideration for vulnerable employees.
- Roles and Responsibilities: Specific personnel are identified and assigned responsibilities for managing and executing emergency response operations.
- Coordination with External Parties: The plan

ensures effective coordination of emergency response activities with Landlord Teams and relevant Government Authorities.

- Risk Assessments: Comprehensive risk assessments have been conducted for various potential threats, including:
- Fire and Electrical Hazards
- Human-Caused Incidents (e.g., bomb threats, suspicious devices, unauthorized access, acts of violence)
- Natural Disasters (e.g., earthquakes, building collapse, floods, storms)
- Health-Related Risks (e.g., pandemics, epidemics, including COVID-19)
- Hazards from LPG and other volatile substances

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.

At Sonata, supplier assessment and engagement are fully embedded within the Company's broader supply chain management framework. As part of this process, all suppliers providing products and services are required to complete a Supplier Environment Assessment Form, which evaluates performance across key sustainability parameters, including greenhouse gas (GHG) emissions and commitment to environmental initiatives.

Sonata conducts quarterly engagements with its suppliers, which include targeted training sessions aimed at increasing awareness and strengthening capabilities to address climate related risks and challenges. The supplier evaluation framework prioritizes vendors demonstrating strong environmental performance and serves as a screening mechanism to prevent onboarding of suppliers with inadequate sustainability practices. Through this structured approach, Sonata promotes environmental accountability across its value chain and encourages suppliers to implement effective climate change mitigation measures, aligning supplier practices with the Company's overall ESG objectives.

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

60%

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

I. Essential Indicators

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

SSL is affiliated with 2 trade and industry chambers namely NASSCOM and CII.

1. 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	NASSCOM	National
2	CII	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
NIL	NIL	NIL

II. Leadership Indicators

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

Sr.No.	Public policy advocated	Method resorted for such advocacy	Whether infor-mation available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
Not Applicable					

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

I. 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
Industree	NA	NA	YES	Yes,Mentioned in ESG Databook Report	Yes,Mentioned in ESG Databook Report
Arvind Eye Hospital	NA	NA	YES	Yes,Mentioned in ESG Databook Report	Yes,Mentioned in ESG Databook Report
Functional Vocational Training and Research Society	NA	NA	YES	Yes,Mentioned in ESG Databook Report	Yes,Mentioned in ESG Databook Report

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA						

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

Sonata maintains formal and informal channels with stakeholders, recognizing that open dialogue is essential to our CSR commitments. Our CSR team remains accessible to NGO partners for continuous support, utilizing structured dialogues such as weekly meetings and governance sessions led by the CSR Head. Furthermore, we conduct quarterly reviews with the Board and CSR Committee, alongside offline community interactions to ensure our initiatives remain responsive to local needs.

Sonata actively involves employees in volunteering, reinforcing the value of stakeholder participation in our CSR efforts. Leadership and the Board receive regular updates on implementation and outcomes, while progress is transparently shared with investors and the public via official reports and social media. Our CSR team maintains close collaboration with NGOs and community members, conducting weekly progress reviews to address feedback and identify critical areas for support.

Furthermore, Sonata's Third-Party Code of Conduct and Business Ethics serves as a grievance redressal mechanism, allowing external stakeholders to report concerns in a transparent and ethical manner. The code can be accessed via our official website, ensuring that all partners have a clear pathway for accountability and ethical reporting.

https://www.sonata-software.com/sites/default/files/financial-reports/2025-12/code_of_business_conductethics.pdf

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

	FY 2026 Current Financial Year	FY 2025 Previous Financial Year
Directly sourced from MSMEs/ small producers	31.04%	12%
Directly from within India	99.4%	95%

Note: The above data is applicable to India Locations.

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	FY _2026 Current Financial Year	FY _2025_Previous Financial Year
Rural	NA	NA
Semi-urban	NA	NA
Urban	NA	NA
Metropolitan	100%	100%

The above data is applicable to India Locations. (Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

II. 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
Nil	Nil

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)
NA	NA	NA	NA

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

b. From which marginalized /vulnerable groups do you procure?
Local Artisans, Handicrafts, Women groups, Local vendors

c. What percentage of total procurement (by value) does it constitute?
<1%

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.

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

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	Corrective Actions taken
NA	NA	NA

6. Details of beneficiaries of CSR Projects:

Sr. No.	CSR Project		No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Sonata Software has 5 entities applicable for CSR. SSL, SITL SSSL, Encore, SSTPL. The details for each are mentioned below				
Projects under Sonata Software Limited ("SSL")				
1	Arvind Eye Hospital Vikas	To deliver technical support for building an assistive Android app that aids in the identification and treatment of Cerebral Visual Impairment (CVI) in children. The project prioritizes early-stage diagnosis and the delivery of customized therapy to improve outcomes for children with special visual needs.	12000	100%

Sr. No.	CSR Project		No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
2	AEH Workflow simulation of LMS	This project involves building a virtual simulation portal to train AEH staff on software transitions and upgrades using interactive modeling. By providing a risk-free environment for practice, the portal aims to shorten the learning curve and improve intuitive user interaction with enterprise tools.	1000+	100%
3	Support projects SSL(FVTRS and Agastya)	To deliver robust technical support aimed at optimizing the lifecycle of website architecture and development tasks.		
Projects under Sonata Information Technology Limited ("SITL")				
1	IISc	To foster scientific inquiry, expand outreach and educational initiatives, and bolster the growth of research and instructional facilities within the Department of Computer Science & Automation at the Indian Institute of Science.	35	100%
2	Unnati Foundation	To establish a consolidated cloud architecture for managing stakeholder permissions from a single point, ensuring all necessary applications are secured behind SSO authentication layers.	400	100%
3	SayTrees Environmental Trust	The Farm Twin project offers a virtual simulation tool designed to assist farmers in the design and visualization of agroforestry systems. It delivers critical analytics regarding crop integration, profit forecasting, and carbon storage, encouraging the adoption of resilient and environmentally conscious agricultural techniques.	100000	100%
4	Functional Vocational Training and Research Society	Sonata Software's support enables FVTRS to provide technical skill-building programs for vulnerable youth. The initiative focuses on enhancing digital proficiency within the IT domain, creating career pathways for underprivileged individuals.	1247+	100%
5	Centum Foundation	This project strives to bridge the IT talent gap by empowering underserved young adults with essential technical skills, specifically targeting gender diversity and industry alignment. By training beneficiaries in specialized domains like Microsoft Dynamics 365 and Data Analytics, the program commits to strong female enrollment and career placement assistance across the hubs of Hyderabad, Chennai, and Bengaluru.	750	100%
6	Akshaya Patra	The initiative focuses on delivering supplementary nutrition to students across government and affordable private schools in Hubli, Karnataka. Through the provision of consistent daily nourishment, the project endeavors to boost school retention, sharpen academic focus, and bolster the physical development of children from socio-economically disadvantaged families.	1362	100%

Sr. No.	CSR Project		No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
7	Computer Shiksha (CS) MagicBox	This project strives to bridge the digital divide for students through the proven Computer Shiksha model. By equipping diverse educational institutions across the country with specialized CS Magic Box devices, the program facilitates remote learning via online seminars and ensures educational quality through rigorous school evaluations and progress monitoring.	32659	100%
Projects under Sonata Software Solutions Limited ("SSSL")				
1	FVTRS Website	The initiative centers on developing a certificate issuance module and launching a dedicated website to secure a robust digital footprint. It focuses on strengthening the organization's online visibility in support of its latest venture.	10000	100%
2	Agastya International Foundation	By utilizing the WhatsApp Business API, Hello Agastya facilitates a seamless educational experience featuring instant student enrollment and interactive assessments. This platform enables teachers to manage digital classrooms more effectively, providing them with the tools to broadcast content and oversee learning milestones in real-time.	80000	100%
3	Industree Crafts Foundation LMS Phase 2	The project focuses on creating a digital archival platform that allows artisans to securely catalog and oversee their creative designs and product data. By centralizing educational resources and performance feedback mechanisms, the initiative fosters technological integration, helping artisans expand their market reach and secure more resilient livelihoods.	120	100%
4	Sarthak Education Foundation	To develop a fully responsive e-commerce infrastructure that manages the entire lifecycle from vendor registration and verification to the publication of Sarthak-made products. The system ensures a seamless consumer experience while simultaneously providing comprehensive order management and data analytics.	113033+	100%
5	Support projects SSSL (Industree and Bangalore little theatre Foundation)	To deliver robust technical support aimed at optimizing the lifecycle of website architecture and development tasks.		
Projects under Encore				
1	AHCT	Encore's collaboration with AHCT focuses on funding the education of Puthri scholars within the Dindigul Urban School system. By engaging as a multi-year partner, the initiative leverages a blended learning approach to help an increasing number of high-potential students pursue their chosen career paths.	177+	100%
Project under Sonata Software Technology Private Limited ("SSTPL")				
1	SayTrees	By implementing the Miyawaki technique, the project transforms underutilized land into dense native green ecosystems. These green belts help reduce pollution and noise while enhancing biodiversity and urban living quality.	3277 Trees	100%

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

I. Essential Indicators

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

Sonata has a well-defined process for Customer feedback survey which is typically done:

- At Critical Milestone or Release or Phase Completion
- At Project Completion
- At least every Six Month in case of multi-year annuity projects

Customer Feedback Survey is administered through the online Customer Feedback Survey tool. A defined set of questions based on Project type, delivery model and role and is triggered using Customer Feedback Survey tool.

Responses received are published internally by Customer Success team and feedback may include postive feeback, oppotunties for improvement and any customer concerns. If Overall or Parameter Score less than Target or there are improvement areas suggested in the survey, the PM will identify corrective plan. Typically, the following are sources of Customer Complaints, but limited to. 1) Any direct complaints raised by customers, 2) Overall Rating rated 2 or less or any critical Parameters rated 2 or less in the Customer Feedback Survey

Sonata has structured governance review meetings with customer on weekly, monthly and quarterly with different levels of customer stakeholders. Any concern or compliant raised by customer will be reported as an customer escalation and responded with an action plan.

Project Manager and Delivery Manager acknowledge the compliant and feedback to customer and indicate the target date for resolution. The compliant is updated in the Log by Customer Success team and Management Representative.

The PM will share the corrective action plan with the DM, DD & Customer Success Team internally within Sonata. After review by DM &DD, PM will share the corrective action plan with the Customer. The PM along with his/her team will implement the corrective action plan. DM and DD will review the corrective action progress. The Customer Success Team will periodically verify whether the identified corrective action plan where applicable by the project teams has been implemented. Post implementing the actions for resolution, The PM will share the corrective action progress report to Customer contact and review the progress on actions and closure of customer complaints.

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

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	Nil
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2026 (Current Financial Year)		Remarks	FY 2025 (Previous Finanial Year		Remarks
	Received during the year	Pending resolution at the end of the year		Received during the year	Pending resolution at the end of the year	
Data privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber-security	0	0	NA	0	0	NA
Delivery of essential services	0	NA	NA	0	NA	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

4. **Details of instances of product recalls on accounts of safety issues**

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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

   Privacy policy | Sonata Software

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 no issues are reported which requires any corrective action.

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

   a. **Number of instances of data breaches**

      There are no reported or confirmed incidents that resulted in breaches or loss of data during FY26.

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

      There are no reported or confirmed incidents that resulted in breaches or loss of data during FY26.

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

      There are no reported or confirmed incidents that resulted in breaches or loss of data during FY26.

II. LEADERSHIP INDICATORS

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

   https://www.sonata-software.com/index.php/
   https://www.linkedin.com/company/sonatasoftware/
   https://www.facebook.com/sonatasoftware
   https://www.instagram.com/sonata.software/
   https://www.youtube.com/user/SonataSoftwareVideos

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

   Sonata provides training for key business users and IT users to provide awareness and right usage of products and/or services. This done in two phases: Pre-implementation training to provide the knowledge about the product overview and project plan detailing the engagement roadmap with the client. This is typically done during Project initiation. Sonata provides Key user training before User Acceptance Testing(UAT) for facilitating the smooth conduct of UAT and easy adoption post go live and roll outs.

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

   Sonata has established Business Continuity Plan which identifies critical system failures that lead to business disruptions. Network and systems have been designed with sufficient redundancy, Table top tests and DR tests are planned and conducted to ensure the actions are streamlined in case of contingency .

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)**

   Yes. Sonata keeps its corporate website and other social media channels updated with Sonata's products and services. Sonata conducts webinars and participates in industrial forums such as NASSCOM, CII, Microsoft Joint Collaboraton events etc. to communicate about Sonata's products and services. Sonata conducts Client Engagement feedback survey at both Strategic and Operational level. Strategic

customer feeback survey is done, often through a trust worthy independent survey agency, based on Net Promoter Score (NPS) format. This is targeted to stakeholders having roles in CXO level, Business Operations and IT Programs and is done annually.

Operational customer feedback survey is administered through the online Customer Feedback Survey tool and targeted to operational level counter parts for each projects. Customer feedback survey is typically done:

- At Critical Milestone or Release or Phase Completion
- At Project Completion
- At least every Six Month in case of multi-year annuity projects.