

Annual Sustainability

Report CY 2024 

Table of Contents

02	About Our Report		28	Environmental Stewardship		55	Sustainable Procurement & Supply Chain Responsibility
03	Framing Our Digital Sustainability Journey (GRI 2-1, 2-2)		29	Environmental Stewardship Highlights (GRI 3-3)		56	Sustainable Sourcing & Procurement Highlights (GRI 308, 414)
			30	Climate Change & GHG Emissions		58	Responsible sourcing and supplier code of conduct (GRI 308-1, 308-2, 414-1, 414-2)
04	About Our Company		34	Risks, opportunities & scenario analysis (GRI 2-15, 102-2)			
05	Founder & CEO's Message (GRI 2-9, 2-22)		35	Energy & Resource Management (GRI 302)		60	Sustainable Innovation & Customer Impact
06	Our Mission, Vision and Core Values (GRI 2-22, 2-23, 2-24)		36	Renewable Energy sourcing (GRI 302-2, 103-2)			
07	Our Approach and Leadership Commitment (GRI 2-22)		37	Water and Material Resource Efficiency (GRI 303-1, 303-2, 303-5)		61	Sustainable IT solutions and digital decarbonization (GRI 302, 305)
08	Timeline		38	Environmental Management & Biodiversity			
			39	Waste and pollution reduction (GRI 306-1, 306-2, 306-3, 306-4, 306-5)			
9	Sustainability Strategy & Materiality					62	Performance Metrics & Intensity Indicators
10	Sustainability Dashboard (GRI 3-3)		41	People & Human Rights		63	ESG KPI's and trend data (GRI 3-3)
11	Sustainability-linked Goals and Targets (GRI 3-3)		42	Labor & Human Rights Highlights (GRI 401, 2-23, 2-24)		75	Your Guide to the Details : GRI Index
12	Our Digital DNA & Stakeholder Ecosystem (GRI 2-29)		43	Workforce Well-being & DEI		79	Assurance Letter
13	Sustainability Framework and Guiding Principles (GRI 2-23)		47	Human Rights Due Diligence			
15	Climate-Related Risks & Opportunities (GRI 102-2, 2-6)		50	Social Policies and Compliance (GRI 2-27)			
16	Stakeholder Engagement (GRI 3-3, 2-29)		51	CSR & Community Engagement			
			54	Community partnerships and impact measurement (GRI 413-1, 413-2)			
17	Governance & Ethical Conduct						
18	Leadership at the Helm (GRI 2-9, 2-10)						
20	The Source Code of Integrity						
22	Preventing Anti-Competitive Practices (GRI 206)						
25	Anti-competitive practices (GRI 206-1)						
26	Data Privacy and Cybersecurity (GRI 418-1)						

01

About Our Report

01

About Our Report

» Framing Our Digital Sustainability Journey

02

About Our Company

03

Sustainability Strategy & Materiality

04

Governance & Ethical Conduct

05

Environmental Stewardship

06

People & Human Rights

07

Sustainable Procurement and Supply Chain Responsibility

08

Sustainable Innovation & Customer Impact

09

Performance Metrics & Intensity Indicators



Framing Our Digital Sustainability Journey (GRI 2-1, 2-2)

This Annual Sustainability Report outlines how YASH Technologies integrates environmental, social, and governance (ESG) principles into every dimension of our global business. From digital EHS solutions and carbon accounting to community development and industry thought leadership, the report captures measurable progress and a forward-looking roadmap for sustainable growth. It reflects our role as a responsible technology partner, leveraging innovation to deliver lasting economic, environmental, and social value.

It highlights strategic achievements, such as our Sustainability Footprint Management Accelerator and asset optimization events, underscoring our continuous innovation pipeline and long-term vision for sustainable growth. By demonstrating measurable outcomes and outlining future objectives, the report reinforces YASH's role as a responsible technology steward and partner of choice in sustainability transformation.

Boundaries of Impact (GRI 2-2, 2-3)

Reporting Period: CY2024.

Scope & Boundary: This report covers YASH's global operations, including wholly owned facilities, delivery centers, and joint ventures, under the operational control approach in alignment with the GHG Protocol. Supplier-related impacts (Scope 3) are included where material, particularly in categories such as business travel, purchased goods, and cloud service consumption.

Frameworks That Power Our Reporting (GRI 2-5)

We adhere to the Global Reporting Initiative (GRI) Standards, delivering transparent,

structured ESG disclosures across governance, workforce welfare, operational efficiency, and environmental performance.

Future Assurance Commitment: This inaugural report has undergone internal review. From 2024 onward, we plan to incorporate third-party assurance in alignment with GRI, GHG Protocol, Ecovadis and CDP standards, further strengthening data credibility, independence, and stakeholder trust.

Restatement (GRI 2-4)

As this is our first Annual Sustainability Report for 2024, no restatements of prior disclosures are applicable. All methodologies, data, and scope presented here establish a baseline for measuring progress in future reporting cycles.

Sustainability Footprint Highlights (GRI 3-3)

- **EHS & Sustainability Centre of Excellence (CoE):** Providing global project support in environmental risk management, incident and audit management, product stewardship, chemical inventory, and waste/recycling optimization.
- **15+ Years of SAP EHS Leadership:** Trusted by industry leaders and Fortune 500 organizations to streamline and digitize EHS operations across multi-country rollouts.
- **Thought Leadership & Industry Engagement:** Hosting webinars on Net Zero, EU CSRD, and the Redefining CSR conference, fostering collaboration between industry experts, clients, and regulators to accelerate sustainability transformation.

Stakeholders in the Digital Value Chain (GRI 2-29)

This Annual Sustainability Report has been prepared to communicate our environmental, social, and governance (ESG) performance and commitments to a wide range of stakeholders who influence, or are influenced by, our operations. We recognize that transparent and meaningful engagement with stakeholders is central to building long-term trust and driving sustainable growth.

Our key stakeholders include:

Employees : To provide clarity on workplace practices, diversity, training, well-being & career growth opportunities.

Investors & Shareholders : To highlight our governance, risk management, and long-term value creation strategies.

Suppliers & Business Partners : To reinforce responsible sourcing, ethical supply chain practices & collaboration for sustainability.

Non-Governmental Organizations & Industry Associations To align with global sustainability goals, share best practices, and foster partnerships

Customers & Clients : To assure them of our commitment to sustainability, product quality, ethical practices, and innovation.

Regulators & Government Bodies Demonstrating compliance with laws, environmental standards, and governance frameworks.

Communities & Society at Large : To share our efforts in social responsibility, community development, and positive local impact.

This report is intended to serve as a reliable reference for all stakeholders, ensuring that our sustainability journey is accessible, transparent, and aligned with global reporting standards.



02

About Our Company

01
About Our Report

02
About Our Company

- » Founder & CEO’s Message
- » Our Mission, Vision and Core Values
- » Purpose - Driven Approach and Leadership Commitment
- » Timeline
- » Our Digital DNA & Stakeholder Ecosystem

03
Sustainability Strategy & Materiality

04
Governance & Ethical Conduct

05
Environmental Stewardship

06
People & Human Rights

07
Sustainable Procurement and Supply Chain Responsibility

08
Sustainable Innovation & Customer Impact

09
Performance Metrics & Intensity Indicators



Founder & CEO’s Message (GRI 2-9, 2-22)



At YASH Technologies, we see sustainability not as a mandate but as a shared responsibility. By empowering people and embracing innovation, we are building a future where business growth and environmental care go hand in hand.

Manoj Baheti
Founder & CEO, YASH Technologies

At YASH Technologies, sustainability is not an add-on it is embedded in how we innovate, operate, and create value. This year, we have advanced our mission of fostering a thriving planet, empowering people, and strengthening communities.

Through the theme “Creating Impact: Economically, Socially, Environmentally - Empowering Transformation through Sustainability and Innovation,” we have leveraged advanced analytics, intelligent automation, and eco-conscious cloud migration strategies to help clients achieve measurable reductions in energy use and operational costs.

Our proprietary AMURAA® platform powered by AI/ML, RPA, and Big Data is enabling leaner, more resource-efficient business models worldwide.

Our environmental leadership is recognized externally. In November 2024, placing among the top performers globally in the IT sector for Environment and Sustainable Procurement. We have quantified our Group-level GHG emissions and are aligning with the UN Global Compact and Science-Based Targets initiative (SBTi).

Our AWS Generative AI Competency and Salesforce Summit (Platinum) Partner status underscore our ability to deliver AI-driven solutions that not only improve efficiency but also lower clients’ carbon footprints. Internally, we continue to cut paper use through digitization and improve energy efficiency across our global facilities.

Our people are the foundation of these achievements. We are committed to diversity, equity, and inclusion, and have expanded training in green technologies and sustainable IT practices. For the ninth consecutive year, YASH has been recognized as a Great Place to Work, a testament to our people-first culture. Beyond the workplace, our community programs in education and environmental conservation continue to create meaningful local impact.

Strong governance underpins all of this. We uphold the highest standards of transparency, accountability, and ethical conduct, ensuring that trust remains the cornerstone of our long-term sustainability journey.

Looking ahead, we will set more ambitious sustainability targets, deepen our partnerships, and accelerate innovation to help our clients and our planet thrive. The path to a sustainable future is one we walk together, and I thank our employees, clients, partners, and shareholders for joining us on this journey.



We earned the
EcoVadis Bronze Medal

Our Mission, Vision and Core Values (GRI 2-22, 2-23, 2-24)



Vision

Guided by the mantra “Small enough to care, large enough to transform,” YASH aspires to be the trusted partner in digital transformation delivering customer success, employee delight, and community impact across all our endeavors



Mission

- Empower clients with world-class IT solutions that deliver measurable financial and operational impact.
- Foster a workplace that is supportive, challenging, and rewarding for our employees.
- Create meaningful community impact through purposeful CSR initiatives and partnerships.
- Re-envision IT for positive societal and environmental outcomes, reflecting our belief that technology should contribute to a better world.



Core Values

Our values are the DNA of YASH shaping our culture, interactions, and strategic decisions. They include:



Customer Centricity

Our clients are at the heart of everything we do. We continuously adapt to their evolving needs to deliver exceptional experiences.



Employee Focus

Our people are our soul — we empower them with platforms, tools, and environments that nurture innovation and growth.



Innovation

We embrace future-centric technologies to drive meaningful improvements for our customers and society.



Agility

Our responsiveness and flexibility enable us to adapt quickly and deliver scalable solutions that delight customers and employees alike.



Trust

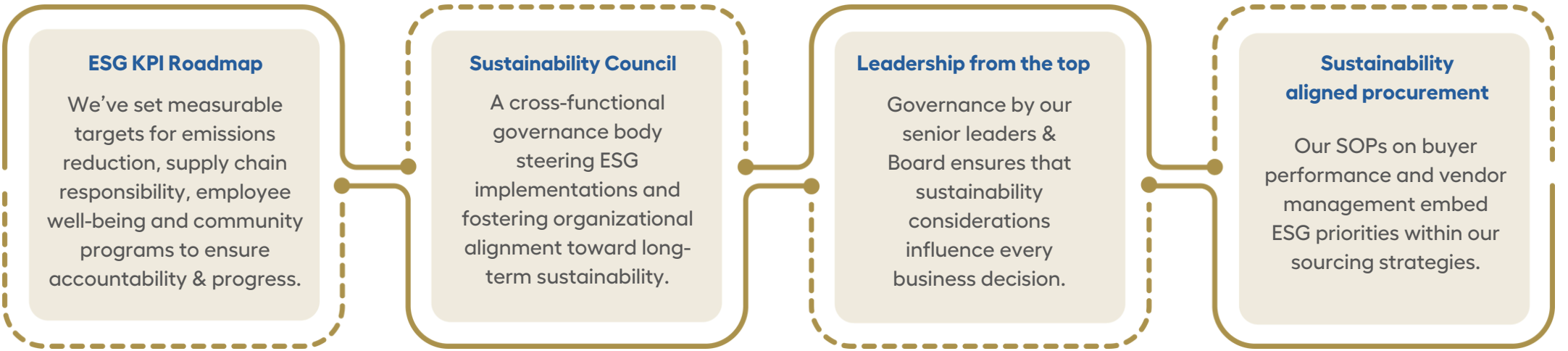
We cultivate confidence — in our capabilities, our integrity, and our commitment to positive change.



Our Approach and Leadership Commitment (GRI 2-22)

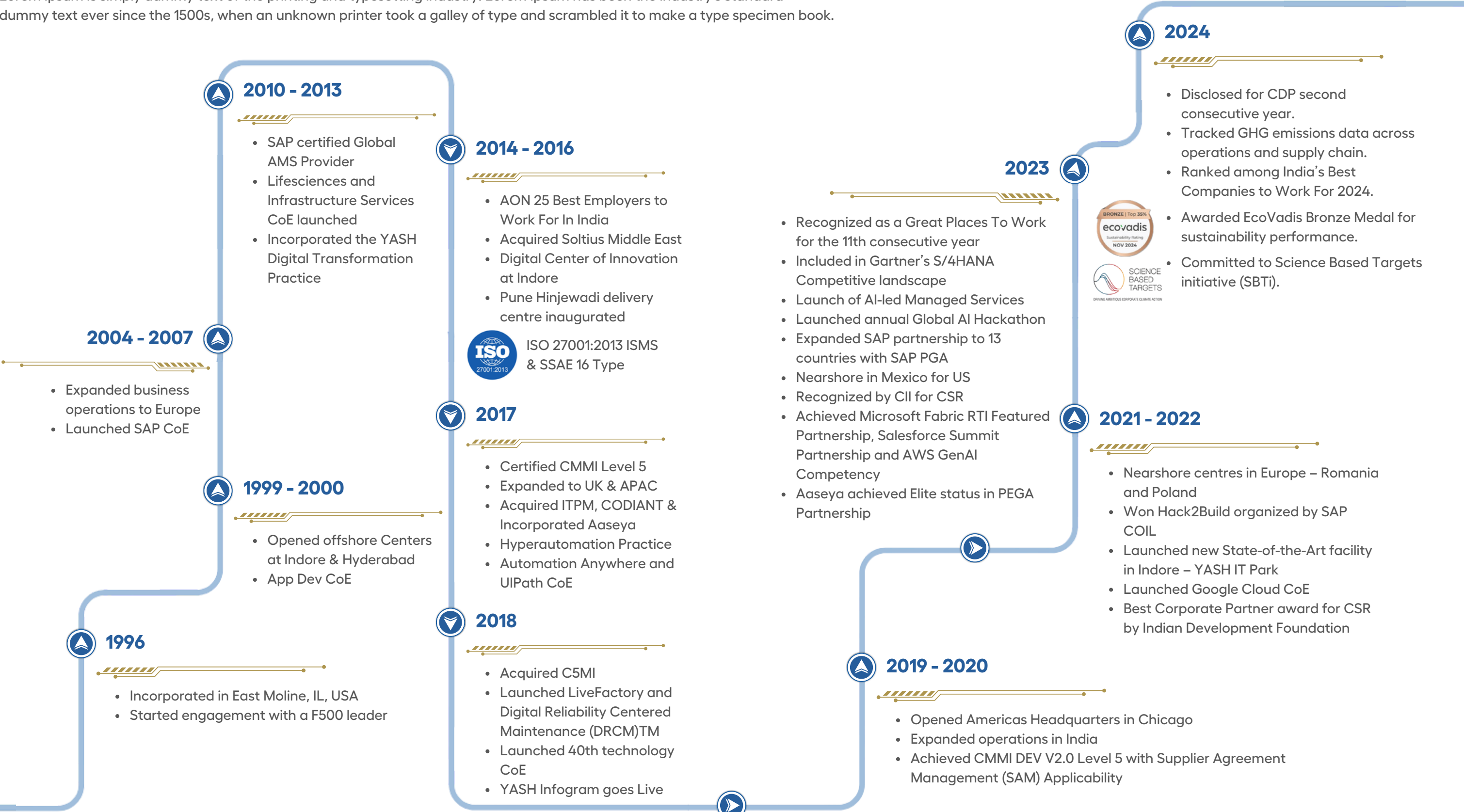
Sustainability at YASH is integrated deeply, not an afterthought. From our SOPs to our strategic roadmap, ESG goals shape how we operate.

This holistic commitment ensures that responsibility for ESG is shared across YASH powering innovation, accountability, and value creation throughout the organization.



Timeline (GRI 2-6)

Lorem Ipsum is simply dummy text of the printing and typesetting industry. Lorem Ipsum has been the industry's standard dummy text ever since the 1500s, when an unknown printer took a galley of type and scrambled it to make a type specimen book.



03

Sustainability Strategy & Materiality

01	About Our Report
02	About Our Company
03	Sustainability Strategy & Materiality
04	Governance & Ethical Conduct
05	Environmental Stewardship
06	People & Human Rights
07	Sustainable Procurement and Supply Chain Responsibility
08	Sustainable Innovation & Customer Impact
09	Performance Metrics & Intensity Indicators



Sustainability Dashboard (GRI 3-3)



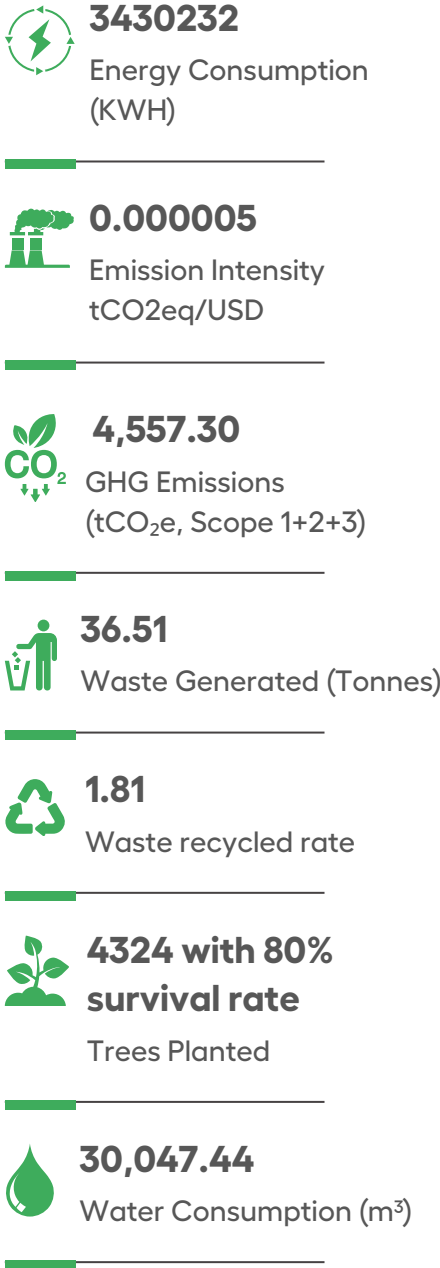
Sustainable Procurement

100%

- Suppliers Evaluated for ESG
- Supplier Code of Conduct Adoption
- of Suppliers asses on Human Rights



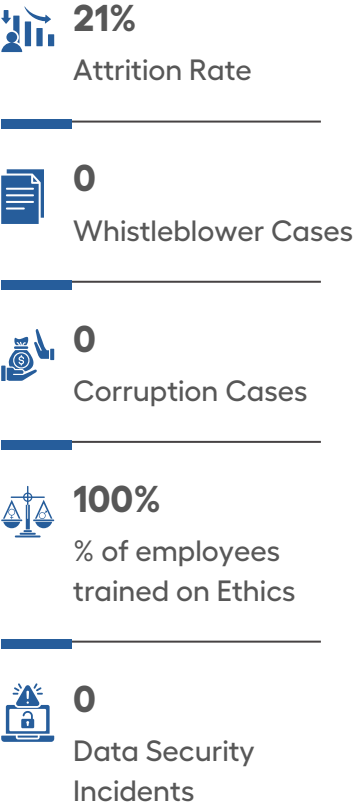
Environmental



Social

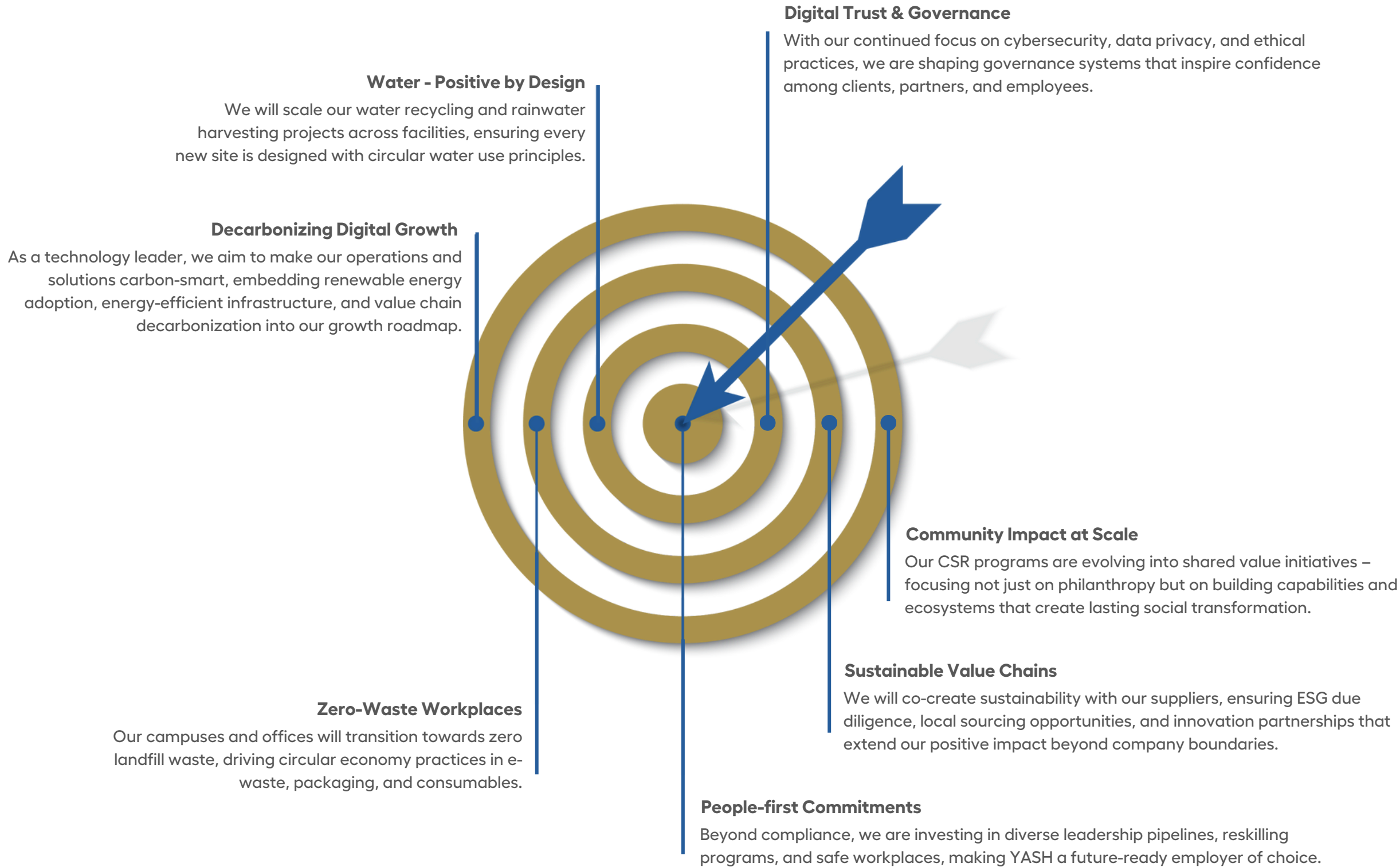


Governance



Sustainability-linked Goals and Targets (GRI 3-3)

At YASH Technologies, we view sustainability not as a compliance obligation but as a catalyst for innovation, resilience, and long-term value creation. Building on our FY 2024 performance, we are charting a forward-looking path that integrates sustainability into every dimension of our business strategy. These forward-looking ambitions are not isolated initiatives, but interconnected commitments aligned with our vision of becoming a net-positive organization – one that gives back more to society and the environment than it takes.



Our Digital DNA & Stakeholder Ecosystem (GRI 2-29)

YASH Technologies Pvt. Ltd. is a global IT services and consulting leader, known for delivering innovative, client-centric solutions that drive measurable business impact. With over two decades of experience, we have established ourselves as a trusted partner in digital transformation, blending technological expertise with deep industry knowledge.

Our global footprint is anchored by strategically located offices across India in Bangalore, Indore (CIT and Supercorridor SEZ), Pune (Hinjewadi SEZ and Magarpatta T1), and Hyderabad supported by operations in over 10 countries across North America, Europe, and Asia.

YASH’s business model focuses on empowering organizations through comprehensive digital transformation. Leveraging advanced technologies such as Artificial Intelligence, Cloud, Data Analytics, and Intelligent Automation, we deliver a diverse portfolio of solutions—from enterprise software and IT infrastructure to tailored consulting services.

Serving industries including manufacturing, healthcare, retail, and energy, we consistently help clients unlock efficiency, resilience, and innovation.

Creating value through digital transformation (GRI 2-29)

At YASH, we see technology not only as a business enabler but also as a catalyst for sustainability. By designing and deploying cutting-edge digital solutions, we help organizations streamline operations, reduce resource consumption, and lower their environmental footprint.

Our expertise in cloud migration, data center optimization, and intelligent process automation enables clients to transition to more sustainable digital workflows. These solutions deliver measurable energy savings, reduce waste, and support our customers in meeting their Environmental, Social, and Governance (ESG) goals. Internally, we apply the same principles to our operations, ensuring that digital transformation drives both business growth and positive environmental impact.

Stakeholder ecosystem (GRI 2-29)

Our sustainability efforts are guided by an inclusive engagement approach, addressing the priorities of diverse stakeholder groups:



Clients & Partners : Organizations leveraging our sustainability-focused digital transformation services, including SAP Environment, Health & Safety Management, regulatory, product safety, documentation, stewardship solutions.



Employees : Our EHS and sustainability specialists help build internal capabilities, enabling our workforce to champion global ESG impact and innovation.



Investors & Shareholders : Provided with clear insights into ESG risk management, innovation investments, and long-term sustainable growth strategies.



Regulatory Bodies & Industry Associations : Engaged through our compliance with global frameworks such as the EU’s CSRD, GHG Protocol, and SAP-centric regulatory solutions, ensuring alignment with evolving legislative standards.



Local Communities & NGOs : Partnering through CSR programs, sustainability-focused webinars (e.g., Digitalization Trends in Sustainability Space), and initiatives in education, environmental conservation, and community upliftment.

We integrate stakeholder perspectives into our strategic decisions through regular engagement, including employee town halls, customer feedback forums, and supplier sustainability workshops. In 2024, these sessions informed our ESG priorities, helping us address risks, identify opportunities, and build long-term value collaboratively

Sustainability Framework and Guiding Principles (GRI 2-23)



Yash Technologies’ sustainability strategy is anchored in three core pillars: environmental stewardship, social responsibility, and strong governance. These pillars are not aspirational statements they are embedded in our daily operations, decision-making processes, and long-term business planning.

Our approach is underpinned by a comprehensive set of 14 risk assessments spanning critical environmental, social, and governance dimensions, ensuring that potential impacts are proactively identified and addressed. Complementing this, our ESG KPI Roadmap serves as a forward-looking guide, defining priority focus areas and measurable targets to be achieved by 2030.

This integrated framework fosters a culture of continuous improvement, supported by structured processes, clear accountability, and quarterly oversight by senior leadership ensuring sustainability remains a strategic driver of value creation for both our business and stakeholders.

High Priority ESG Issues : (GRI 3-2)

Energy Consumption & GHG Emissions : High stakeholder importance and high business impact. Focus on reducing carbon footprint in IT operations and data centers through energy-efficient technologies and renewable energy adoption.

E-waste Management : High importance and impact. Development of structured e-waste programs and partnerships with certified recyclers.

Data Privacy & Security : Critical for trust and compliance. Enhanced protection measures, frequent audits, and workforce training programs.

Ethical AI and Technology Use : Growing focus on responsible AI. Formation of an AI ethics committee and adoption of responsible AI guidelines.

Information Security Governance : Strengthening cybersecurity frameworks and conducting regular security assessments.

Inclusion & Diversity : Commitment to a more inclusive workplace via DEI policies, training, and measurable diversity targets.

Employee Well-Being : Mental health support, flexible work arrangements, and comprehensive wellness programs.

Ethical Conduct : Reinforced ethical policies, employee training, and a confidential ethics hotline.

Compliance with Legal & Regulatory Standards : Ongoing compliance reviews and proactive regulatory engagement.

Anti-Corruption & Bribery : Strengthened anti-corruption measures and regular employee awareness sessions.

Medium Priority ESG Issues : (GRI 3-2)

Sustainable data centers, resource efficiency, career management and training, bridging the digital divide, intellectual property protection, board diversity and oversight, sustainability governance, and transparency in reporting.

This prioritization framework directly informs our action plans, resource allocation, and strategic investments ensuring our ESG agenda targets the issues that create the most value for stakeholders while reducing long-term business risk.

Low Priority ESG Issues

Environmental Compliance



Climate-Related Risks & Opportunities (GRI 102-2, 2-6)

As an IT services organization, we recognize that climate change presents both risks and opportunities that can significantly influence our operations and long-term resilience. We have established a structured process to identify, assess, and manage these factors across our value chain, ensuring that our approach is consistent with international frameworks such as the GRI Global Reporting Initiative.

Our assessments are carried out on an annual basis and consider short-, medium-, and long-term horizons. This allows us to respond to immediate climate signals while also planning strategically for the future. The scope of our evaluation includes direct operations, upstream suppliers such as hardware and infrastructure providers, and downstream services offered to clients. By considering dependencies on electricity, telecommunications, and global supply networks, we can better understand how climate impacts may affect business continuity.

The key categories of risk we evaluate include policy and regulatory changes, reputational factors, and both acute and chronic physical risks. For instance, more stringent carbon regulations or shifts in stakeholder expectations could affect how we operate and report our performance. Similarly, physical risks such as extreme weather events may disrupt data centers, while long-term temperature changes could increase energy demand for cooling systems. We also remain attentive to technology-related risks, such as the potential obsolescence of systems that are not compatible with emerging low-carbon requirements.

Alongside risks, we actively monitor and pursue opportunities that arise from the transition to a low-carbon economy. These include improving the energy efficiency of our infrastructure, developing sustainable digital solutions, and expanding services that help clients reduce their own environmental impact. Such opportunities not only strengthen our market position but also contribute to reducing the overall footprint of the IT sector.

Our process is supported by a combination of risk management tools, stakeholder engagement, and external expertise, ensuring that climate-related issues are integrated into business planning and decision-making. By embedding these considerations into our corporate strategy, we aim to build resilience, manage costs effectively, and create long-term value for all stakeholders.

Last year, we completed our CDP Climate Change disclosure, which has further strengthened our understanding of climate-related risks and opportunities and guided the integration of scenario analysis into our sustainability strategy.

Climate-Related Risks: (GRI 102-2, GRI 2-6)

- **Policy & Regulatory Risk:** Potential impact of evolving carbon regulations, disclosure requirements, and compliance costs.
- **Reputational Risk:** Rising stakeholder expectations and potential brand damage if climate action is perceived as inadequate.
- **Physical Risk (Acute):** Disruption to IT infrastructure and data centers from extreme weather events such as floods or storms.
- **Physical Risk (Chronic):** Increased long-term energy demand and operational stress from rising temperatures and shifting climate patterns.
- **Technology Risk:** Obsolescence of legacy systems or platforms that are not aligned with low-carbon requirements.
- **Market Risk:** Shifts in client demand toward green IT solutions and potential supply chain challenges for sustainable hardware.
- **Liability Risk:** Legal or financial exposure linked to climate-related non-compliance or litigation.

Climate-Related Opportunities: (GRI 102-2, GRI 2-6)

- **Energy Efficiency Opportunity:** Reducing operational costs and emissions by optimizing data centers, office spaces, and IT infrastructure for energy efficiency.

- **Sustainable Digital Solutions:** Expanding services that enable clients to lower their carbon footprint, such as cloud-based platforms, remote collaboration tools, and green software solutions.
- **Renewable Energy Adoption:** Integrating renewable energy into operations and data centers, reducing reliance on fossil fuels while enhancing resilience against regulatory changes.
- **Market Growth Opportunity:** Leveraging the increasing demand for low-carbon IT services and solutions to expand into new client segments and geographies.
- **Reputation & Brand Value:** Strengthening brand perception by demonstrating leadership in climate action and sustainability commitments.
- **Innovation & Technology Transition:** Developing next-generation low-carbon technologies, products, and processes that position the company as a forward-looking IT services provider.
- **Supply Chain Collaboration:** Partnering with suppliers to encourage sustainable sourcing of hardware and services, enhancing resilience and reducing overall value-chain emissions.

Our actions, such as conducting energy audits, setting clear targets for GHG emission reduction, and exploring renewable energy options, directly contribute to mitigating climate risks and seizing climate-related opportunities.

Stakeholder Engagement (GRI 3-3, 2-29)

We actively engage a diverse stakeholder network including clients, employees, leadership teams, technology partners, regulators, suppliers, local communities, and investors to keep our sustainability agenda relevant and impactful. Engagement is continuous, structured, and purposeful:

- Annual Surveys to capture evolving priorities.
- Quarterly Reviews to assess progress and recalibrate strategies.
- Workshops and Dialogues to share insights, co-create solutions, and enhance sustainability literacy across our network.

This iterative engagement ensures that our actions are responsive, credible, and aligned with those we serve.

By integrating these SDGs into our strategic priorities, we ensure that our sustainability journey is not just about meeting targets—it’s about making a measurable difference to people, the planet, and the prosperity of future generations.

Strategic SDG Alignment

Our high-priority ESG issues directly map to several SDGs, reinforcing our commitment to tackling global challenges through targeted action:



SDG 3 – Good Health and Well-Being:
Encouraging employee well-being through health programmes, blood donation camps, and wellness initiatives.



SDG 4 – Quality Education:
Supporting education through community donations to schools for underprivileged children.



SDG 7 Affordable and Clean Energy:
Tackling energy use and GHG emissions through efficiency measures and renewable energy adoption.



SDG 8 Decent Work and Economic Growth:
Promoting Inclusion & Diversity, advancing Employee Well-Being, upholding Ethical Conduct, and maintaining fair labor practices and anti-corruption safeguards.



SDG 9 – Industry, Innovation, and Infrastructure:
Championing Ethical AI, strengthening Information Security Governance, and developing sustainable, resource-efficient IT infrastructure.



SDG 10 – Reduced Inequalities
Their CSR & Social Uplift programs target community building and inclusion, and diversity & inclusion policies are part of their business culture.



SDG 12 – Responsible Consumption and Production:
Driving responsible e-waste management, ethical procurement, and circular economy principles.



SDG 13 – Climate Action
YASH runs webinars like “Net-Zero: Your Journey Towards Sustainability”; helps clients with climate risk assessment tools via SAP EHS.



SDG 16 – Peace, Justice, and Strong Institutions:
Strengthening anti-corruption measures, ensuring global compliance, enhancing governance structures, and increasing transparency in reporting.

04

Governance & Ethical Conduct

01
About Our Report

02
About Our Company

03
Sustainability Strategy & Materiality

- 04
Environmental Stewardship
- » Leadership at the Helm
 - » The Source Code of Integrity
 - » Guarding Against Anti-Competitive
 - » Anti-competitive practices
 - » Data Privacy and Cybersecurity

05
Environmental Stewardship

06
People & Human Rights

07
Sustainable Procurement and Supply Chain Responsibility

08
Sustainable Innovation & Customer Impact

09
Performance Metrics & Intensity Indicators

Leadership at the Helm (GRI 2-9, 2-10)

Board of Directors: Composition and Oversight Role (GRI 2-9, 2-10)

As of March 31, 2025, the Board of Directors of YASH Technologies comprises three members:



Manoj Baheti
Founder & CEO



Kirti Baheti
Managing Director



Bala Navuluri
COO

The Board currently consists of :

3

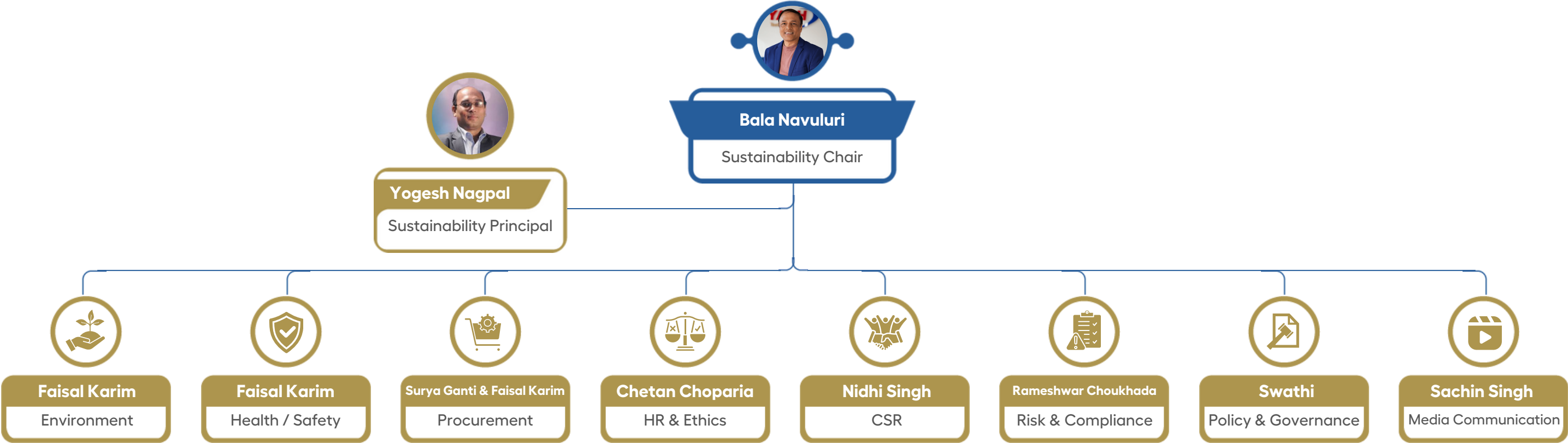
Total Directors

3

Executive Directors

While the current Board composition is entirely executive, it reflects a strong leadership foundation with deep operational experience. The Board oversees strategic alignment with corporate values and integrates ESG considerations into business decisions through its dedicated Sustainability Council.

Sustainability Core Team



In 2020, YASH Technologies formalized its commitment to responsible growth by establishing the Sustainability Council a dedicated governance body tasked with embedding ESG strategy into the organization’s DNA. The Council is chaired by Bala Navuluri, Chief Operating Officer (COO), who also serves as the Global Chair, ensuring that sustainability remains a leadership-level priority.

Core Mandate of the Sustainability Council (GRI 2-9, 2-10)

- **Strategic Implementation:** Drive the adoption of ESG initiatives across departments, business units, and geographies.
- **Performance Oversight:** Conduct regular internal reviews to assess progress, compliance, and alignment with our sustainability roadmap.
- **Operational Alignment:** Ensure that ESG goals are integrated into day-to-day decision-making, guided directly by the COO’s oversight.

Governance and Decision-Making (GRI 2-23, 2-24)

The Sustainability Council works in close collaboration with the Board of Directors to ensure that sustainability is woven into the fabric of corporate governance. This includes:

- **Integration into Risk Management:** Embedding ESG risks and opportunities into enterprise risk frameworks.
- **Quarterly Goal Reviews:** Tracking and evaluating progress on sustainability objectives every quarter.
- **Policy Rigor:** Ensuring all sustainability-related policies undergo thorough evaluation before final approval by the Council Chair.

Ethics, Compliance & Transparency (GRI 2-23, 2-24)

YASH adheres to stringent governance standards, including compliance with applicable regulations. This commitment to ethical governance reinforces stakeholder trust and aligns with our broader mission of sustainable value creation.

Whistleblower Policy at Yash (GRI 2-16)

At YASH Technologies, integrity is the cornerstone of our corporate culture. We believe that transparency, ethical conduct, and accountability are not just values but essential to building stakeholder trust. Our Whistleblower Policy serves as a formal governance tool to detect, prevent, and address misconduct across all levels of the organization.

Scope of Reporting (GRI 2-17)

The policy provides employees, suppliers, partners, and other stakeholders with a confidential and retaliation-free mechanism to report concerns, including but not limited to:

-  **Corruption or bribery**
-  **Information security breaches**
-  **Discrimination or harassment**
-  **Anti-competitive practices**
-  **Environmental violations**
-  **Misuse of company assets**

Secure & Accessible Reporting Channels

- **Primary Contact:** Reports can be submitted to the Compliance Officer via whistleblower@yash.com for initial assessment.
- **Escalation Path:** Urgent matters can be directed to the Chief Operating Officer at coo@yash.com.
- **Response Protocol:** All submissions are acknowledged within 48 hours, reviewed by an independent investigation team, and handled with impartiality and strict confidentiality.

Protection & Confidentiality

We maintain a zero-tolerance policy for retaliation against individuals who raise concerns in good faith. Whistleblower identities are safeguarded and disclosed only when legally mandated.

KPI	2022	2023	2024
Percentage of total workforce trained on business ethics issues (%)	80%	100%	100%

No whistleblower complaints were recorded in the past three years, reflecting a strong ethical culture within the organization.

Capacity Building & ESG Performance Evaluation (GRI 2-17, 2-25, 405-1)

- **Training:** Targeted ESG and ethics awareness programs were delivered to the sustainability team, procurement staff, suppliers, and strategic partners to reinforce responsible business practices.
- **Performance Review:** ESG-linked roles undergo regular internal evaluations. While no dedicated ESG incentive program for Board members is currently in place, integrating ESG metrics into executive performance assessments remains a key focus area for the coming years.

This robust governance mechanism strengthens YASH Technologies’ commitment to ethical leadership, regulatory compliance, and the highest standards of corporate responsibility.

The Source Code of Integrity

Ethics & Integrity Highlights (GRI 2-23, 2-24)

At Yash Technologies, our Ethics & Integrity Policy anchors our commitment to integrity, transparency, and accountability across all operations.

- **Policy Responsibility:** Governance is led by the Executive Management Team, with the Chief Compliance Officer overseeing daily implementation, audits, reporting, and reviews, supported by department heads, HR, compliance, IT security, legal, and finance teams.
- **Objectives:** Promote ethical behavior, ensure compliance with laws and standards, prevent fraud and corruption, protect integrity and transparency, foster fair competition, and safeguard information security.
- **Qualitative Targets:** Strengthening whistleblower protection, integrating blockchain for transparency, enhancing conflict-of-interest management, using AI for fraud detection, and adopting advanced cybersecurity protocols.
- **Quantitative Targets (by 2030, baseline 2022):**
 - Maintain zero cases of corruption, fraud, money laundering, and anti-competitive practices
 - Increase anti-corruption training by 40% with 100% employee participation
 - Bi-annual conflict-of-interest training with 100% attendance
 - 50% increase in fraud detection audits and AML training coverage
 - 95% compliance with internal security audits and maintain 0% data breaches

- **Review Mechanism:** Annual review by the CCO of Ethics Integrity Policy, quarterly performance analysis, biannual stakeholder meetings, internal and external compliance audits, and employee engagement surveys.

At Yash Technologies, our commitment to upholding the highest standards of ethical conduct is fundamental to all business activities.

As a global IT services company, we recognize that our continued success is intrinsically linked not only to our technological expertise but also to our unwavering dedication to integrity, transparency, and accountability.

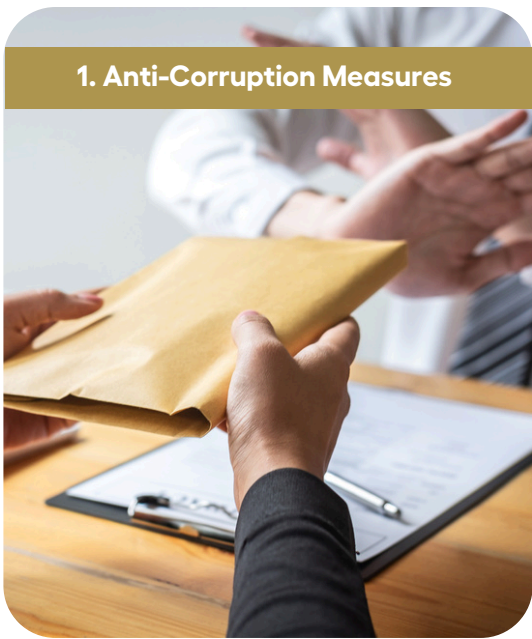
The Ethics Policy serves as the bedrock for guiding all employees, partners, and stakeholders, ensuring that every decision and action aligns with our core values.

We aim to foster a culture of trust, respect, and ethical behavior across all organizational levels, extending our commitment beyond mere legal compliance to truly doing what is right, even in challenging situations.

This approach is essential for building lasting relationships with clients, empowering employees, and positively contributing to the communities we serve.

Key Focus Areas & Quality-Based Approach (GRI 3-3, 205, 206)

Yash Technologies' Ethics Policy focuses on several critical areas, employing a quality-based approach to ensure robust implementation and continuous improvement:



1. Anti-Corruption Measures

Yash Technologies enforces strict anti-corruption controls through regular, scenario-based employee training, rigorous third-party due diligence, and comprehensive annual partner audits to identify potential vulnerabilities. Confidential reporting channels are accessible in multiple formats to ensure ease of use for all employees. Financial transactions are routinely reviewed, with blockchain integration planned to enhance traceability and accountability.

We maintain a dedicated compliance team to oversee investigations, ensure corrective action, and uphold zero-corruption standards. A whistleblower protection system safeguards employees who raise concerns, fostering an environment of integrity and ethical responsibility at every organizational level.



2. Conflict of Interest

All employees are required to disclose any personal, financial, or relational interests that could influence their professional judgment, ensuring decisions remain impartial. Policies, automated management software, and transparent escalation processes address and resolve cases promptly.

A mandatory review process is in place for high-impact business decisions, with particular attention to senior management and board members. Comprehensive guidelines are issued during onboarding, reinforced with interactive, real-life training modules, and supplemented by case study discussions. Regular monitoring identifies patterns and supports proactive prevention, helping maintain an ethical, transparent, and trust-driven organizational culture free from hidden agendas.



3. Fraud Prevention

We operate a zero-tolerance policy for fraud, supported by advanced internal controls, detailed procedural documentation, and periodic fraud risk assessments to identify potential weaknesses. Audit frequency is increased to strengthen oversight and maintain operational credibility. Anonymous reporting systems, available through secure online portals and direct phone lines, encourage early detection of suspicious activities. External auditors collaborate with internal teams to verify compliance and recommend improvements.

Continuous awareness training equips employees with skills to detect irregularities in transactions, procurement, and contractual arrangements. Fraud prevention strategies are reviewed in line with evolving industry threats, ensuring resilience and operational integrity.



4. Anti-Money Laundering (AML)

Our AML framework incorporates real-time monitoring tools, detailed customer due diligence procedures, and robust suspicious transaction reporting protocols. We conduct thorough verification of clients' backgrounds, sources of funds, and transaction legitimacy. A dedicated compliance unit reviews flagged activities and coordinates with regulatory bodies where necessary.

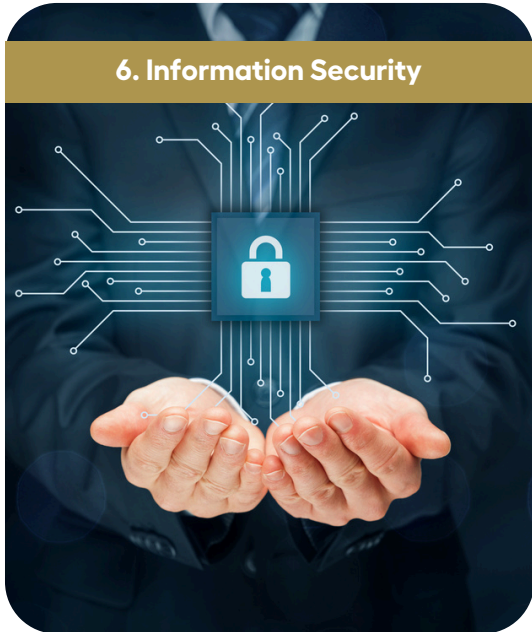
AML training equips employees with practical knowledge to recognize unusual patterns and take prompt action. Policies are continuously updated to address emerging risks, evolving criminal methods, and changes in legal requirements. Quarterly internal and external audits verify the effectiveness of these measures, ensuring our services remain secure, ethical, and fully compliant.



5. Fair Competition

We uphold fair competition principles by strictly complying with relevant laws, proactively avoiding anti-competitive practices, and fostering market equality. Awareness initiatives, legal compliance checks, and targeted employee training ensure business conduct aligns with industry regulations. Regular market activity monitoring, combined with early warning mechanisms, helps identify risks before they escalate. Legal experts review high-stakes transactions and partnerships to guarantee adherence to competition standards. Competitive intelligence tools are used responsibly to assess market trends without breaching ethical boundaries.

Our approach strengthens customer trust, promotes innovation, and safeguards the company's reputation as a fair and principled market player.



6. Information Security

We safeguard sensitive business, client, and employee data through advanced cybersecurity protocols, including encryption, multi-factor authentication, and secure network segmentation. Regular employee training covers password hygiene, phishing prevention, and emerging cyber threats. Routine audits identify weaknesses, while strict access controls ensure only authorized personnel can handle critical information. A detailed incident response plan enables rapid containment, investigation, and recovery in case of breaches.

We invest in continuous infrastructure upgrades, threat intelligence systems, and compliance with global data protection standards. This multi-layered approach protects information assets, reinforces stakeholder confidence, and upholds the company's commitment to confidentiality and trust.

Reporting and Accountability

Yash Technologies maintains ethical performance through quarterly monitoring, annual public reports, biannual stakeholder reviews, compliance audits, employee surveys, impact assessments, and transparent stakeholder communication, ensuring all ethical objectives are met and continuously improved, with a formal annual review of this policy to assess effectiveness and recommend updates.

Governance and Continuous Improvement

The Executive Management Team oversees ethics governance, while the Chief Compliance Officer manages implementation, monitoring, and policy reviews, integrating feedback, technological tools, and updated training to ensure ongoing improvement and legal compliance.

Consequences for Policy Violation

Violations result in disciplinary actions, legal proceedings, financial penalties, contract termination, public disclosure, mandatory retraining, and corrective measures, ensuring accountability, deterring unethical conduct, and reinforcing Yash Technologies' commitment to integrity and transparency.

Preventing Anti-Competitive Practices (GRI 206)

Yash Technologies maintains a zero-tolerance stance towards corruption in all its forms. Our internal assessments rigorously identify and address various corruption risks, including but not limited to bribery in procurement processes and potential kickbacks from vendors, as detailed in our risk assessment form. This proactive approach underscores our deep commitment to implementing robust anti-corruption measures and ensuring comprehensive compliance with all relevant anti-bribery and corruption laws.

Our strong emphasis on ethical conduct and the systematic identification of corruption risks prove the existence of confidential channels for reporting concerns without fear of retaliation.

We are continuously working to enhance the transparency and accessibility of such mechanisms, empowering all employees and stakeholders to uphold our ethical standards and report any observed irregularities, thereby strengthening our compliance framework. We aim for 100% compliance with anti-corruption policies and conduct annual internal audits.

At Yash Technologies, our commitment to upholding the highest standards of ethical conduct is underpinned by robust anti-corruption measures, a clear whistleblower mechanism, and a comprehensive compliance framework. Our Ethics Policy, serves as a guiding framework to eradicate bribery and unethical practices throughout our operations.

KPI	2022	2023	2024
Corruption Cases	NIL	NIL	NIL
People Trained on Anti-Corruption & Bribery (in Manhours)	162	196	310
Percentage of Trading Partners Covered by Due Diligence on Corruption (%)	100%	100%	100%
Percentage of Operational Sites Undergoing Internal Corruption Assessments	100%	100%	100%



Anti-Corruption Measures (GRI 205-3)

Yash Technologies implements rigorous measures to combat corruption, focusing on prevention, detection, and continuous improvement. Key aspects include:

Training and Awareness:

We prioritize regular training for employees to help them recognize and report potential corruption risks. Our goal is to increase the frequency of anti-corruption training sessions by 40% and ensure 100% employee participation by 2030 (compared to a 2022 baseline), maintaining zero corruption cases. These sessions are delivered through our Infogram LMS, powered by SAP Success Factors, which centrally manages all learning activities, including course nominations, assessments, surveys, and progress tracking, ensuring effective engagement and knowledge retention.

Learning Initiatives & Programs :



Third-Party Due Diligence:

At Yash Technologies, our due diligence process embeds a rigorous, risk-based approach for investigating all third-party vendors and partners including suppliers, commission agents, brokers, sales representatives, distributors, contractors, customs brokers, and consultants to ensure compliance with anti-corruption laws and prevent third-party corruption incidents.

As part of this process, we collect and review comprehensive data on each third party, including ownership structure, business reputation, financial records, and past compliance history.

This information is benchmarked against internal risk criteria and industry best practices to assess their risk profile. Based on the risk assessment, enhanced scrutiny is applied where necessary before engagement. Additionally, regular audits of financial transactions and business practices are conducted to uncover and address any corruption-related issues.

We are also exploring the integration of blockchain technology to enhance accountability, verify financial transactions, and ensure even greater transparency in dealings with third parties.

Zero Tolerance

Yash Technologies maintains a zero-tolerance stance for corruption incidents, committed to sustaining zero corruption cases in the future.

Corruption Risk Assessment (GRI 205-1)

At Yash Technologies, we are committed to upholding the highest standards of integrity and transparency across all our operations. To ensure resilience against corruption risks, we conduct annual corruption risk assessments across all business units and geographies. These assessments are led by the Head of Compliance, supported by the Compliance Department and Internal Audit Team, ensuring independence and objectivity in the evaluation process.

During the assessment, potential risks are identified, evaluated, and prioritized based on likelihood and potential impact on the business. For risks assessed as high or severe, an escalation mechanism is immediately triggered. In such cases, the Head of Compliance reports the findings directly to Senior Leadership and the Audit Committee, followed by the development of a targeted action plan. This may include policy revisions, mandatory refresher trainings, stricter internal controls, or disciplinary actions depending on the severity.

The implementation of mitigation measures is closely monitored by the Compliance Department through regular progress reviews and reporting dashboards. Effectiveness is evaluated annually, with lessons learned integrated into future assessments. Additionally, findings and outcomes are communicated across relevant teams to strengthen awareness and accountability.

By combining annual formal reviews with continuous monitoring, we safeguard our reputation, maintain full regulatory compliance, and reinforce stakeholder trust in our ethical business practices.

Internal Assessment:

At Yash Technologies, strong ethical governance is a cornerstone of our sustainability efforts. We hold an internal anti-corruption assessment to ensure our policies are effective and our employees uphold our high standards of integrity.

The assessment covered key areas like IT Procurement, Finance, Client Relations, Management, HR, and Legal & Compliance. It confirmed that our employees have a strong understanding of our anti-corruption policies, including our zero-tolerance stance. They demonstrate proactive compliance, with no reported instances of undue favors or corrupt practices. Our reporting mechanisms are well-understood, and employees feel confident reporting issues without fear of retaliation. There's also a clear belief that Yash Technologies takes decisive action against any misconduct.

Compliance GRI (2-23, 2-24)

Ensuring adherence to legal requirements, industry standards, and internal policies is a primary objective of our Ethics Policy. Our compliance framework includes:

- Regular Monitoring and Reporting:** A systematic approach is implemented for monitoring and reporting ethical performance. Quarterly assessments evaluate adherence to anti-corruption, conflict of interest, fraud prevention, anti-money laundering, fair competition, and information security objectives. Performance data is analyzed to track progress and ensure alignment with set targets.

- Annual Ethics Report:** An annual report is generated to detail achievements, challenges, and progress in ethical practices, including comprehensive data on anti-corruption efforts. This report is publicly available to ensure transparency.
- Compliance Audits:** Regular compliance audits are carried out by both internal and external auditors to provide an independent assessment of adherence to ethical standards and legal requirements across all policy areas.
- Governance and Oversight:** The governance of the Ethics Policy is overseen by the Executive Management Team, which provides strategic direction, allocates resources, and ensures high-level oversight. The Chief Compliance Officer (CCO) is responsible for the day-to-day implementation, monitoring, reporting, and review of the policy.
- Continuous Improvement:** We are committed to continuously reviewing and enhancing our ethical practices to ensure their effectiveness and relevance. This involves periodic assessments and audits to identify areas for improvement, adapting to new challenges and regulatory changes. Feedback from employees, stakeholders, and external audits is actively sought and analyzed to drive refinements. The CCO conducts an annual review of the Ethics Policy to ensure its effectiveness and relevance.

By strictly adhering to these principles and mechanisms, Yash Technologies safeguards its integrity and reputation, fostering a culture of ethical conduct across all levels of the organization.

KPI	2022	2023	2024
Numbers of whistle blower complains	NIL	NIL	NIL
People Trained on Anti-Corruption & Bribery (in Manhours)	162	196	310
Percentage of Trading Partners Covered by Due Diligence on Corruption(%)	100%	100%	100%
Percentage of Operational Sites Undergoing Internal Corruption Assessments	100%	100%	100%
Percentage of total workforce trained on business ethics issues (%)	100%	100%	100%



Anti-competitive practices (GRI 206-1)

At Yash Technologies, our steadfast commitment to fair and ethical business conduct is a fundamental pillar of our operations, explicitly outlined within our comprehensive Ethics Policy. We rigorously adhere to all applicable anti-competition laws and regulations across all our global endeavors, recognizing that fostering a healthy and competitive market environment is crucial for innovation, consumer welfare, and overall market integrity.

We unequivocally prohibit any activities that could restrict or distort fair competition. Our dedication to this principle is reflected in our proactive measures and strict adherence to the following:

Anti-Competitive Practices Risk Assessment

At Yash Technologies, protecting sensitive data and securing our information systems are central to our operations. We carry out periodic risk assessments to identify potential threats, evaluate their impact, and implement targeted actions to strengthen our defenses.

Our methodology includes:

- Mapping and describing critical risks to understand vulnerabilities in our systems and processes.
- Assessing risks based on their likelihood and potential impact.
- Prioritizing risks based on their likelihood and potential impact.
- Defining corrective action plans for each significant risk to mitigate potential consequences.
- Regularly reviewing and updating controls to ensure effectiveness over time.

Key risks assessed include data breaches, insider threats, malware infections, third-party risks, and regulatory non-compliance, among others.

Preventive measures such as encryption, access controls, employee awareness training, vendor audits, and robust incident response plans are in place to manage these risks effectively.

This structured approach enables us to proactively address information security risks while maintaining compliance with applicable regulations and global best practices.

Our Approach to Ensuring Fair Competition: To uphold our commitment to fair competition, Yash Technologies implements a multi-faceted approach:

Strict Legal Adherence: We continuously review our business practices and strategies to ensure full compliance with evolving anti-competition laws and regulations in every jurisdiction where we operate. Our target is to maintain zero incidents of anti-competitive practices in all upcoming years.

Comprehensive Training Programs: We provide ongoing, mandatory training programs to all relevant employees, particularly those in sales, marketing, procurement, and legal departments. These programs emphasize the legal implications of anti-competitive behavior and equip employees with the knowledge to identify and avoid prohibited practices.

Our goal is to increase awareness programs achieve 100% employee participation in relevant training by the end of 2030.

Active Market Monitoring: We actively monitor market practices to ensure that our business activities do not compromise fair competition. This includes keeping abreast of industry trends, competitor activities, and regulatory developments to proactively address potential issues.

Internal Compliance Program: A robust internal compliance program is in place, which includes:

- **Internal Policies and Guidelines:** Clear internal policies and guidelines on fair competition are disseminated to all employees, outlining prohibited behaviors and expectations.
- **Regular Audits:** Periodic internal audits are conducted to assess compliance with anti-competition policies and identify any potential areas of risk.
- **Competitive Intelligence Tools:** We utilize competitive intelligence tools responsibly and ethically to gather market information, ensuring that our strategies are informed by legitimate data and not by anti-competitive means.

Collaboration with Legal Experts: We collaborate closely with external legal experts specializing in competition law to review our business practices, contracts, and strategic initiatives. This collaboration ensures that our operations are fully aligned with current anti-competitive regulations and industry standards. This proactive engagement helps us navigate complex legal landscapes and mitigate risks.

Reporting Mechanism: Our Ethics Policy includes a clear and confidential reporting mechanism (whistleblower mechanism) that allows employees to report any suspected anti-competitive behavior or violations of this policy without fear of retaliation. All reports are investigated thoroughly and appropriate actions are taken.

By consistently applying these measures, Yash Technologies reinforces its dedication to ethical business conduct, ensuring that we compete fairly and contribute positively to a healthy, innovative market.



Data Privacy and Cybersecurity (GRI 418-1)

In an increasingly interconnected digital world, data privacy and cybersecurity are not merely operational concerns but critical pillars of trust and responsible business conduct at Yash Technologies. We recognize the profound importance of safeguarding sensitive information and are relentlessly focused on maintaining robust security postures.

Our comprehensive risk assessments meticulously identify and evaluate potential threats, including the ever-evolving risks of data breaches, unauthorized access, and internal insider threats. These proactive assessments drive the implementation of stringent measures, sophisticated technological safeguards, and continuous employee training to protect not only our proprietary data but, crucially, the personal and confidential information of our clients and employees.

Our unwavering commitment to data privacy and cybersecurity is a testament to our dedication to maintaining trust and ensuring the integrity of our digital operations.

At Yash Technologies, safeguarding the privacy of data and ensuring robust cybersecurity are paramount to our operational integrity and fundamental to our commitment to responsible business practices. We recognize that in an increasingly digital world, the trust of our clients, employees, and partners hinges on our ability to protect sensitive information from evolving threats.

Our proactive and systematic approach to data privacy and cybersecurity is continuously evaluated through a comprehensive internal risk assessment framework.

KPI	2022	2023	2024
Information Security Breach Cases	NIL	NIL	NIL
Numbers of whistle blower complains	NIL	NIL	NIL
People Trained on Information security management (in %)	100%	100%	100%
Percentage of Trading Partners Covered by Due Diligence on Information Security(%)	100%	100%	100%
Percentage of Operational Sites Undergoing Internal Information Security Assessments	100%	100%	100%

Our Approach to Risk Management (GRI 418-1)

At Yash Technologies, protecting sensitive data and securing our information systems are central to our operations. We carry out Annual risk assessments to identify potential threats, evaluate their impact, and implement targeted actions to strengthen our defences.

Our methodology includes:

- Mapping and describing critical risks to understand vulnerabilities in our systems and processes.
- Assessing risks based on their likelihood and potential impact.
- Prioritizing risks based on their likelihood and potential impact.
- Defining corrective action plans for each significant risk to mitigate potential consequences.
- Regularly reviewing and updating controls to ensure effectiveness over time.

Key risks assessed include data breaches, insider threats, malware infections, third-party risks, and regulatory non-compliance, among others. Preventive measures such as encryption, access controls, employee awareness training, vendor audits, and robust incident response plans are in place to manage these risks effectively. This structured approach enables us to proactively address information security risks while maintaining compliance with applicable regulations and global best practices.

Training:

Yash Technologies conducted a comprehensive training program titled "PROTECTING YOUR DIGITAL ASSETS: A DATA SECURITY TRAINING" for all employees, underscoring our unwavering commitment to cybersecurity. The session provided crucial insights into identifying and mitigating digital threats, best practices for data handling, and the critical role each employee plays in safeguarding sensitive information. Participants gained a deeper understanding of current cyber risks and learned practical strategies to enhance their digital security posture, directly contributing to a measurable improvement in our internal data security KPI's, such as a reduction in phishing click-through rates and an increase in reported suspicious activities.

In 2024, 100% of employees successfully completed this data security training, ensuring organization-wide awareness and compliance with cybersecurity best practices.

Information security due diligence program on third parties (GRI 418-1)

At Yash Technologies, our due diligence process incorporates a thorough, risk-based approach to assessing information security practices of all third-party vendors and partners including service providers, technology suppliers, data processors, cloud partners, and IT consultants to ensure compliance with data protection laws and prevent security breaches.

As part of this process, we gather and review in-depth details about each third party's security governance, system architecture, encryption protocols, access controls, and history of security incidents.

This information is evaluated against our internal security standards and industry frameworks to determine their risk profile. Where vulnerabilities are identified, heightened checks and additional security validations are conducted before engagement. Furthermore, regular audits of security systems, data handling practices, and network protections are carried out to identify and address weaknesses. We are also exploring the deployment of advanced monitoring technologies to strengthen oversight, safeguard sensitive information, and ensure transparency in how data is managed and protected in collaboration with third parties.

Information Security Risk Assessment (GRI 418-1)

At Yash Technologies, we place strong emphasis on protecting the confidentiality, integrity, and availability of information assets across all operations. To stay ahead of emerging security threats, we conduct regular assessments to identify and evaluate potential information security risks within our systems, processes, and third-party interactions. Each identified risk is analyzed and prioritized according to its likelihood and potential business impact, with targeted measures implemented to reduce vulnerabilities. This systematic approach helps us comply with applicable regulations, safeguard sensitive data, and reinforce the confidence of our clients, partners, and stakeholders.

Internal Audit Mechanism:

At Yash Technologies, our recent Internal Assessment on Information Security confirmed the effectiveness of our data protection policies. The assessment, which included employee questionnaires, showed high awareness and compliance with security practices like data handling, network security, and access control. Employees demonstrated strong understanding and adherence, with no reported security compromises. This assessment reinforces our commitment to safeguarding digital assets and maintaining client trust.

Building Digital Trust:

The primary purpose of the policy is to develop and document plans for direction and control during disaster response and recovery. Its scope covers the restoration of services related to failures of IT infrastructure, unavailability of office facilities, and unavailability of Yash staff, as well as the recovery of physical assets and employee safety. The objectives include educating employees on their responsibilities during a disaster, ensuring an orderly transition to and from an emergency state, providing guidelines for complex occurrences, and establishing clear triggers for emergency responses. Annual testing of the DRP is mandated.

Recovery Plan Activation: Incident reporting is a critical first step; any employee or customer aware of an incident significantly impacting services should contact the IT Service Desk to log it. If the Service Desk is unreachable, contact should be made with a member of the Information Security Council (ISC) or the Information Security Officer (ISO). The DRP can be activated by any individual with an "Initiator" role, triggered by external incidents or a declaration from the Emergency Management Team (EMT). The Crisis Management Team (CMT) provides overall coordination to maintain and restore services.

DRP Initiation and Crisis Management Team Coordination: The procedure for DRP initiation involves establishing communications and notifying all parties of the disaster to agree on a course of action for full recovery. A DRP Initiator notifies the ISC/ISO about the disaster's nature. The CMT Manager is responsible for establishing a conference bridge within 60 minutes of contact by the Initiator and, if possible, sending an email with incident information and conference details to all parties.

Transparency and Consent in Data Practices

Transparency is a cornerstone of our data privacy program at Yash Technologies. We communicate openly with clients and customers about the specific categories of personal and business data we collect, the rationale for its collection, and the duration and method of storage. Our standard operating procedures include issuing privacy notices and obtaining documented consent before processing any sensitive data. Additionally, we maintain records of these consents and offer clients the ability to access and control their data preferences, reinforcing their trust in our responsible data practices.



05

Environmental Stewardship

01	About Our Report
02	About Our Company
03	Sustainability Strategy & Materiality
04	Environmental Stewardship
05	Environmental Stewardship
	» Environmental Stewardship Highlights
	» Climate Change & GHG Emissions
	» Risks, opportunities & scenario analysis
	» Energy & Resource Management
	» Renewable Energy sourcing
	» Water and Material Resource Efficiency
	» Environmental Management & Biodiversity
	» Waste and pollution reduction
06	People & Human Rights
07	Sustainable Procurement and Supply Chain Responsibility
08	Sustainable Innovation & Customer Impact
09	Performance Metrics & Intensity Indicators



Environmental Stewardship Highlights (GRI 3-3)

At Yash Technologies, our Environmental Stewardship Policy drives our responsibility toward minimizing environmental impact and embedding sustainability in all operations.

- **Policy Responsibility:** Oversight rests with the Executive Management Team, supported by the Environmental Compliance Officer, Department Heads, and all employees, ensuring accountability across levels.
- **Objectives:** Minimize carbon footprint, promote renewable energy, enhance waste reduction and recycling, comply with environmental regulations, and foster awareness among stakeholders.
- **Qualitative Targets:** Adoption of eco-friendly technologies, digital documentation, supplier engagement on sustainable packaging, and client education on green IT solutions.
- **Quantitative Targets (by 2030) (baseline 2022)**

3% reduction in energy consumption and GHG emissions	5% energy from renewable sources	5% efficiency improvement in data centers	6% reduction in waste generation
30% recycling rate and 25% cut in single-use plastics	100% responsible e-waste recycling maintained	5% increase in client participation in sustainability initiatives	

- **Review Mechanism:** Annual policy review by the Environmental Compliance Officer, quarterly performance analysis, biannual stakeholder reviews, and compliance audits to ensure alignment and continuous improvement.



Climate Change & GHG Emissions

Our unwavering commitment to environmental stewardship is fundamentally driven by our comprehensive understanding of climate change and our proactive efforts to mitigate its impact. This critical section provides an in-depth account of our strategic approach to managing greenhouse gas (GHG) emissions across all facets of our operations. As of Dec 2024, our total group-level GHG emissions stand at 4,557.30 TCO₂Eq, encompassing Scope 1, Scope 2, and Scope 3 emissions. This comprehensive assessment forms the baseline for our aggressive reduction targets.

GHG Inventory Methodology (GRI 305-1, 305-2, 305-3)

We meticulously adhere to robust and internationally recognized methodologies for conducting our comprehensive GHG inventory, in full alignment with the GHG Protocol Standards. This ensures the highest levels of accuracy, completeness, and consistency in our data collection and reporting processes. Emission calculations incorporate appropriate emission factors, primarily sourced from the UK Department for Environment, Food & Rural Affairs (DEFRA), ensuring methodological reliability and global comparability. All GHG data for the reporting period has been quantified using the ESGtech.ai platform by Growlity Pvt. Ltd. and all GHG data for the reporting period has undergone independent third-party verification, providing additional assurance of accuracy, transparency, and compliance with internationally accepted standards. This verification process included a review of our data sources, calculation methodologies, emission factors, and organizational boundaries. By applying these precise standards and verification practices, we can confidently identify, quantify, and track our emissions footprint, providing a

reliable foundation for our climate action initiatives and enabling transparent reporting to stakeholders. Our approach includes clearly defining organizational and operational boundaries, applying the correct DEFRA emission factors for each activity type, and implementing rigorous data quality control measures. short this paragraph.



Scope 1, 2, and Scope 3 emissions (GRI 305-1, 305-2, 305-3)

Our commitment to transparency and accountability is reflected in our detailed emissions reporting, which encompasses a full spectrum of greenhouse gases. We meticulously categorize and report our emissions across three distinct scopes, in accordance with GHG Protocol.

Scope 1 Emissions

- On-site fuel combustion
- Company vehicles
- Refrigerants

Scope 2 Emissions

- Purchased electricity

Scope 3 Emissions

- Business travel
- Employee commuting
- Purchased goods and services
- Waste generated in operations
- Electricity Transmission & Distribution (T&D)
- Upstream Transportation
- Downstream Transportation
- Water Supply

This granular and comprehensive approach to emissions reporting not only provides essential transparency to our stakeholders, but also establishes a clear, credible, and actionable baseline for formulating, developing, and implementing our emissions reduction targets and long-term strategies. It enables us to measure progress with accuracy, identify areas for improvement, and integrate emissions management into broader business planning. In addition, we continuously strive to enhance the accuracy, depth, and completeness of our Scope 3 data, recognizing its critical role in capturing the full extent of our value chain emissions, as part of our ongoing and unwavering commitment to climate action and sustainability leadership.

GHG Emissions Reduction Targets and Financial Commitment (GRI 305-5, 102-4, 102-8)

As part of our overarching sustainability strategy, YASH Technologies has established a comprehensive GHG Emissions Reduction Action Plan, rigorously guided by Science-Based Targets (SBTi). We are actively working towards formal SBTi commitment based on our performance. Our ambitious goal is a 3% reduction in total GHG emissions by 2030. These targets are designed to ensure our complete alignment with global climate goals, contributing meaningfully to the critical objective of limiting global warming to below 1.5°C.

For this we have allocated a dedicated financial budget of INR 50 million for the fiscal year 2024-2025. This strategic investment will be directed towards several key areas:

- Adoption of energy-efficient technologies and integration of renewable energy sources across all our operations.
- Implementation of sustainable operational practices specifically designed to reduce carbon emissions.
- Conducting comprehensive employee training programs to cultivate and foster a pervasive culture of sustainability throughout the organization.
- Funding for advanced GHG monitoring tools to accurately track progress and ensure precise reporting.
- Engaging external consultancy and auditing services to provide impartial transparency and enhanced credibility in our sustainability efforts.

Scope	Base Year (2022)	2023	2024
Scope 1 (tCO2eq)	36.61	305.3	28.79
Scope 2 (location-based) (tCO2eq)	1295.59	1917.27	2236.44
Scope 3 (tCO2eq)	2865.99	2519.84	2292.07
Scope 3 – Down stream (tCO2eq)	0.14	1.88	0.49
Scope 3 – Up stream (tCO2eq)	5.07	6.44	8.68
GHG Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	0.472	0.6425	0.63

Scope of GHG Emissions Calculation and Action Plan (GRI 305-4, 102-1, 102-3)

Our GHG emissions calculation and action plan are designed to encompass all locations of the company, including every operational site, office, and facility under our management. This inclusive scope ensures a comprehensive and integrated approach to identifying emissions sources, accurately measuring their impact, and implementing targeted strategies for reduction across our entire global footprint. This holistic scope guarantees:

- **Consistency and Accuracy:** Emissions data from all company locations is gathered uniformly, maintaining the highest level of accuracy and comparability for our GHG inventory.
- **Comprehensive Coverage:** Both direct (Scope 1) and indirect (Scope 2 and 3) emissions from all locations are systematically assessed, ensuring no part of the organization's carbon footprint remains unaddressed.
- **Action Plan Implementation:** The reduction action plan is meticulously rolled out across all company locations, ensuring that sustainability initiatives, energy efficiency upgrades, and emissions reduction strategies are applied universally, with appropriate localized adjustments for regional or operational differences.

By including all locations, we underscore our commitment to an inclusive and thorough process in managing our environmental impact, which is paramount to the successful achievement of our GHG emissions reduction targets.

Accountability for GHG Emissions Management
(GRI 2-5, 2-12, 2-13, 2-14, 3-3, 305-5)

To ensure the successful implementation and continuous achievement of the company's GHG emissions reduction goals, a dedicated Sustainability Committee has been formally established. This committee is responsible for overseeing all aspects of our GHG emissions reduction efforts, including the management of the allocated budget and regular progress updates. The committee comprises members from various management levels, each with distinct responsibilities:

This multi-level accountability structure ensures that:

- Progress of GHG emissions reduction efforts is continuously monitored.
- Financial budget is effectively allocated to support sustainability initiatives.
- Quarterly progress reports are prepared, reviewed by management, and shared with stakeholders.
- External auditors are engaged to independently verify progress against GHG reduction targets.

The committee will also work intimately with all departments to embed sustainability into the company's day-to-day operations and ensure full alignment with SBTi guidelines.

Sr. No.	Management Level	Committee Members	Scope of GHG Emissions	Responsibilities
1	Executive Leadership	CEO, CFO, Sustainability Officer	Scope 1: Direct emissions (28.79 TCO2e)	Set strategic GHG reduction goals. Ensure alignment with company vision. Approve and oversee budget. Allocate resources
2	Sustainability Management Team	Sustainability Manager, Project Manager, Compliance Officer	Scope 2: Indirect emissions from energy (2,236.44 TCO2e)	Develop and implement reduction strategies. Allocate resources for initiatives. Coordinate with other teams.
3	Operations Team	Operations Manager, Facility Supervisors, Energy Specialists	Scope 3: Indirect emissions from supply chain (2292.07 TCO2e)	Implement energy-efficient practices. Optimize resource use. Reduce operational waste.
4	Energy Efficiency & Technology Team	Energy Engineers, Technical Specialists	Scope 2: Indirect emissions from energy (2,236.44 TCO2e)	Upgrade to energy-efficient models. Integrate renewable energy sources. Ensure operational efficiency
5	Monitoring and Reporting Team	Data Analysts, Compliance Office	Scope 1, 2 & 3: Combined Emissions	Track and monitor GHG emissions. Report on progress. Ensure compliance and transparency. Conduct audits.
6	External Consultants	Environmental Auditors, Consultants	Scope 1, 2 & 3: Combined Emissions	Provide expert advice. Support certification processes.

Environmental Policy & Governance
(GRI 2-23, 2-24, 2-27)

At YASH Technologies, we are deeply committed to safeguarding the environment and driving sustainable growth that benefits both present and future generations. We recognize that our operations, decisions, and partnerships carry environmental responsibilities, and we therefore strive to embed sustainability into every aspect of our business. Our Environmental Policy, approved by the CEO and endorsed by the Board, provides a clear framework for integrating environmental considerations into strategy, operations, and daily practices. It reflects our belief that protecting natural resources, reducing emissions, and promoting responsible consumption are not only business imperatives but also moral obligations to society and the planet. We are committed to:

- Complying with all applicable environmental laws, regulations, and voluntary commitments.
- Reducing greenhouse gas (GHG) emissions in line with the Paris Agreement.
- Conserving natural resources through efficient use and circular economy principles.
- Minimizing waste generation and promoting recycling and reuse.
- Preventing pollution and protecting biodiversity in areas where we operate.
- Engaging employees, suppliers, and clients in environmental improvement initiatives.

Management Accountability and Compensation Policy (GRI 2-23, 3-3)

We firmly believe that achieving our ambitious climate targets necessitates strong and incentivized leadership. Therefore, YASH Technologies has directly linked the compensation of its senior management to the achievement of climate change objectives, specifically including GHG emissions reduction targets. The performance-linked incentive (PLI) component of management compensation is explicitly tied to the following key metrics:

- Achievement of GHG emissions reduction milestones as meticulously defined in the GHG Emissions Reduction Action Plan.
- Successful completion of quarterly audits that rigorously verify reported emissions reductions.
- Demonstrated progress toward SBTi Target Validation, a process that will be initiated after evaluating two quarters of performance data.

This innovative structure ensures that climate action is not merely an external goal but is deeply integrated into the company's internal performance evaluation system, thereby powerfully reinforcing our unwavering commitment to significantly reducing our environmental impact.

Regular Monitoring and Reporting
(GRI 2-23, 3-3)

YASH Technologies is committed to continuous oversight and transparent reporting of its GHG reduction progress. To this end, we will conduct quarterly reviews to meticulously assess our progress against established GHG reduction targets.

These reviews will be subject to oversight from an independent external audit agency. These audits are crucial for ensuring transparency, identifying any areas requiring improvement, and validating that the company remains robustly on track to meet its ambitious goals. Based on the insights derived from these comprehensive assessments, targets may be dynamically updated, and necessary corrective actions will be swiftly implemented to maintain momentum.

Furthermore, we will formally commence the SBTi Target Validation process after the completion of two full quarters of data collection and internal review. This validation will serve to benchmark our GHG reduction plan against the stringent SBTi standards, paving a clear and verified pathway towards our long-term aspiration of achieving net-zero emissions.

Incentive Intensity Matrix for Senior Management Compensation (GRI 2-23, 3-3)

Performance Level	Incentive Payout as % of Base Salary	Penalty (Deduction) on Base Salary
Exceptional Achievement (>10% Reduction)	15% of base salary (125% of PLI)	0%
Target Fully Achieved (5%-10% Reduction)	12% of base salary (100% of PLI)	0%
Partial Achievement (2%-4.9% Reduction)	9% of base salary (75% of PLI)	0%
Minimal Progress (0%-1.9% Reduction)	6% of base salary (50% of PLI)	0%
No Progress or Negative Progress (0% or Increase in Emissions)	0% (No PLI)	-10% of base salary

YASH Technologies Pvt. Ltd. is profoundly committed to leading the way in addressing climate change. By strategically investing in sustainable practices, establishing clear accountability, and incentivizing management performance based on tangible climate action, we are actively forging a resilient and sustainable future for both our thriving business and the communities we proudly serve.

Risks, opportunities & scenario analysis (GRI 2-15, 102-2)

Climate Risk & Opportunity Management (GRI 102-2, 2-15)

In our Materiality Assessment, climate-related risks and opportunities were identified as one of the most material topics influencing our long-term business strategy. Building on that foundation, this section provides a deeper perspective on how these factors interact with our core IT services and how scenario analysis informs our strategic decisions.

Our evaluation framework is aligned with the CDP Climate Change methodology and incorporates both transition risks (policy, regulatory, reputational, market, and technology shifts) and physical risks (acute and chronic impacts). On the opportunity side, we continue to focus on energy efficiency, renewable energy adoption, digital sustainability solutions, and green innovation.

To strengthen resilience, we have begun to integrate climate scenario analysis into our risk management approach. This involves assessing how different future climate pathways—such as a 1.5°C transition scenario or a business-as-usual 4°C scenario—could impact our operations, value chain, and clients. For example:

- Under a low-carbon transition (1.5°C) scenario, we anticipate stricter regulations on emissions and data center efficiency, but also significant growth opportunities in sustainable IT services and cloud-based solutions that enable decarbonization.
- In a high-temperature (4°C) scenario, the risks of physical disruption to data centers, energy-intensive cooling, and supply chain instability become more prominent, making infrastructure resilience and renewable sourcing critical.

Scenario analysis enables us to test the robustness of our strategies under multiple possible futures. By doing so, we can identify which risks require immediate mitigation and which opportunities could create long-term business value.

This forward-looking approach complements our annual risk and opportunity assessment process and ensures that climate-related considerations are embedded not just in sustainability planning, but also in business continuity, technology innovation, and client engagement strategies.

Carbon pricing strategy (GRI 2-15, 102-10)

As a forward-thinking organization, Yash Technologies recognizes the evolving landscape of climate policy and the increasing relevance of carbon pricing mechanisms globally. While the reviewed documents do not explicitly detail a formalized carbon pricing strategy or internal carbon fee system, we are actively monitoring global and regional carbon pricing trends and their potential implications for our operations and supply chain.

We understand that an internal carbon price can serve as a powerful tool to drive energy efficiency, incentivize low-carbon investments, and integrate climate considerations into our financial decision-making processes. Our ongoing commitment to reducing carbon emissions through initiatives like promoting remote work, sustainable transportation, and energy efficiency aligns with the spirit of carbon pricing, by inherently valuing carbon reductions.

We are currently conducting a feasibility study on implementing an internal shadow carbon price to inform future investment decisions and accelerate our decarbonization efforts and enhance our climate resilience.



Energy & Resource Management (GRI 302)

At YASH Technologies, we see energy and resources not just as inputs for our operations, but as shared treasures of our planet finite, valuable, and worth protecting. Our commitment goes beyond compliance; it’s about reshaping the way we power our business and manage resources, so every kilowatt and every drop counts. From harnessing smarter technologies to embedding sustainable thinking into everyday decisions, we are turning our offices, data centers, and global facilities into living examples of efficiency in action. By investing in cleaner energy, optimizing consumption, and empowering our people to be sustainability champions, we are actively reducing our footprint while amplifying our positive impact. This is not just energy and resource management it’s our blueprint for a future where business growth and environmental care walk hand in hand.

Energy Consumption and Renewable Energy Integration (2024 - GRI 302): During the year 2024, YASH Technologies recorded a total energy consumption of 3,484,274 KWH. A significant highlight of our energy strategy is the substantial integration of renewable energy sources into our consumption profile. Our energy mix demonstrates a strong reliance on sustainable power:

- **Electricity:** Comprising 98% of our total energy consumption.
- **Renewable Energy:** We are in discussion with the management for installation of solar panels in 2 offices. This underscores our commitment towards shifting to green energy.
- **Grid Electricity:** Accounting for the remaining 2%.

This blend underscores our strategic shift towards a low-carbon operational model. Energy consumption data across our key facilities for the fiscal year is detailed as follows:

11,74,297 KWH	9,58,164 KWH
Indore	Pune
12,08,019 KWH	1,43,794 KWH
Hyderabad	Bangalore

Energy efficiency initiatives (GRI 302-5, 103-2)

Yash Technologies is deeply committed to optimizing its energy consumption and enhancing operational efficiency across all its facilities. Our strategy is multifaceted, driven by both technological adoption and behavioural changes. Furthermore, we are continuously evaluating and investing in the potential for installing state-of-the-art energy-efficient systems across our infrastructure. This includes upgrading to advanced HVAC systems, replacing traditional lighting with LED solutions, and implementing smart building technologies that optimize energy usage based on occupancy and demand.

YASH Technologies implemented a series of targeted initiatives aimed at enhancing energy efficiency and reducing overall consumption throughout 2024. These efforts have yielded quantifiable energy savings:

LED Lighting Transition: Achieved a 100% transition to energy-efficient LED lighting, replacing all conventional CFL fixtures across our facilities. This comprehensive upgrade significantly reduces electricity consumption for illumination.

- Optimized Workspace Dynamics:** Implemented processes to strategically manage workspace dynamics, ensuring efficient power usage and minimizing unnecessary consumption.
- Automated Lighting & Ventilation:** Installed digital timers in washrooms to automatically control exhaust fans, preventing energy wastage. Similarly, timers were integrated into street lighting systems in our Indore and Pune campuses for optimized operation.
- Cooling Tower Management:** Deployed a water-level controller for Cooling Tower make-up pumps, contributing to both energy conservation and substantial water savings.

- HVAC System Optimization:**
- The set-point of Variable Air Volume (VAV) systems was intelligently adjusted based on ambient temperature to optimize HVAC consumption.
 - Further optimization of VAV set-points in work station areas where employees are not present was managed directly through the Building Management System (BMS).
- These initiatives collectively contributed to significant energy reductions across various categories:
- BMS: 12-15% of total energy savings.
 - VAV/HVAC Optimization: 15-18% of total energy savings.

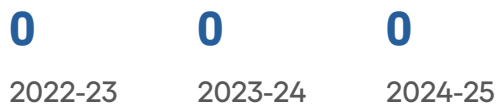
KPI	2022	2023	2024
Total Energy consumed from electricity (in kWh)	2131807	31,54,919	34,30,232
Total Renewable Energy Consumption (in kWh)	0	0	0
Total Energy Consumption (in kWh)	2131807	31,54,919	34,30,232
Renewable Energy against Total Energy (%)	0%	0%	0%

Renewable Energy sourcing (GRI 302-2, 103-2)



YASH Technologies sources a portion of its electricity from renewable energy by purchasing green power from a certified renewable energy vendor. This initiative supports the company’s sustainability goals by reducing its carbon footprint and promoting cleaner energy alternatives.

Renewable Energy Generation :



Future Renewable Energy Expansion (GRI 302-2, 103-2) : YASH Technologies is actively engaged in the planning and implementation of on-site solar panel installations. This strategic project aims to further enhance our renewable energy generation capabilities.

Energy Management Governance & Monitoring (GRI 302-5, 103-5) : Our commitment to energy management is supported by robust governance mechanisms:

- **Target Monitoring:** Energy reduction targets are diligently monitored at both the Board and ESG Committee levels, ensuring high-level oversight.
- **Data Tracking:** Energy data is meticulously tracked across all facilities using a combination of manual logs, our Building Management System (BMS), Enterprise Resource Planning (ERP) systems, Internet of Things (IoT) sensors, providing comprehensive insights into consumption patterns.
- **Goal Setting:** Energy management goals are formally set by the organization's management, guiding our continuous improvement efforts.

- **Staff Training:** We provide dedicated energy-related training and awareness programs to our staff to foster a culture of energy conservation.
- **Optimized Network Rack Design:** Implementing open-rack network architecture within restricted/secured server/hub rooms to facilitate superior cooling and airflow efficiency.
- **Smart Rack Solution Deployment:** Ongoing deployment of energy-efficient smart rack solutions, featuring built-in air cooling, across our Indore Super Corridor data center.

In 2024, 100% of employees received energy conservation training, reinforcing our commitment to responsible energy management across the organization. Our commitment to reducing our hardware and carbon footprint, as well as energy consumption, is demonstrated through the following key initiatives:

Data Center and Server Room Optimization Initiatives (GRI 302-5):

- **Strategic Decommissioning:** Proactive decommissioning of unused server infrastructure to reduce energy consumption and resource waste.
 - **Hardware Virtualization:** Prioritizing the migration of physical hardware to virtual machine (VM) environments to enhance resource utilization and efficiency.
 - **Cloud Adoption:** Transitioning applications to cloud platforms to leverage scalable, energy-efficient & optimized computing resources.
- Workplace Efficiency and Waste Management Initiatives:**
- **Software-Based Communication:** Transitioning from traditional hard-phones to software-based communication solutions (Soft-Phones) to reduce hardware footprint and associated energy use.
 - **Certified E-waste Management:** Ensuring the responsible and environmentally sound clearance of end-of-life laptops, desktops, and other IT assets through partnerships with certified and Pollution Control Board (PCB)-approved e-waste consultants.

Training: Energy awareness training programs have been organized for the staff, at all offices.

KPI	2022	2023	2024
% of employees trained on environmental issues	100%	100%	100%
People Trained on Energy Efficiency (Manhours)	950	1083	1320
People Trained on GHG (Manhours)	167	193	240
% of operational sites for an environmental risk assessment has been conducted	100%	100%	100%
% of operation sites ISO 14001 certified	0%	0%	0%

Water and Material Resource Efficiency (GRI 303-1, 303-2, 303-5)

At YASH Technologies, our commitment to environmental stewardship flows directly into how we manage water and material resources. We recognize that water is a precious and finite resource, and that every material we consume carries an environmental cost. Guided by this understanding, we have introduced a wide range of initiatives to conserve water, reduce material usage, and eliminate waste at the source. These actions not only shrink our ecological footprint but also strengthen our drive toward sustainable operations, resource preservation, and a culture of responsibility that extends across every one of our global facilities.

Water Consumption and Sustainable Sourcing (2024): During the fiscal year 2024-25, YASH Technologies meticulously managed its water consumption, recording a total of 30,047.44 cubic meters (m³) across all its facilities. A cornerstone of our water strategy involves prioritizing sustainable sourcing and responsible discharge:

Parameter	Quantity (m3)
Water consumption	30,047.44
Rainwater harvesting	5.23

- **Recycled and Sewage Treatment Plant (STP) Water Utilization:** We actively repurpose water from Sewage Treatment Plants and other recycled sources for non-potable uses, specifically for flushing systems and maintaining our vibrant campus landscaping. This significantly reduces our reliance on fresh potable water for these applications.
- **Rainwater Harvesting Systems:** Robust rainwater harvesting mechanisms are strategically installed across all YASH facilities, capturing and collecting rainwater for various uses. While this vital provision is integrated into our infrastructure at all offices, we acknowledge that a precise mechanism for measuring the estimated volume of rainwater harvested in 2024 is currently under development. Our forward-looking plans include expanding these rainwater harvesting initiatives and exploring further wastewater recycling solutions to additional facilities in the coming years.

Enhancing Water Efficiency Through Innovative Initiatives (GRI 303-2): Our commitment to water conservation is demonstrated through the implementation of several innovative, practical measures designed to reduce consumption and prevent wastage:

- **Automated Water Fixtures:** The installation of sensor-based water taps in all our offices plays a crucial role in minimizing unnecessary water flow, ensuring water is only dispensed when needed.
- **Intelligent Tank Management:** We have deployed liquid level sensors in our cooling towers & water tanks.

These smart systems prevent overflow, subsequent wastage, optimizing water circulation within our facilities.

- **Promoting Responsible Consumption:** To foster a culture of conscious consumption and reduce single-use plastic waste, we have phased out pre-filled water bottles, encouraging employees to utilize water more responsibly through alternative means.

Robust Water Monitoring and Regulatory Compliance: Effective water management hinges on precise monitoring and adherence to regulatory frameworks:

- **Comprehensive Monitoring Systems:** Water meters are strategically installed in the majority of our facilities. These meters provide essential data, enabling us to continuously track consumption patterns, identify areas for improvement, and validate the effectiveness of our conservation efforts.
- **Regulatory Adherence:** YASH Technologies rigorously ensures that all its facilities are in full compliance with the most current local and national water management regulations, reinforcing our commitment to legal and ethical operational standards.

Employee Engagement and Future-Oriented Goals: Our employees are integral to our water conservation success:

- **Awareness and Training Programs:** In 2024, employees participated in dedicated training and awareness programs focused on best practices in water conservation, empowering them to contribute actively to our efficiency goals.

- **Cultivating Innovation:** We actively encourage and implement employee-led initiatives and suggestions aimed at improving water efficiency, harnessing the collective innovation of our workforce.

Looking ahead, YASH Technologies has established specific targets and goals for further reducing water consumption in the coming years, signifying our ongoing dedication to continuous improvement in this vital environmental domain. Furthermore, our commitment to environmental excellence is underscored by our current efforts towards obtaining ISO 14001 certification, which encompasses rigorous standards for water management and overall environmental sustainability.

Environmental Management & Biodiversity

Environmental policy and EMS (GRI 302, 305, 307)

Our robust framework of environmental policies guides our actions and decisions across all operations. Our commitment to environmental stewardship is a cornerstone of our operational philosophy and long-term sustainability vision. We recognize the deep impact our activities can have on the planet, and as such, our environmental policies are meticulously designed to minimize our ecological footprint, conserve natural resources, and mitigate climate-related risks. These policies serve as the guiding principles for every aspect of our business, from supply chain management and manufacturing processes to product innovation and waste reduction.

- Key areas of focus include:**
-  Climate Change and Greenhouse Gas (GHG) Emissions Management
 -  Energy and Resource Efficiency
 -  Waste Management and Circularity
 -  Water Stewardship
 -  Pollution Prevention and Control:
 -  Biodiversity and Ecosystem Protection
 -  Sustainable Procurement

Sr. No	Scope	Area	Target
1	Energy Consumptions and GHG Emission	Reduce Energy Consumption	Achieve a 3% reduction in total energy consumption by 2030
		Decrease GHG Emissions	Cut greenhouse gas (GHG) emissions by 3% due employee commute by 2030
		Increase Renewable Energy Use	Ensure that 5% of total energy consumption comes from renewable sources by 2030
2	Waste management	Reduce Waste Generation	Achieve a 6% reduction in total waste generated by 2030
3	Environmental Service and Advocacy	Increase Client Engagement	Boost the number of clients participating in environmental initiatives by 5% by 2030

Governance Allocation and Review Mechanism

To oversee the progress in these specified targets, several responsibilities have been allotted to:



Our Executive Management Team oversees our Environmental Policy, setting strategy and allocating resources. The Environmental Compliance Officer handles daily implementation, monitoring, and reporting to ensure adherence. Department Heads integrate environmental objectives into their operations, supported by the Environmental Management Team, with regular reviews driving continuous improvement.

Waste and pollution reduction (GRI 306-1, 306-2, 306-3, 306-4, 306-5)

Yash Technologies is committed to a proactive strategy for waste and pollution reduction, recognizing their significant environmental implications. Our comprehensive environmental risk assessments clearly identify waste generation, particularly e-waste and general paper waste, as recognized hazards. All waste streams are segregated and sent to authorized recyclers. To mitigate these risks, we have implemented and are continuously enhancing several strategic initiatives:

- **E-Waste Management:** We partner exclusively with certified e-waste recycling organizations to ensure the responsible and environmentally sound disposal and recycling of all electronic waste generated from our operations, preventing harmful substances from entering landfills.
- **Composting:** 80% of waste generated was recycled and composted.

These combined efforts reflect our dedication to reducing our environmental footprint and fostering a more sustainable operational model.

In 2024, YASH Technologies generated a total of 34.24 tonnes of waste, comprising of:

10.3723.670.0207

tonnes of dry waste tonnes of wet waste tonnes of e-waste

Year	Waste generation
2022	84.39
2023	42.46
2024	36.51

Parameter	2022	2023	2024
Metric tons			
Hazardous Waste	0.02	3.05	2.54
Non-hazardous Waste	84.37	39.41	33.97
Total Waste Generation	84.39	42.46	36.51
Percentage of overall company waste redirected away from landfills. (%)	93.3%	100%	100%
% of employee trained on waste reduction and sorting	100%	100%	100%

Waste is managed through a combination of municipal systems, vendor pickups, and certified recyclers, with e-waste specifically handled by authorized recycling partners. The company ensures waste segregation at source by maintaining separate bins for dry and wet waste, and approximately 80% of the total waste is either recycled or composted.

Sustainability efforts include using toilet paper made from recycled materials, shifting to digital documentation to reduce paper usage. Regular internal campaigns are conducted to promote awareness, including tracking cafeteria waste in kilograms, sending educational emails, and displaying posters to support proper segregation.

All vendors and service providers involved in IT, housekeeping, and cafeteria operations are required to adhere to established waste management and recycling protocols.

YASH Technologies Pvt. Ltd. is fully compliant with applicable environmental regulations and holds the necessary authorizations for responsible waste management. As per the Consent granted under Section 21 of the Air (Prevention & Control of Pollution) Act, 1981 and the Authorization under the Hazardous and Other Wastes (Management & Transboundary Movement) Rules, 2016, we are authorized to operate at our registered premises located at 201–205, Banshi Trade Centre, Indore.

Our operations, including the use of a 180 KVA DG set, are conducted within the environmental guidelines set by the Madhya Pradesh Pollution Control Board.

In addition to compliance, YASH Technologies works with certified e-waste recyclers authorized under the Central Pollution Control Board. As part of this partnership, all e-waste including laptops, desktops, and hard drives is systematically dismantled and crushed. This ensures that electronic waste is disposed of responsibly, minimizing environmental impact and supporting our broader sustainability goals.

Training:
YASH Technologies regularly conducts internal training sessions and awareness campaigns on waste management and recycling for its employees. These trainings focus on proper waste segregation, the importance of recycling, and environmentally responsible disposal practices. Educational emails, posters, and data displays such as cafeteria waste tracked in kilograms are used to reinforce best practices and promote a culture of sustainability across the organization.

In 2024, 100% of employees participated in waste management, reducing, sorting and recycling training, ensuring complete organizational alignment with our sustainability objectives.

Waste Reduction Measures:
YASH Technologies is actively working to reduce waste reduction as part of its broader sustainability strategy. Key initiatives include the installation of an Organic Waste Converter at the Hinjawadi facility, enabling on-site processing of biodegradable waste to minimize landfill dependency.

The company is also transitioning to eco-friendly cleaning materials, reducing the use of harmful chemicals in daily operations. Efforts to reduce plastic waste are ongoing across multiple locations, promoting reusable alternatives and responsible disposal practices.

Environment Friendly practices: YASH Technologies is increasingly adopting eco-friendly products as part of its sustainability efforts. The company has started replacing conventional chemical cleaning agents with environmentally friendly alternatives to reduce the generation of hazardous waste and minimize environmental impact.

Internal Mechanism: YASH Technologies has an internal platform that enables employees to exchange office supplies and equipment between departments or units, promoting reuse and minimizing unnecessary procurement. This initiative supports resource efficiency and waste reduction by extending the lifecycle of office materials such as stationery, IT accessories, and furniture. The process is supported by internal guidelines and communication to ensure smooth coordination across teams.

Sustainable Procurement of Inputs In alignment with its sustainability goals, YASH Technologies actively transitions to eco-friendly and bio-based input materials across its offices. This includes using biodegradable garbage bags, compostable food packaging in cafeterias, and sustainably sourced office stationery. Cleaning maintenance teams are equipped with bio-based cleaning agents that reduce chemical exposure for staff and lower the company’s overall environmental footprint. Regular reviews ensure that sustainable alternatives are identified and phased into procurement processes wherever viable.

Streamlined Waste Segregation System
The company follows a clear waste segregation framework to ensure responsible disposal and optimal recovery of materials. Designated collection points are set up across offices for different waste streams such as paper, plastics, metals, e-waste, and biodegradable waste. Each stream is collected and handed over to authorized recyclers or waste management partners for appropriate treatment. Internal awareness drives and clear signage ensure that employees adhere to sorting protocols, helping maintain high-quality recyclable output and reducing contamination in waste streams.

Internal Wastes 3R Approach: Reuse, Recovery, or Repurpose
YASH Technologies implements structured programs to reuse, recover, and repurpose materials within its operations to minimize waste generation. Office stationery, packaging materials, and IT accessories are systematically collected for reuse across departments wherever feasible. Non-functional office furniture is repurposed for alternate uses such as storage units or reassembled into smaller components to serve different functions. Obsolete promotional materials are creatively repurposed into internal awareness displays, extending their utility while avoiding unnecessary disposal.

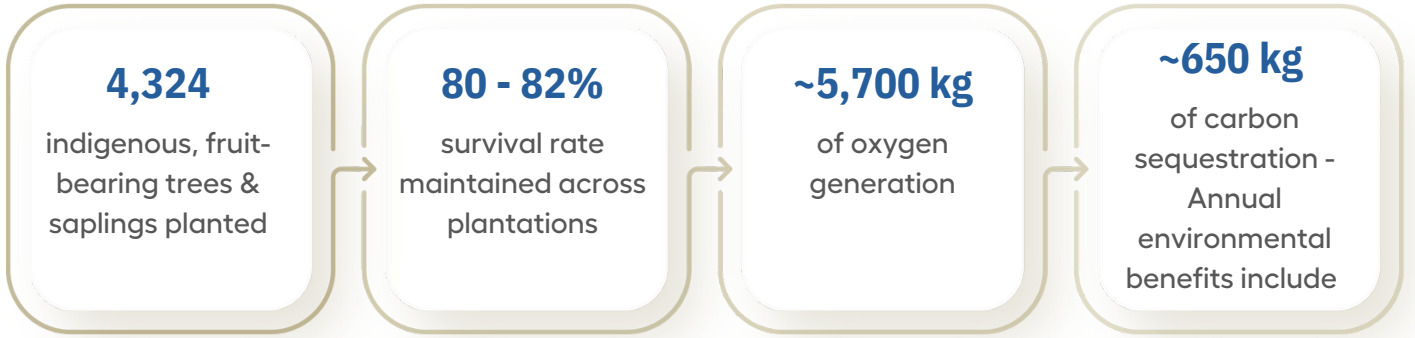
Optimized Resource Utilization
YASH Technologies continuously reviews its internal workflows to identify opportunities to reduce material use without compromising efficiency. Initiatives include shifting from printed documents to digital approvals, minimizing physical meeting handouts, and implementing centralized printing systems to reduce unnecessary print volumes. The procurement team also consolidates orders to avoid over-purchasing, while operational teams adopt lean methods to optimize resource use in project execution.

These efforts collectively reduce the company’s consumption of paper, packaging, and other materials.

IT Hardware Refurbishment and Redeployment
The company has established a refurbishment program to extend the lifecycle of IT hardware such as laptops, desktops, monitors, and networking devices. Decommissioned equipment is evaluated by the IT asset management team, with functional components repaired or upgraded for redeployment within other departments or for training purposes.

This approach reduces e-waste generation, optimizes IT asset utilization, and lowers procurement costs. Non-reusable hardware is sent to certified e-waste recyclers to ensure responsible disposal.

2024 Achievements:



Through these initiatives, Yash Technologies contributes to habitat restoration, supports local biodiversity, and ensures sustainable land use, reinforcing our commitment to environmental stewardship and long-term ecosystem health.



06

People & Human Rights

- 01
About Our Report
- 02
About Our Company
- 03
Sustainability Strategy & Materiality
- 04
Environmental Stewardship
- 05
Environmental Stewardship
- 06
People & Human Rights
 - » Labor & Human Rights Highlights
 - » Workforce Well-being & DEI
 - » Human Rights Due Diligence
 - » Social Policies and Compliance
 - » CSR & Community Engagement
 - » Community partnerships and impact measurement
- 07
Sustainable Procurement and Supply Chain Responsibility
- 08
Sustainable Innovation & Customer Impact
- 09
Performance Metrics & Intensity Indicators

Labor & Human Rights Highlights

(GRI 401, 2-23, 2-24)

At Yash Technologies, our Labor and Human Rights Assurance Policy demonstrates our commitment to safeguarding employee well-being, fair working conditions, and respect for human rights across our operations and supply chain.

- **Policy Responsibility:** Oversight lies with the Executive Management Team, with the Chief Compliance Officer ensuring daily implementation, supported by HR, Operations, Compliance, Employee Relations, Legal, and External Auditors.
- **Objectives:** Protect employee health and safety, ensure fair working conditions, strengthen labor relations, provide career development opportunities, prevent child and forced labor, advance diversity, equity & inclusion (DEI), and safeguard stakeholder human rights.
- **Qualitative Targets:** Ergonomic workplace designs, mental health and wellness programs, digital grievance platforms, mentorship initiatives, blockchain-enabled supply chain monitoring, AI-driven recruitment for DEI, and community partnerships on human rights.

Quantitative Targets (by 2030, baseline 2022):

0% workplace injuries, sustained annually	90% + employee participation in safety training	25% reduction in work-related stress cases	95% coverage in ergonomic assessments
30% increase in mental health support access	15% reduction in overtime hours	100% performance reviews and 95–100% training participation	95% supplier audits for child
10% underrepresented groups in leadership;	100% compliance with external stakeholder human rights standards	30:70 Women-to-men hiring ratio	

- **Review Mechanism:** Annual review by the CCO of labor and human rights assurance policy, quarterly monitoring of labor and HR metrics, biannual stakeholder reviews, compliance audits, employee feedback surveys, and annual human rights impact assessments.



Workforce Well-being & DEI

Powering Ideas Through People (GRI 401-1, 401-2)

Yash Technologies is unwavering in its commitment to fostering a truly diverse, equitable, and inclusive (DEI) workplace, recognizing that a diverse workforce fuels innovation, enhances understanding, and drives success. Total number of employees at Yash Technology Group as of March 31, 2025 are 6624. Our internal risk assessments specifically address and mitigate potential risks related to discrimination and the hiring of unqualified candidates, underscoring our dedication to fair recruitment practices and merit-based selection. This systematic approach ensures that our hiring and promotion processes are unbiased and provide equal opportunities for all. We monitor diversity metrics regularly; as of March 31, 2025, our workforce is composed of approximately 25 % women.

Furthermore, our proud recognition as one of "India's Best Companies to Work For" is a testament to our profound commitment to employee well-being, engagement, and the creation of an inclusive culture where every individual feels valued, respected, and empowered to thrive. Our DEI programs extend beyond hiring to encompass ongoing training, mentorship, and the establishment of employee resource groups that support a truly equitable and vibrant work environment. Recognized for its exemplary workplace culture, YASH Technologies earned significant accolades in 2024, including placement among India's Best Workplaces™ in IT & IT-BPM (Top 25), for Women (Top 100 - Large), and for Millennials (Top 50 - Large). The company was also distinguished as the 60th Best Company To Work For in India and commended by ET Now as a Progressive Place to Work For.

At our organization, we emphasize fostering open and constructive dialogue with employee representatives to deepen mutual understanding and strengthen labor relations. To achieve this, we are implementing structured communication protocols supported by digital platforms that ensure every stakeholder's voice is both heard and acted upon. In an effort to reinforce this commitment, we're increasing our touchpoints with employee representatives to bi-monthly structured meetings, building a consistent rhythm of engagement that promotes transparency, trust, and collaborative problem-solving.

Equal Opportunity at Yash (GRI 405, 406)

YASH Technologies upholds the principle that all employment decisions from recruitment and hiring to training, promotion, compensation, and benefits are based solely on merit, qualifications, and organizational needs, without bias or discrimination. We strictly prohibit any form of unequal treatment on the grounds of gender, age, ethnicity, religion, disability, sexual orientation, or any other protected characteristic. Our policies and practices are designed to create a level playing field for every individual, ensuring that talent and performance are the sole criteria for career advancement. This commitment is reinforced through regular audits of HR processes, transparent grievance redressal mechanisms, and ongoing awareness programs, safeguarding an environment where every employee has an equal opportunity to contribute, grow, and succeed.

Employee engagement, learning, development & training (GRI 404-1, 404-2)

Workplace Engagement

At Yash Technologies, we believe that an engaged, continuously learning, and well-developed workforce is fundamental to our success and sustainability. We foster employee engagement through a variety of measures, including regular feedback mechanisms, open communication channels, recognition programs, and opportunities for cross-functional collaboration.

YASH Technologies is committed to fostering a safe, healthy, and supportive environment for all its employees and stakeholders. Our comprehensive health, safety, and well-being initiatives are integral to our operational excellence and reinforce our dedication to employee welfare. This section outlines our performance and key activities in these critical areas for 2024.





Training and Awareness:
New training modules and awareness sessions were successfully introduced in 2024. These programs covered critical areas such as ergonomic safety, confined space entry, and emergency simulations, enhancing employee knowledge and preparedness. Furthermore, a dedicated "Week of Wellness" was conducted in the office premises, featuring various health check-up camps for employees.

Employee Training & Development (GRI 404-1, 404-2)
At YASH Technologies, we view continuous learning and development as a cornerstone of our human capital strategy and a critical enabler of our long-term sustainability. Our robust training programs are designed to enhance employee capabilities, foster professional growth, and ensure our workforce is equipped with the advanced skills necessary to meet evolving industry demands and contribute to our strategic objectives, including our sustainability commitments.

KPI	2022	2023	2024
Total numbers of employees received regular performance and career development reviews	100%	100%	100%
% of employees covered in skill development training	100%	100%	100%
% of employees covered in Career development training	100%	100%	100%
People Trained on overall Career Management and Skill Development \ (Manhours)	9430	13240	14440



In 2024, 100% of employees participated in skill and career development training, ensuring they are equipped with the competencies and growth opportunities needed to advance both individual careers and organizational success.

Individual Performance Evaluation (GRI 404-3)
At YASH Technologies, employee performance evaluations are conducted annually to assess individual achievements, competencies, and goal attainment. Following each evaluation, a personalized career development plan is prepared in consultation with the employee, ensuring alignment between personal aspirations, skill enhancement needs, and the organization’s strategic objectives.

1. Training Participation & Investment (2024)

KPI	2022	2023	2024
Average training Hour of employees			
per year	0.41	0.59	0.89

During the fiscal year 2024-25, YASH Technologies demonstrated a significant investment in employee development:

- Total Trained Workforce:** A total of 6,720 employees and contractors participated in various training programs.
- Average Training Hours:** On average, 11.5 hours per employee (totaling 74,082 hours) of training were delivered per employee, highlighting a substantial commitment to individual skill enhancement.

Site	% attendance in Energy Training	% attendance in Water Conservation Training	% attendance in Occupational Health & Safety Training	% attendance in Labor Rights Training
Indore	100%	100%	100%	100%
Hyderabad	100%	100%	100%	100%
Pune	100%	100%	100%	100%
Bangalore	100%	100%	100%	100%

- Individual Development Plans (IDPs):** A significant percent of employees are either covered by an Individual Development Plan (IDP) or are integrated into a long-term learning roadmap, indicating a structured approach to career progression and skill enhancement.

2. Learning Platforms and Modalities :

We leverage diverse and accessible learning platforms to cater to varied learning styles and ensure widespread access to development opportunities:

- E-Learning Modules:** E-learning modules have been assigned at regular intervals, with skill-specific content being made available via a dedicated Mobile Learning Platform, promoting flexible and on-the-go learning.
- Learning Shorts:** "Learning Shorts" have been introduced and assigned through our Learning Management System (LMS) to further promote mobile learning and micro-learning experiences.
- Exclusive School of Learning:** YASH Technologies operates an "Exclusive School of Learning" specifically dedicated to building essential skills across the organization.

3. Strategic Learning and Development Focus Areas (2026-2028):

Our learning and development curriculum is strategically aligned with future business needs and our overarching sustainability agenda. Key focus areas for FY 2025-26 include:

- Corporate ESG and Sustainability:** A dedicated "Leader camp on-demand" program specifically focuses on "Understanding Corporate ESG and Sustainability," ensuring leadership is well-versed in our sustainability objectives.
- Risk and Opportunity Management:** Training emphasizes "Weighing Risks and Opportunities of Implementing Sustainability Initiatives," equipping teams to proactively manage sustainability-related factors.
- Strategic Commitment to Sustainability:** Programs are designed to build a collective "Strategic Commitment to Sustainability" across the organization.
- Emerging Technologies & Compliance:** Training covers critical areas such as Net Zero readiness, ESG compliance, circular economy skills, automation, and advanced information technology skills.

4. Data Tracking and Performance Analytics:

To ensure the effectiveness and accountability of our training initiatives, robust data tracking and analytics mechanisms are in place:

- Real-Time Dashboards:** Training data is tracked in real-time through dashboards, centralized systems, and dedicated training analytics tools.
- Reporting:** Comprehensive reports, including "Audit Monthly, Quarterly & Yearly Status Report" and "Monthly, Quarterly & Yearly L&D Metrics Dashboard," are generated to monitor progress and inform strategic decisions.

5. Collaborative Learning and Upskilling:

YASH Technologies fosters a collaborative learning environment:

- Peer Learning Initiatives:** The company supports various peer learning, internal knowledge-sharing sessions, and cross-departmental learning initiatives, encouraging a culture of continuous learning from colleagues.

Health, Safety & Well being (GRI 403)

Hazard Identification and Risk Assessment: In 2024, YASH Technologies implemented significant improvements and upgrades to its hazard identification and risk assessment processes. These enhancements included the integration of digital systems, Artificial Intelligence (AI), and site-specific Hazard Identification and Risk Assessments (HIRAs) to proactively identify and mitigate potential risks across all operations.

Safety Audits and Compliance: Internal and third-party safety audits were regularly conducted across all YASH Technology facilities in 2024 to ensure compliance with stringent safety standards and continuous improvement. These audits provided valuable insights, and all key outcomes and corrective actions identified were diligently addressed.

In 2024, 100% of employees participated in these safety and wellness Training, ensuring comprehensive awareness and engagement across the organization.

Workplace Ergonomics and Stress Management (GRI 403-6, 403-10) : Focused initiatives were implemented to improve workstation ergonomics, including adjustable seating, proper screen alignment, and optimal lighting, thereby reducing the risk of repetitive strain injuries.

In parallel, comprehensive stress management programs such as mindfulness workshops, counseling sessions, time-management training, and flexible work arrangements were introduced. Regular employee feedback surveys were conducted to assess comfort levels, identify improvement areas, and ensure a supportive work culture that fosters both physical health and mental well-being.

Medical Check-ups and Occupational Health (GRI 403-3, 403-6): Comprehensive pre-employment and periodic medical check-ups were conducted throughout 2024. No notable trends or significant occupational illnesses were reported, indicating a healthy work environment.

Employee Health Care and Insurance Plan (GRI 401-2): A robust employee health care plan was maintained, covering extensive medical insurance for employees and, where applicable, their dependents. This included hospitalization coverage, access to network hospitals, and preventive health benefits, ensuring financial protection, timely treatment, and uninterrupted access to quality healthcare services.

Emergency Preparedness and Drills (GRI 403-2, 403-5): YASH Technologies conducts rigorous emergency preparedness programs to ensure rapid and effective responses to potential incidents.

- Mock Drills:** Half-yearly mock drills were conducted across all sites, covering fire, chemical, and medical emergencies. During these drills, basic life support and fire fighting training were also imparted, with support from external agencies.
- Emergency Infrastructure:** Emergency evacuation maps, assembly points, and firefighting systems were comprehensively updated and upgraded during the fiscal year to ensure optimal safety readiness.

Safety Communication: Safety indicators, such as safety symbols, are prominently displayed on walls throughout the company premises, reinforcing a culture of safety awareness among all employees and visitors.

Health and Safety Key Performance Indicators (KPI's) for 2024 (GRI 403-9, 403-10):

Sr. No.	KPI	Answers
1	Total manhours worked	2340
2	Number of injuries	0
3	Lost Time Injury Frequency Rate (LTIFR)	0
4	Near misses reported	0

KPI	2022	2023	2024
% of operating facilities that have undergone a Health and Safety Risk Assessment	100%	100%	100%
Total manhours worked	2040	2100	2340
Number of injuries	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	0	0	0
Near misses reported	0	0	0
Number of ill health related to work	0	0	0
% of employee trained on employee health & safety	100%	100%	100%

These KPI's demonstrate YASH Technologies' strong performance in maintaining a safe workplace, achieving zero injuries, zero lost time injuries, and zero near misses throughout the reporting period. This reflects the effectiveness of our comprehensive health and safety management systems and the proactive engagement of our workforce.

Human Rights Due Diligence

Due Diligence and Compliance (GRI 2-23, 2-24, 408, 409)

YASH Technologies conducts regular audits and internal reviews to verify compliance with its strict policies against child labour, forced labour, and bonded labour. As of 2024, no cases of child labour or forced labour were reported or detected in our operations or by contractors.

- **Vendor Onboarding Process:** Adherence to these principles is a critical component of our vendor onboarding process. All prospective vendors are thoroughly evaluated to ensure compliance with our standards, particularly concerning the prohibition of child labour, forced labour, and bonded labour.
- **Continuous Improvement:** We are committed to maintaining and continuously improving working conditions across all levels of our operations. This commitment is reflected in our consistent approach to due diligence throughout the onboarding of both employees and vendors.

Upcoming Actions & Continuous Improvement:

As part of our broader compliance framework, we integrate checks and controls into our internal audit processes and system provisions. These strengthen our standards for ethical labour practices, workplace safety, human rights, and ensure they are applied consistently and effectively. YASH Technologies consistently evaluates its performance against global best practices and aims to remain a preferred workplace.

Our recognition as a "Great Place to Work in IT & ITeS" and a "Most Progressive Workplace" further underscores our commitment to fostering an inclusive, ethical, and forward-thinking work environment.

We believe that such recognition reinforces our vision and strategic approach to human rights and labour standards, ensuring our initiatives are not only effective but also aligned with global best practices.

External Stakeholder Human Rights

We are committed to elevating our engagement with external stakeholders on human rights by 2030, building on our 2022 baseline. Our goal is to achieve full compliance—100%—with human rights standards across all external partnerships, supported by a robust due diligence framework. To this end, we will conduct human rights impact assessments for 90% of key stakeholders, and ensure that every partnership integrates a comprehensive due diligence process by 2030.

We will enhance transparency by publishing an annual human rights impact report on our external stakeholder relationships, beginning in 2030, and aim to boost stakeholder engagement on human rights issues by 30% over our 2022 levels. These measures are aligned with leading global standards such as the UN Guiding Principles on Business and Human Rights and best practices for human rights due diligence.

Fair Wages, Non-Discrimination & Harassment, Working Conditions (GRI 401-2, 406-1, 405-2)

Fair Wages

YASH Technologies is committed to upholding fair wage practices by ensuring that all employees are compensated equitably, transparently, and in accordance with legal standards and global best practices. Our wage framework is regularly benchmarked against industry standards to maintain competitiveness and fairness across all roles and levels.

We conduct annual compensation reviews to address pay gaps, ensure parity, and align rewards with skills, responsibilities, and performance. Special focus is placed on closing gender pay gaps and ensuring equitable pay across regions and job categories.

Through a structured compensation policy, we also ensure that all statutory benefits and allowances are provided without exception. As a measure of accountability, our annual fair wage audit confirms 100% compliance with minimum wage laws and demonstrates no wage-related grievances reported in 2024, underscoring our commitment to a transparent, equitable, and motivating compensation system.

Non Discrimination and Harassment

YASH Technologies upholds a zero-tolerance approach to discrimination and harassment by integrating targeted prevention measures, comprehensive training, and robust support mechanisms into our workplace culture. All employees undergo regular training programs to enhance awareness of respectful workplace conduct, recognize discriminatory or harassing behaviors, and understand their rights and responsibilities under applicable laws and company policy.

Preventive measures include clear codes of conduct, confidential reporting channels, leadership accountability, and periodic policy reviews to ensure alignment with evolving best practices. We foster inclusivity through employee resource and support groups open to all, providing safe spaces for networking, peer support, and advocacy. To ensure fairness, we conduct periodic pay equity audits and benchmarking to guarantee equal pay for equal work across all roles, regardless of gender, background, or other protected characteristics.

KPI	2022	2023	2024
Child Labour incidents within the organization (in numbers)	NIL	NIL	NIL
Forced Labour incidents within the organization (in numbers)	NIL	NIL	NIL
Number of human trafficking incidents	NIL	NIL	NIL
% of employees trained on Labor exploitation	20	22	25
Number of training sessions conducted on Labor exploitation	100%	100%	100%
% of operational sites with a labor exploitation risk assessment conducted	>90%	92%	92%

Our grievance mechanism offers a confidential, impartial, and timely resolution process, with remediation actions that address issues at both the individual and systemic levels, reinforcing our commitment to a safe, equitable, and respectful work environment. As a key performance indicator (KPI),

We maintain a record of zero reported and substantiated cases of discrimination and harassment in 2024, with 100% of employees covered under discrimination and harassment prevention training, reflecting the effectiveness of our preventive and corrective measures.

Working Conditions

YASH Technologies ensures that all employees benefit from safe, healthy, and supportive working conditions that promote well-being and productivity. Our policies comply with international labor standards and local regulatory requirements, covering working hours, occupational health and safety, rest breaks, and leave entitlements. We invest continuously in ergonomic infrastructure, workplace safety systems, and employee wellness programs to foster a balanced and thriving work environment.

Regular risk assessments and workplace audits are conducted to ensure compliance with safety norms and to proactively identify and mitigate potential hazards. We also maintain transparent communication channels that allow employees to voice concerns and actively participate in decision-making regarding workplace improvements.

As a KPI, our 2024 data reflects 100% adherence to statutory working condition requirements, zero reported incidents of non-compliance, and continuous enhancements to employee well-being programs, affirming our dedication to a respectful and supportive workplace culture.

KPI	2022	2023	2024
Gender balance of Total Workforce (Women to Men %)	25%	26%	26%
Gender balance at organization board (Women to Men %)	1 %	0%	1%
Gender balance at Executive level (Women to Men %)	12%	10%	14%
Gender balance of Employees (Women to Men %)	22 %	26%	26%
Pay ratio between the highest-paid person and the median employee	6:1	5.2:1	5:1
Average Unadjusted pay gap	0%	0%	0%
% of Hiring of Local People	0%	0%	0%
% of Vulnerable / Marginalized People at Top Management level (Executive)	0%	0	0%
% of Vulnerable / Marginalized People in company	0%	0	0%
% of the total workforce trained on diversity, discrimination and/or harassment	100%	100%	100%
Numbers of complaints received on discrimination	NIL	NIL	NIL
Numbers of complaints received on Harassment	NIL	NIL	NIL
Numbers of corrective action taken against discrimination and harassment	NIL	NIL	NIL

KPI	2022	2023	2024
Employee satisfaction rate	81%	83%	89%
% of your plants and offices that were assessed on working condition	100%	100%	100%
Incident of non-compliance of working conditions principles	NIL	NIL	NIL
% of employee covered with Health care Plan	100%	100%	100%

Grievance Channels & Freedom of Expression (GRI 2-26)

Employee Engagement and Communication:

We cultivate an open-door culture that encourages transparent and two-way communication at all levels of the organization. Employees are empowered to voice their concerns or suggestions through multiple channels, including direct access to their managers, HR, and senior leadership.

- **Freedom of Association:** Employees have the freedom to form associations, internal committees, or raise concerns through formal channels, in accordance with applicable laws and regulations.
- **Grievance Mechanism:** A mechanism is in place for employees to raise and resolve grievances fairly and effectively. Employee engagement surveys are regularly conducted, and Town Hall meetings with the leadership team provide platforms for open dialogue, question-and-answer sessions, and engaging discussions about company direction and initiatives.
- **Collective Bargaining Agreement:** The organization maintains an inbuilt collective bargaining agreement with an employee representative, covering key aspects such as health and safety, working conditions, skill and career development opportunities, prevention of discrimination and harassment, fair wages and benefits, and other employment-related matters. This agreement ensures that negotiations are conducted in good faith, outcomes are equitable, and all provisions are implemented in full compliance with applicable laws and regulations.

KPI	2022	2023	2024
% of employees covered under collective bargaining agreements and employee representation processes	100%	100%	100%
% of the total workforce covered by formal collective agreements on working conditions	100%	100%	100%
% of employees covered in employee representation processes	100%	100%	100%



Social Policies and Compliance (GRI 2-27)

Policy Framework and Key Principles:

YASH Technologies maintains a formal Human Rights & Labour Policy grounded in the following key principles:

- **Equal Opportunity Employment:** Ensuring fair access to employment and development opportunities for all individuals, free from discrimination.
- **Prohibition of Discrimination:** Strictly prohibiting any form of discrimination based on race, color, religion, gender, sexual orientation, national origin, age, disability, or any other protected characteristic.
- **Prohibition of Child and Forced Labour:** Maintaining a zero-tolerance policy against child labour, forced labour, bonded labour, and human trafficking in all forms. This commitment is regularly verified through annual compliance audits, internal HR audits, and process audits. These mechanisms ensure adherence to legal and ethical labour standards across all operations.
- **Regulation of Working Hours:** We strictly adhere to all applicable legal and ethical standards regarding working hours. This includes compliance with national labor laws, ensuring reasonable daily and weekly work limits, and protecting employees from excessive overtime. Our approach is designed to promote employee well-being, reduce fatigue, and enable a healthy work-life balance.
- **Prevention of Workplace Harassment:** Fostering a respectful and safe work environment free from any form of harassment.

- **Health, Safety & Environmental Responsibility:** Prioritizing the health, safety, and environmental well-being of our employees and the communities in which we operate.
- **Commitment to Fair Wages and Overtime:** We ensure that all employees receive fair, equitable, and competitive wages in accordance with industry standards and legal requirements. In addition to base pay, employees are compensated for overtime at rates defined by applicable laws, recognizing their extra contributions while preventing excessive workloads.
- **Employee Awareness and Training:** Regularly conducting training programs to educate employees on human rights, labour ethics, and their responsibilities.
- **Family-Friendly Policies:** We maintain a supportive and inclusive workplace by offering family-oriented benefits. This includes maternity leave, paternity leave, and childcare leave in accordance with statutory provisions, ensuring employees can balance personal responsibilities with their careers. These measures are complemented by parental reintegration programs to help employees transition smoothly back to work.
- **Flexible Work Arrangements:** Recognizing diverse employee needs, we provide flexibility in work arrangements wherever feasible, including remote work options, staggered shifts, and compressed workweeks. This adaptability supports productivity while allowing employees to manage personal commitments effectively.

- **Employee Satisfaction and Workplace Conditions:** We conduct regular employee satisfaction surveys to assess perceptions of working conditions, organizational support, and overall morale. Insights from these surveys are used to implement targeted improvements in workplace policies, environment, and culture, ensuring continuous enhancement of employee well-being.



CSR & Community Engagement

Tech For Good (GRI 413-1)

YASH Technologies integrates Environmental, Social, and Governance (ESG) principles into its global operations. This Report details the company's progress in areas such as digital EHS deployment, carbon accounting, and community upliftment, underscoring its commitment to responsible technology delivery and societal impact. The report, covering the period from April 1, 2024, to March 31, 2025, aligns with Global Reporting Initiative (GRI) Standards for transparent ESG disclosures and is intended for clients, partners, employees, investors, regulatory bodies, and local communities.

Education, Health, Environmental and Tech equity initiatives (GRI 413-1, 203)

- **Education:** Focuses on enhancing educational opportunities and digital literacy
- **Digital Shiksha:** Established digital classrooms in 25 government schools in Indore, benefiting over 6,000 students.
- **Project Vidya:** Revitalized an Anganwadi centre and created a Bridge School in tribal areas.
- **Bal Gurukul:** Provides after-school academic support to more than 150 learners in Hyderabad.
- **YASHASHWI Scholarship:** Offered financial assistance to 245 underprivileged students.
- **School Adoption Program:** Implemented targeted interventions in an adopted school in Hyderabad, positively impacting over 480 students.

Inclusive Economic Development: Aims to empower women through skill development and economic opportunities





- **Atmanirbharta-Mauka:** Provides vocational training for women, enabling them to become job creators.
- **Atmanirbharta-Swayam Shakti:** Conducts capacity-building programs for women in Hyderabad slums.

Health and Nutrition: Dedicated to improving healthcare access and nutritional support in underserved communities

- **Mobile Medical Van:** Delivers primary healthcare services to underserved populations.
- **Poshan:** Distributes fortified dry rations in tribal regions.
- **Project Nutrition:** Offers daily nutritional support to children at Bal Gurukul in Hyderabad.
- **Project Dignity:** Promotes menstrual hygiene awareness and provides sanitary pads for girls in Bal Gurukuls.

Community Development: Focuses on improving living conditions and providing essential amenities

- **Sujala:** Supplies water wheels in tribal areas to ease water transportation.
- **Velugu:** Installed solar lights in 5 tribal hamlets.

Environmental Sustainability: Committed to promoting sustainable agricultural practices and environmental conservation

- **Rural Livelihood Support:** Supports agroforestry to enhance agricultural practices.
- **Urban Plantation:** Planted 2,000 saplings to restore green cover in Bangalore.



- **Employee Satisfaction and Workplace Conditions:** We conduct regular employee satisfaction surveys to assess perceptions of working conditions, organizational support, and overall morale. Insights from these surveys are used to implement targeted improvements in workplace policies, environment, and culture, ensuring continuous enhancement of employee well-being.

Financial Commitment (GRI 203-1, 413-1):
Total Prescribed CSR Budget (2024): ₹ 1.55 crores

Impact Assessment (GRI 413-1): YASH Technologies employs a robust monitoring and evaluation framework with social monitoring parameters. Impact is assessed through:

Annual internal assessments.

- Tools like dashboards, endline assessments, and feedback forms (e.g., for the Digital Shiksha Project).
- Log frames to evaluate project performance (e.g., in the Atmanirbharta Project).
- Real-time dashboards to track beneficiary data (e.g., for the Mobile Medical Van).
- Case studies to capture social & ethical impact.





Employee Satisfaction and Workplace Conditions:
We conduct regular employee satisfaction surveys to assess perceptions of working conditions, organizational support, and overall morale. Insights from these surveys are used to implement targeted improvements in workplace policies, environment, and culture, ensuring continuous enhancement of employee well-being.

Financial Commitment:
Total Prescribed CSR Budget (2024): ₹ 1.55 crores

Key Outcomes (2024)

Education:

- 6,000+ Students equipped with STEM and digital skills
- 27 Digital classrooms were established
- 1,200+ Teachers trained in blended learning
- 70+ Children and mothers received early childhood development support
- 30 Children from tribal areas gained access to foundational education
- 245 Students received scholarships
- 200 Children empowered in Hyderabad
- 480+ Students benefited from interventions in an adopted school
- 1,100+ Children received school kits

Environmental Sustainability:

- 4,324 Fruit-bearing trees and saplings planted

Community Development:

- 40 Water wheels provided, benefiting over 200 women and girls
- 800+ Individuals in tribal regions benefited from solar lights

Impact Assessment: YASH Technologies employs a robust monitoring, evaluation framework with social monitoring parameters. Impact is assessed through:

- Annual internal assessments.
- Tools like dashboards, endline assessments, and feedback forms (e.g., for the Digital Shiksha Project).
- Log frames to evaluate project performance (e.g., in the Atmanirbharta Project).
- Real-time dashboards to track beneficiary data (e.g., for the Mobile Medical Van).
- Case studies to capture social & ethical impact.

Inclusive Economic Development:

- 389 Women were upskilled through vocational training
- 118 Women achieved greater financial independence
- 175 Women gained critical awareness
- 150+ Women participated in a skilling centre

Health and Nutrition:

- 170+ health camps conducted
- 3,500+ urban slum dwellers benefited from healthcare check-ups
- 150 adolescent girls received menstrual hygiene education
- 150+ children met their daily nutrition requirements.
- 1,000 Period Care Kits distributed to women and girls
- 100 Targeted nutrition support improved health outcomes for tribal families
- 400 Funds raised provided life-saving medicines to beneficiaries

Community partnerships and impact measurement (GRI 413-1, 413-2)

Yash Technologies recognizes the immense value of collaborative efforts in driving positive social and environmental change. We seek to build meaningful relationships with community organizations, non-profits, and local authorities to understand pressing needs and co-create solutions. In 2024, we formalized partnerships with 6 key NGOs focused on education and environmental conservation. We are continuously working towards establishing more formalized processes for tracking and measuring the impact of our community engagement initiatives, ensuring that our contributions are effective, sustainable, and truly benefit the intended beneficiaries. Our goal is to move beyond simply investing in communities to actively partnering with them for measurable, long-term positive outcomes, and to report on specific impact metrics in our next annual report.

- Collaborations:**
YASH Technologies partners with several NGOs, including:
- Human Care Educational Development and Welfare Society
 - Aster DM Foundation
 - Tratr Foundation
 - Cheshire Homes
 - M.P. Welfare Association for the Blind
 - Sikshana Rakshana Foundation

- Employee Engagement:**
Employees actively participate in CSR activities, including:
- Visits to orphanages, animal shelters, and old age homes.
 - Participation in marathons and school celebrations.
 - Over 400 volunteers for the BASTA program.
 - 2,700+ volunteers for the RAHAT event.

Donation Drives and Awareness Events:

- BASTA program for school supplies.
- RAHAT event for providing medicines and fulfilling wishes.
- Donation drives in orphanages, old-age homes, and animal shelters.
- Awareness sessions on financial literacy and health.

Total Direct Beneficiaries:

8,230	5,130	4,324
Children (Education)	Individuals (Healthcare)	Trees (Environmental Initiatives)
1,285	841	
Individuals (Community Development)	Women (Inclusive Economic Development)	



A photograph of three workers in a container yard. On the left, a man in a blue jacket and yellow hard hat. In the center, a woman in a yellow safety vest and white hard hat. On the right, a man in a yellow safety vest and white hard hat, pointing towards the containers. They are standing in a path between tall stacks of blue and red shipping containers under a bright sky.

07

Sustainable Procurement and Supply Chain Responsibility

- 01
About Our Report
- 02
About Our Company
- 03
Sustainability Strategy & Materiality
- 04
Environmental Stewardship
- 05
Environmental Stewardship
- 06
People & Human Rights
- 07
Sustainable Procurement and Supply Chain Responsibility
 - » Sustainable Sourcing & Procurement Highlights
 - » Responsible sourcing and supplier code of conduct
- 08
Sustainable Innovation & Customer Impact
- 09
Performance Metrics & Intensity Indicators

Sustainable Sourcing & Procurement Highlights

(GRI 308, 414)

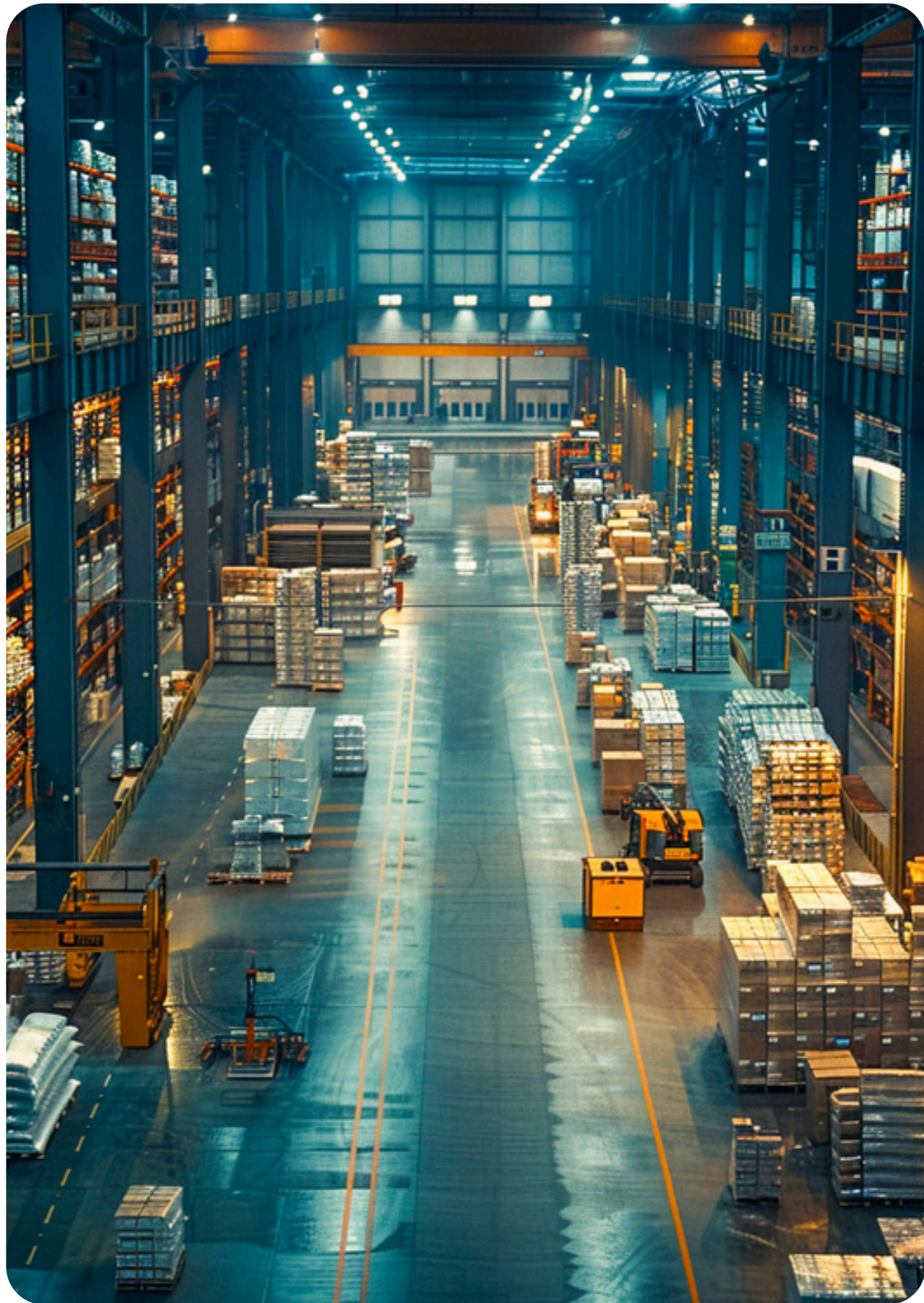
At Yash Technologies, our Sustainable Sourcing and Procurement Policy ensures that procurement decisions align with our values of integrity, transparency, and responsibility toward people and the planet.

- **Policy Responsibility:** Governance rests with the Executive Leadership Team, with the Chief Procurement Officer (CPO) overseeing daily implementation, supported by Compliance, Procurement, HR, Environmental, and Audit teams.
- **Objectives:** Promote sustainable practices, ensure ethical sourcing, minimize environmental impact, enhance transparency, support innovation, foster long-term supplier partnerships, and ensure regulatory compliance.
- **Qualitative Targets:** Rigorous supplier code of conduct, audits for labor rights, blockchain-enabled supply chain monitoring, supplier training on labor and environmental practices, and collaborative programs to cut GHG emissions and waste.

Quantitative Targets (by 2030, baseline 2022):

100%	20%	35%	30%
supplier compliance with environmental laws	of suppliers implementing energy-saving practices	increase in suppliers adopting waste reduction programs	of suppliers using renewable energy
75%	90%	50%	75%
supplier compliance with international labor & human rights standards	of suppliers with child / forced labor prevention policies	increase in supplier labor audits	of suppliers providing fair wages and benefits
• Review Mechanism: Annual review by the CCO Sustainable Sourcing and procurement policy, monthly monitoring of supplier compliance, semi-annual performance reviews, quarterly supplier reports, regular internal and external audits, and annual impact assessments.			

At YASH Technologies, the performance of our procurement department and buyers is directly tied to the ESG and sustainability performance of our vendors. By embedding this linkage, we ensure that procurement excellence is measured not only by cost and efficiency but also by the responsible practices, ethical conduct, and sustainability outcomes of our supply partners. This integrated approach strengthens accountability across the value chain, encourages innovation in sustainable sourcing, fosters long-term supplier partnerships, and drives collective progress toward our corporate sustainability commitments and global ESG goals.





KPI	Definition / Purpose	Measurement Frequency	Linked Responsibility
Vendor ESG Compliance Rate	% of vendors meeting YASH's ESG and sustainability criteria (codes of conduct, certifications, policies).	Quarterly / Annually	Procurement Team & Sustainability Council
Sustainable Sourcing Ratio	% of total procurement spend directed towards vendors with verified sustainable practices (e.g., ISO 14001, EcoVadis, SA 8000).	Annually	Procurement Team
Vendor Audit & Assessment Score	Average ESG score of vendors based on internal audits, self-assessments, or third-party ratings.	Half-Yearly	Procurement & Sustainability Audit Team
Vendor Improvement Tracking	% of vendors showing year-on-year improvement in sustainability performance (GHG emissions, waste, labor rights, etc.).	Annually	Procurement & Vendor Management
High-Risk Vendor Reduction	% decrease in vendors flagged as high-risk for ESG non-compliance.	Annually	Procurement Compliance Team
Supplier Diversity & Inclusion	% of spend with diverse suppliers (SMEs, women-owned, minority-owned, local vendors).	Annually	Procurement & DEI Committee

KPI	Definition / Purpose	Measurement Frequency	Linked Responsibility
Carbon Footprint of Supply Chain	Measurement of GHG emissions linked to procured goods / services, with focus on reduction over time.	Annually	Procurement, Sustainability & Finance
Sustainable Innovation in Procurement	No. / % of contracts awarded to vendors offering low-impact, circular, or innovative sustainable solutions.	Annually	Procurement & R&D Collaboration
Procurement Response Time on ESG Non-Compliance	Average time taken by procurement team to respond to and resolve vendor ESG non-compliance cases.	Quarterly	Procurement & Compliance
Buyer Sustainability Integration Score	% of buyer performance reviews that include ESG-related vendor metrics as a key component.	Annually	HR & Procurement Leadership

This robust approach necessitates a keen focus on ensuring vendor compliance with Yash Technologies' stringent ethical, sustainability, and security standards. This framework inherently implies a systematic process of supplier ESG assessment and ongoing due diligence. We engage in rigorous evaluation of potential and existing suppliers based on their environmental performance, social labour practices, and governance structures to ensure they meet our high standards, thereby mitigating risks and promoting responsible practices throughout our supply chain.

Responsible sourcing and supplier code of conduct (GRI 308-1, 308-2, 414-1, 414-2)

Our commitment to responsible sourcing is a fundamental aspect of our sustainable procurement strategy at Yash Technologies. Our buyers are not solely evaluated on their ability to source goods and services efficiently and at competitive prices; equal emphasis is placed on maintaining the highest quality standards and, critically, ensuring strict adherence to vendor compliance guidelines.

This holistic evaluation framework ensures that all our sourcing decisions are made responsibly, considering not only economic factors but also environmental and social impacts. This approach aligns seamlessly with the principles of a responsible sourcing code of conduct, which we expect all our suppliers to uphold. We work collaboratively with our suppliers to embed these principles, promoting transparency, ethical labour practices, and environmental stewardship throughout our extended supply chain. YASH Technologies employs a rigorous supplier assessment process to ensure compliance with environmental, social, and governance (ESG) standards. This includes:

- **Environmental Compliance:** Suppliers are assessed for adherence to local and international environmental laws, with a focus on minimizing their carbon footprint, reducing waste, and promoting sustainable resource management. Environmental performance metrics are integrated into supplier evaluation criteria.

- **Labor and Human Rights:** A comprehensive supplier code of conduct mandates adherence to local labor laws and international human rights standards, ensuring fair labor practices, safe working conditions, and fair wages. Regular audits are conducted to verify compliance with labor rights. We have zero instances of child labour.
- **Monitoring and Reporting:** Advanced tracking technologies and monitoring tools are utilized to ensure supplier adherence to environmental regulations and labor practices. Suppliers are required to report their environmental performance regularly to ensure transparency and accountability.

Beyond Compliance (GRI 2-23, 2-25)

Yash Technologies believes in fostering collaborative relationships with its supply chain partners to collectively advance sustainability goals. Our SOP for Buyer Performance indicates that our Supply Chain Management (SCM) Team plays a pivotal role in ensuring that buyers consistently adhere to our sustainability and procurement practices. Furthermore, the SCM team is responsible for regularly updating performance evaluation criteria, which serves as a mechanism for continuous improvement and capacity-building within our supplier network.

We engage with our suppliers to help them understand and meet our sustainability expectations, potentially offering guidance or resources and training to enhance their own environmental and social performance. We are dedicated to ensuring the integrity and ethical conduct across our entire value chain.

We conduct supplier on-site audits, supplier self-assessments, and supplier worker feedback surveys to regularly evaluate suppliers on ESG performance. Based on these evaluations, we recognize outstanding partners through our Best Supplier Certificate Award, motivating continuous improvement across the network. These evaluation processes directly feed into our Sustainability Risk Analysis, which is updated regularly to reflect changes in supplier performance, emerging ESG risks, and evolving regulatory requirements. The risk analysis process also incorporates industry trend monitoring, high-risk supplier flagging, and historical performance comparisons, ensuring proactive risk mitigation and informed decision-making. By integrating these findings into sourcing strategies, we strengthen our supply chain resilience and sustainability alignment.

As part of our ESG assessment, we ensure that every supplier upholds equal opportunity principles by providing fair recruitment practices, transparent career advancement pathways, and unbiased promotion criteria for all workers. We assess whether suppliers have formal equal opportunity policies, monitor gender and diversity representation across their workforce, and encourage them to implement diversity targets.

Similarly, for discrimination and harassment prevention, we evaluate whether suppliers have clear anti-harassment policies, accessible grievance mechanisms, and documented training programs for all employees. We also review reported case records, response timelines, and remediation actions to ensure issues are addressed promptly and effectively, promoting a safe, inclusive, and respectful workplace throughout our supply chain.

YASH Technologies' commitment to responsible sourcing is embedded in its Sustainable Sourcing and Procurement Policy. Key aspects include:

- **Ethical Standards:** The policy emphasizes selecting suppliers that uphold fair labor practices, human rights, and anti-corruption measures.
- **Environmental Stewardship:** Prioritization is given to suppliers demonstrating commitment to resource efficiency and minimizing environmental harm.
- **Long-Term Partnerships:** The company aims to foster long-term partnerships with suppliers who share its commitment to sustainability, reinforcing corporate values and supporting sustainable development.
- **Regulatory Compliance:** All sourcing and procurement activities must comply with relevant environmental regulations and industry standards

Procurement Staff training

All procurement staff undergo structured, periodic training programs to ensure alignment with YASH Technologies' sustainability and ethical sourcing objectives. These programs cover topics such as supplier ESG screening, due diligence in preventing forced and child labour, identification and avoidance of conflict minerals, fair labour practices, compliance with environmental regulations, and transparent procurement processes.

Training modules also include case studies, role-based simulations, and updates on evolving global standards, enabling staff to apply best practices in real-world scenarios.

Continuous learning is encouraged through refresher sessions, supplier engagement workshops, and cross-functional collaboration exercises, ensuring that procurement professionals remain well-equipped to drive responsible sourcing across the value chain.

In 2024, 100% of procurement staff were trained on ESG issues associated with procurement, reinforcing our commitment to embedding sustainability principles into every purchasing decision.

Co-Creating Value Across the Chain
(GRI 2-6, 308-1,414-1)

Yash Technologies recognizes that addressing sustainability challenges requires comprehensive engagement across its entire value chain. Our approach to sustainable procurement, as demonstrated by the emphasis on vendor compliance and the proactive role of our Supply Chain Management (SCM) team, clearly showcases our commitment to this engagement. The SCM team actively ensures that buyers adhere to rigorous sustainability and procurement practices, and regularly updates evaluation criteria.

This involves ongoing dialogue, collaboration, and potentially capacity-building initiatives with our suppliers. We believe that by working closely with our suppliers, we can amplify our collective positive impact and build a more resilient and sustainable supply chain. YASH Technologies is committed to reducing the environmental impact across its entire supply chain:

- Greenhouse Gas (GHG) Emissions:** By 2030, large-scale suppliers are expected to report their GHG emissions annually. The company collaborates with suppliers to develop strategies for reducing these emissions.

- Energy and Waste Reduction:** We are in the process of implementing the use of solar panels to generate clean electricity. All our waste streams are disposed off responsibly to authorized vendors and recyclers. In addition to that, toilet papers are made from recycled materials and all documentation is digital now.
- Transparency and Accountability:** Annual sustainability reports are published, detailing progress, challenges, and achievements in sustainable sourcing, including environmental and labor practices and supplier compliance

KPI	2022	2023	2024
Suppliers in Agreement with company’s Supplier Code of Conduct (in %)	100%	100%	100%
Integration of sustainability clauses in supplier contracts	100%	100%	100%
Suppliers evaluated for ESG Assessment (in %)	NIL	1%	1%
% of Suppliers evaluated for ESG Reporting (Onsite)	NIL	1%	1%
% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material	15%	55%	100%
Numbers of corrective action taken against Suppliers	0	0	0



A close-up photograph of a person's hand, wearing a grey suit sleeve, gently touching a large, blue solar panel. The panel is mounted on a red metal roof. In the background, other buildings and trees are visible under a clear sky.

08

Sustainable Innovation & Customer Impact

- 01
About Our Report
- 02
About Our Company
- 03
Sustainability Strategy & Materiality
- 04
Environmental Stewardship
- 05
Environmental Stewardship
- 06
People & Human Rights
- 07
Sustainable Procurement and Supply Chain Responsibility
- 08
Sustainable Innovation & Customer Impact
 - » Sustainable Innovation & Customer Impact
- 09
Performance Metrics & Intensity Indicators

Sustainable IT solutions and digital decarbonization (GRI 302, 305)



At Yash Technologies, innovation is inextricably linked with sustainability. As a leading IT services and consulting company, our core business revolves around developing and deploying cutting-edge digital solutions that are inherently designed to be more sustainable. We empower our clients to achieve their own environmental goals through our offerings, driving what we term "digital decarbonization."

This involves creating IT solutions that reduce energy consumption, optimize resource utilization, and minimize waste, not just for our operations but also for our clients. For instance, by migrating client infrastructure to efficient cloud environments, optimizing software code for lower computational demands, and promoting digital collaboration tools, we help reduce their carbon footprint.

Our commitment to paperless operations within our own company is a direct reflection of this ethos, demonstrating how digital transformation can be a powerful catalyst for environmental responsibility.

Greener Services, Smarter Clouds (GRI 302-4, 305-5)

Yash Technologies is committed to integrating sustainability principles into its solution design and delivery, including the development of "green" products and services. We aim to design software and systems that are energy-efficient, scalable, and require minimal hardware resources, thereby reducing their lifecycle environmental impact. Our expertise in cloud transformation is a key enabler of this strategy. By helping clients migrate their IT infrastructure to optimized cloud environments, we facilitate significant reductions in energy consumption, as cloud providers often utilize more efficient data centres and renewable energy sources. This also reduces the need for on-premise hardware, contributing to a circular economy model.

We continuously explore how cloud services can be leveraged to minimize environmental footprints, making cloud transformation a cornerstone of our green IT initiatives and a powerful tool for achieving sustainability goals for both our company and our clients.

Client engagement on sustainability (GRI 416, 418)

Yash Technologies views its clients as crucial partners in the journey towards a more sustainable future. We actively engage with clients to understand their sustainability objectives and challenges, then tailor our digital transformation services to help them achieve these goals. This could involve:

- **Consulting on Carbon Footprint Reduction:** Advising on strategies to reduce the IT carbon footprint, such as cloud optimization or efficient data management.
- **Implementing Sustainable Technologies:** Deploying solutions that enable resource efficiency, waste reduction, or renewable energy integration within their operations.
- **Reporting Support:** Assisting clients in collecting and reporting their own sustainability data through digital tools and analytics. We developed a prototype for an ESG data reporting dashboard for internal use, which we aim to offer to clients in the future.

Our technical expertise combined with our commitment to sustainability allows us to serve as a strategic partner, guiding our clients in making more environmentally and socially responsible technology choices, thereby amplifying our collective positive impact.

Performance Metrics & Intensity Indicators

01

About Our Report

02

About Our Company

03

Sustainability Strategy & Materiality

04

Environmental Stewardship

05

Environmental Stewardship

06

People & Human Rights

07

Sustainable Procurement and Supply Chain Responsibility

08

Sustainable Innovation & Customer Impact

09

Performance Metrics & Intensity Indicators

» ESG KPI's and trend data

» Your Guide to the Details : GRI Index

» Assurance Letter



ESG KPI's and trend data (GRI 3-3)

Yash Technologies is committed to transparently tracking and reporting its progress on key sustainability initiatives through robust ESG Key Performance Indicators (KPI's). While trend data for the 2024-2025 reporting period is in the process of being fully audited and formalized, our roadmap outlines the intention to track KPI's across environmental (e.g., energy consumption, waste diversion rates, GHG emissions), social (e.g., employee diversity rates, training hours, health, and safety incident rates), and governance (e.g., ethics training participation, data privacy breaches) dimensions. These KPI's are designed to provide measurable insights into our performance, enable data-driven decision-making, and ensure accountability towards our sustainability goals.

Emission intensity metrics (GRI 305-4)

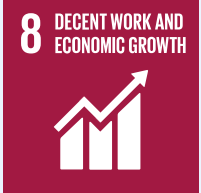
Yash Technologies recognizes the importance of measuring emission intensity to understand the efficiency of our operations relative to our growth. By tracking emission intensity, we can more effectively identify areas for improvement, set science-based targets, and demonstrate a decoupling of our business growth from our environmental footprint. We are actively working towards establishing robust methodologies to calculate and report these intensity metrics for all relevant scopes, which will allow us to benchmark our performance against industry peers and drive targeted decarbonization efforts across our organization, with a goal to reduce our emission intensity.

Material Issues	Metric	2022 Baseline	2023 - Reporting	2024 - Reporting	2030 - Target	SDGs
Enviromental						
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG (tCO2eq)	36.61	305.3	28.79	3% Reduction (Target / Actual) 35.51 /	13CLIMATE ACTION 
	Scope 2 GHG (tCO2eq)	1295.59	1917.27	2236.44	3% Reduction (Target / Actual) 1256.72 /	
	Scope 3 GHG (tCO2eq)	2865.99	2519.84	2292.07	3% Reduction (Target / Actual) 2780.01/	
	Scope 3 Downstream GHG Emission (tCO2eq)	0.14	1.88	0.49	3% Reduction (Target / Actual) 0.136 /	
	Scope 3 Upstream GHG Emission (tCO2eq)	5.07	6.44	8.68	3% Reduction (Target / Actual) 4.91 /	

Material Issues	Metric	2022 Baseline	2023 - Reporting	2024 - Reporting	2030 - Target	SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.))	0.472	0.6425	0.63	3% Reduction (Target / Actual) 0.457 /	
	People Trained on GHG (Manhours)	167	193	240	(Target / Actual) 210 /	
Environmental Complaints	# of Complaints	NIL	NIL	NIL	(Target / Actual) NIL/	
Environmental Certificate / Assessment	Percentage of operational sites certified with ISO 14001	0%	0%	0%	(Target / Actual) 100%/	
	% of operational sites for an environmental 6 assessment has been conducted	100%	100%	100%	(Target / Actual) 100% / 100%	
Energy	Total Energy consumed from electricity (in Kwh)	2131807	31,54,919	34,30,232	(Target / Actual) 15,98,855/	
	Total Renewable Energy Consumption (in Kwh)	0	0	0	(Target / Actual) 106590/	
	Total Energy Consumption (in Kwh)	2131807	31,54,919	34,30,232	(Target / Actual) 15,98,855/	
	Renewable Energy against Total Energy (%)	0%	0%	0%	(Target / Actual) 5%/	
	People Trained on Energy Efficiency (Manhours)	950	1083	1320	(Target / Actual) 1500/	

Material Issues	Metric	2022 Baseline	2023 - Reporting	2024 - Reporting	2030 - Target	SDGs
Water	Total Water consumption (in Kilo Litres / Year)	13475.15	25210.92	30,047.44	(Target / Actual) 10106	6 CLEAN WATER AND SANITATION 
	Total Rain Water Harvested (in Kilo Litres / Year)	3.4	4.78	5.23	(Target / Actual) 10.0 /	
	Total water consumption per employee (in Litres / Employee / Day)	11	9	7.1	(Target / Actual) 8.5/	
	People Trained on Water Efficiency (Manhours)	950	1083	1315	(Target / Actual) 1500/	
Waste Generation	Total Waste Generated (in Metric Tonnes)	84.39	42.46	36.51	(Target / Actual) 79.32 /	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
	Total Hazardous Waste Generation (in Metric Tonnes)	0.02	3.05	2.54	(Target / Actual) 0.015/	
	Total non-Hazardous Waste Generation (in Metric Tonnes)	84.37	39.41	33.97	(Target / Actual) 38.865 /	
	Total Waste recovered in a year (in Metric Tonnes / Year)	2.55	2.12	1.81	Target / Actual) 3/	
	Percentage of overall company waste redirected away from landfills. (%)	93.3%	100%	100%	(Target / Actual) 100% /	
Sustainable Sourcing	% of Employees / Procurement staff Trained Sustainable Sourcing of Raw material	15%	55%	100%	(Target / Actual) 100%/	13 CLIMATE ACTION 
Training	% of total workforce received training on environmental issues	100%	100%	100%	(Target / Actual) 100%/	

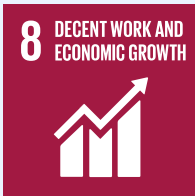
Material Issues	Metric	2022 Baseline	2023 - Reporting	2024 - Reporting	2030 - Target	SDGs
Social						
Employment	Child Labour incidents within the organization	NIL	NIL	NIL	(Target / Actual) NIL/	8 DECENT WORK AND ECONOMIC GROWTH 
	Forced Labour incidents within the organization	NIL	NIL	NIL	(Target / Actual) NIL/	
	Number of human trafficking incidents	NIL	NIL	NIL	(Target / Actual) NIL /	
	% of employees trained on Labor exploitation	100%	100%	100%	(Target / Actual) 100% /	
	Number of training sessions conducted on Labor exploitation	20	22	25	(Target / Actual) 20/	
	% of operational sites with a labor exploitation risk assessment conducted	>90%	92%	92%	(Target / Actual) >90% /	
	Attrition Ratio (%)	24 %	17%	21%	(Target / Actual) 25 %/	
	Total Training Hours of employees	61,429	66,652	72,384	(Target / Actual) 70,000 /	
	Total Training Hours per employee	7.5	8.90	10.2	(Target / Actual) 10 /	
	Pay ratio between the highest-paid person and the median employee (%)	6:1	5.2:1	5:1	(Target / Actual) 5:1 /	

Material Issues	Metric	2022 Baseline	2023 - Reporting	2024 - Reporting	2030 - Target	SDGs
Employment	Average unadjusted gender pay gap (Woman to man %)	0%	0%	0%	(Target / Actual) 0% /	
	% of People with Disability	2%	3%	5%	(Target / Actual) 5% /	
	% of Local People (%)	100 %	100%	100 %	(Target / Actual) 100% /	
	% of Vulnerable / Marginalized People at Top Management level (Executive) (%)	0%	0%	0%	(Target / Actual) 0%/	
	% of Vulnerable / Marginalized People in Whole organization (%)	0%	0%	0%	(Target / Actual) 0%/	
	Average Training Hours per employee per year (hours)	40	40	40	(Target / Actual) 40 /	
	Average Training Hours per employee per month (hours)	0.41	0.59	0.89	(Target / Actual) 1/	
Health & Safety Incidents / Accidents	% of operational sites an employee health & safety risk assessment has been conducted	100%	100%	100%	(Target / Actual) 100% /	
	# of Work-related Incidents	0	0	0	(Target / Actual) 0 /	
	# of Fatal Incidents	0	0	0	(Target / Actual) 0 /	
	Number of days lost to work-related injuries, fatalities and ill health	0	0	0	(Target / Actual) 0 /	

Material Issues	Metric	2022 Baseline	2023 - Reporting	2024 - Reporting	2030 - Target	SDGs
Health & Safety Incidents / Accidents	People Trained on Health & Safety (in Man hours)	1000	2603	3600	(Target / Actual) 3200 /	
	% of employees trained on Health and Safety at workplace	100%	100%	100%	(Target / Actual) 100% /	
	Number of Risk Assessment conducted in year (H&S)	1	1	1	(Target / Actual) 1/	
Human Rights	# of Complaints reported on Child Labour / Human Trafficking	NIL	NIL	NIL	(Target / Actual) NIL/	
	# of Complaints reported on Sexual Harassment	NIL	NIL	NIL	(Target / Actual) NIL/	
	# of Complaints reported on Discrimination (Internal)	NIL	NIL	NIL	(Target / Actual) NIL/	
	# of Complaints reported on Discrimination by Suppliers	NIL	NIL	NIL	(Target / Actual) NIL/	
	# of Complaints reported on Discrimination by Customers	NIL	NIL	NIL	(Target / Actual) NIL/	
	# of Complaints reported on Discrimination by Other Stakeholders	NIL	NIL	NIL	(Target / Actual) NIL/	
	Numbers of confirmed Harassment incident	0	0	0	(Target / Actual) 0 /	
	Numbers of confirmed Discrimination incident	0	0	0	(Target / Actual) 0 /	

Material Issues	Metric	2022 Baseline	2023 - Reporting	2024 - Reporting	2030 - Target	SDGs
Human Rights	# of Complaints reported on Data Privacy / Security (Internal)	NIL	NIL	NIL	(Target / Actual) NIL /	10 REDUCED INEQUALITIES
	# of Complaints reported on Data Privacy / Security by Suppliers	NIL	NIL	NIL	(Target / Actual) NIL /	
	# of Complaints reported on Data Privacy / Security by Customers	NIL	NIL	NIL	(Target / Actual) NIL /	
	# of Complaints reported on Data Privacy / Security by Other Stakeholders	NIL	NIL	NIL	(Target / Actual) NIL /	
	People Trained on Human Rights (%)	85 %	100%	100%	(Target / Actual) 100% /	
	People Trained on overall Career Management and Skill Development\ (Manhours)	9,430	13240	14440	(Target / Actual) 17,500/	
	People Trained on Skill Development(%)	100%	100%	100%	(Target / Actual) 100%/	
	Awareness Session conducted on Career Management	2	2	2	(Target / Actual) 2/	
	Total numbers of employees received regular performance and career development reviews (%)	100%	100%	100%	(Target / Actual) 100% /	
	Total numbers of employees received personal development plan (%)	100%	100%	100%	(Target / Actual) 100% /	

Material Issues	Metric	2022 Baseline	2023 - Reporting	2024 - Reporting	2030 - Target	SDGs
Human Rights	% of the total workforce covered by formally-elected employee representatives	100%	100%	100%	(Target / Actual) 100% /	
	% of the total workforce covered by formal collective agreements on working conditions	100%	100%	100%	(Target / Actual) 100% /	
	External Stakeholder Human Rights Impact Reporting Compliance Count (%)	100%	100%	100%	(Target / Actual) 100% /	
	Count of internal job Transfers	80%	82%	83%	(Target / Actual) 80% /	
Gender Equality	Gender balance of Total Workforce (Women to Men %)	25%	26%	26%	(Target / Actual) 30%/	
	Gender balance at organization board (Women to Men %)	1 %	0%	1%	(Target / Actual) 1% /	
	Gender balance at Executive Level (Top Management) (Women to Men %)	12%	10%	14%	(Target / Actual) 15% /	
	Gender balance of Employees (Women to Men %)	22 %	26%	26%	(Target / Actual) 30% /	
	Number of training sessions on Discrimination & harassment conducted	11	7	6	(Target / Actual) 01/	
	People Trained on Gender Equality (Manhours)	100%	100%	100%	(Target / Actual) 100% /	

Material Issues	Metric	2022 Baseline	2023 - Reporting	2024 - Reporting	2030 - Target	SDGs
Working Conditions	# of Hours Worked per employee (Manhours)	2040	2100	2340	2500/	
	Employee Satisfaction Rate (%)	81%	83%	89%	(Target / Actual) 88% /	
	Numbers of Working condition risk assessment conducted	4	4	4	(Target / Actual) 4 /	
	% of your plants and offices that were assessed	100%	100%	100%	(Target / Actual) 100%/	
	Incident of non-potable drinking water identification	NIL	NIL	NIL	(Target / Actual) NIL /	
	% employees covered in awareness program	100%	100%	100%	(Target / Actual) 100%/	
	Incident of non-compliance of working conditions principles	NIL	NIL	NIL	(Target / Actual) NIL	
	% of the total workforce trained on diversity, discrimination and/or harassment	100%	100%	100%	(Target / Actual) 100%/	
	% of employee covered with Health care Plan	100%	100%	100%	(Target / Actual) 100%/	
Certification	Percentage of operational facilities that are certified ISO 45001 (%)	0%	0%	0%	(Target / Actual) 100% /	
Corporate Social Responsibility	Amount Spent on CSR (Lakhs)	121	157	99	(Target / Actual) 1.5 /	
	# of social initiatives at National and Local level	3	3	5	(Target / Actual) 3/	

Material Issues	Metric	2022 Baseline	2023 - Reporting	2024 - Reporting	2030 - Target	SDGs
Governance						
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery	NIL	NIL	NIL	(Target / Actual) NIL/	16PEACE, JUSTICE AND STRONG INSTITUTIONS
	# of confirmed corruption incidents	NIL	NIL	NIL	(Target / Actual) NIL/	
	People Trained on Anti-Corruption & Bribery (in Manhours)	162	196	310	(Target / Actual) 400/	
	Percentage of Trading Partners Covered by Due Diligence on Corruption(%)	100%	100%	100%	(Target / Actual) 100% /	
	Percentage of Operational Sites Undergoing Internal Corruption Assessments (%)	100%	100%	100%	(Target / Actual) 100%	
	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%)	0%	0%	0%	(Target / Actual) 100%	
Information Management	Percentage of operational sites certified with anti- information security management system (ISO 27001) (%)	100%	100%	100%	(Target / Actual) 100%	16PEACE, JUSTICE AND STRONG INSTITUTIONS
	Data Breach Incidents:	NIL	NIL	NIL	(Target / Actual) NIL/	
	# of Complaints reported on Information Security Breach	NIL	NIL	NIL	(Target / Actual) NIL	

Material Issues	Metric	2022 Baseline	2023 - Reporting	2024 - Reporting	2030 - Target	SDGs
Information Management	# of confirmed Information Security breach incidents	NIL	NIL	NIL	(Target / Actual) NIL /	
	Data Retention Compliance:	100%	100%	100%	(Target / Actual) NIL /	
	User Complaints:	NIL	NIL	NIL	(Target / Actual) NIL /	
	Percentage of Trading Partners Covered by Due Diligence on Information Security (%)	100%	100%	100%	(Target / Actual) 100% /	
	Percentage of Operational Sites Undergoing Internal Information Security Assessments (%)	100%	100%	100%	(Target / Actual) 100% /	
Value Chain	Suppliers evaluated for ESG Performance (in %)	0%	1%	1%	(Target / Actual) 100 %	
	Suppliers evaluated for ESG Reporting (Onsite) (in %)	NIL	1%	1%	(Target / Actual) 100% /	
	Suppliers evaluated for ESG Assessment (in %)	NIL	1%	1%	(Target / Actual) 100%	
	Average Number of Non-Conformities Found per supplier	0	0	0	(Target / Actual) 0 / 0	
	Avg Number of Corrective Actions taken / Supplier	0	0	0	(Target / Actual) 0 / 0	
	Suppliers in Agreement with company Policies (in %)	100%	100%	100%	(Target / Actual) 100%	
	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	100%	100%	100%	(Target / Actual) 100%	
	Avg Number of Non-Conformities Found per supplier	0	0	0	(Target / Actual) 0	

Material Issues	Metric	2022 Baseline	2023 - Reporting	2024 - Reporting	2030 - Target	SDGs
Ethics	Percentage of total workforce trained on business ethics issues (%)	80%	100%	100%	(Target / Actual) 100%/	
	Employee feedback on ethics training (satisfaction rate)	100%	100%	100%	(Target / Actual) 100%/	
	Number of whistleblower reports received	NIL	NIL	NIL	(Target / Actual) NIL/	
Customer Health and Safety	Conduct Customer safety training sessions of Customers	NIL	NIL	NIL	(Target / Actual) NIL/	
Environmental Service and advocacy	Percentage of Customers Participating in service-related Training Programs	73%	73%	75%	(Target / Actual) 100%/	
	Number of environmental service and advocacy events organized	2	3	6	(Target / Actual) 7/	
	Percentage of Customers Participating in environmental service and advocacy related Training Programs	73%	73%	75%	(Target / Actual) 100%/	

Your Guide to the Details : GRI Index

GRI Standard	Discloser	Page no.
2-1	Organization Details	3
2-2	Entities include in organization's sustainability report	3
2-3	Reporting period	3, 5
2-4	Restatements of information	-
2-5	External Assurance	3, 32,
2-6	Activities, value chain & other business relationship	8, 15, 59
2-7	Employee	-
2-8	Workers who are not employees	-
2-9	Governance structure and composition	5, 18
2-10	Nomination and selection of the highest governance body	18, 19
2-11	Chair of the highest governance body	-
2-12	Role of the highest governance body in overseeing the management of impacts	32
2-13	Delegation of responsibility for managing impacts	32
2-14	Role of the highest governance body in sustainability reporting	32

GRI Standard	Discloser	Page no.
2-15	Conflicts of interest	34, 35
2-16	Communication of critical concerns	22
2-17	Collective knowledge of the highest governance body	19
2-18	Evaluation of the performance of the highest governance body	-
2-19	Remuneration policies	-
2-20	Process to determine remuneration	-
2-21	Annual total compensation ratio	-
2-22	Statement on sustainable development strategy	5,6,7
2-23	Policy commitments	3, 6, 13,19, 34,42, 48, 59
2-24	Embedding policy commitments	6, 19, 20, 24, 42, 48
2-25	Processes to remediate negative impacts	19, 58
2-26	Mechanisms for seeking advice and raising concerns	49
2-27	Compliance with laws and regulations	33, 40, 50,
2-28	Membership associations	-
2-29	Approach to stakeholder engagement	3, 12, 16



GRI Standard	Discloser	Page no.
2-30	Collective bargaining agreements	-
3-1	Process to determine material topics	-
3-2	List of material topics	14
3-3	Management of material topics	3, 9, 10, 11, 13, 16, 20, 29, 32, 33
201-1	Direct economic value generated and distributed	64
201-2	Financial implications and other risks and opportunities due to climate change	31, 35
201-3	Defined benefit plan obligations and other retirement plans	-
201-4	Financial assistance received from government	-
202-1	Ratios Of Standard Entry Level Wage By Gender Compared To Local Minimum Wage	-
202-2	Proportion of Senior Management Hired From The Local Community	-
203-1	Infrastructure Investments And Services Supported	52
203-2	Significant Indirect Economic Impacts	-
204-1	Proportion Of Spending On Local Suppliers	-
205-1	Operations Assessed For Risks Related To Corruption	23

GRI Standard	Discloser	Page no.
205-2	Communication And Training About Anti-Corruption Policies And Procedures	-
205-3	Confirmed Incidents Of Corruption And Actions Taken	23
206-1	Legal Actions For Anti-Competitive Behaviour, Antitrust, And Monopoly Practices	25
207-1	Approach To Tax	-
207-2	Tax Governance, Control, And Risk Management	-
207-3	Stakeholder Engagement And Management Of Concerns Related To Tax	-
301-1	Materials Used By Weight Or Volume	-
301-2	Recycled Input Materials Used	-
301-3	Reclaimed Products And Their Packaging Materials	-
302-1	Energy Consumption Within The Organization	-
302-2	Energy Consumption Outside Of The Organization	36, 38
302-3	Energy Intensity	-
302-4	Reduction Of Energy Consumption	62
302-5	Reductions In Energy Requirements of Products & Services	35,36, 61
303-1	Interactions With Water As A Shared Resource	37

GRI Standard	Discloser	Page no.
303-2	Management Of Water Discharge-Related Impacts	37
303-3	Water Withdrawal	-
303-4	Water Discharge	-
303-5	Water Consumption	37
304-1	Operational Sites Owned, Leased, Managed In, Or Adjacent To, Protected Areas And Areas Of High Biodiversity Value Outside Protected Areas	-
304-2	Significant Impacts Of Activities, Products And Services On Biodiversity	-
304-3	Habitats Protected Or Restored	-
304-4	IUCN Red List Species And National Conservation List Species With Habitats In Areas Affected By Operations	-
305-1	Direct (Scope 1) GHG Emissions	30
305-2	Energy Indirect (Scope 2) GHG Emissions	30
305-3	Other Indirect (Scope 3) GHG Emissions	30
305-4	GHG Emissions Intensity	31, 63
305-5	Reduction Of GHG Emissions	32,47,61
305-6	Emissions Of Ozone-Depleting Substances (ODS)	-
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	-

GRI Standard	Discloser	Page no.
306-1	Waste generation and significant waste-related impacts	39
306-2	Management of significant waste-related impacts	39
306-3	Waste generated	39
306-4	Waste diverted from disposal	39
306-5	Waste directed to disposal	39
308-1	New suppliers that were screened using environmental criteria	58,59
308-2	Negative environmental impacts in the supply chain and actions taken	58
401-1	New employee hires and employee turnover	43
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	43,46,47
401-3	Parental leave	-
402-1	Minimum notice periods regarding operational changes	-
403-1	Occupational health & safety management system	20,46
403-2	Hazard identification, risk assessment & incident investigation	47
403-3	Occupational health services	15
403-4	Worker participation, consultation, and communication on occupational health and safety	-

GRI Standard	Discloser	Page no.
403-5	Worker training on occupational health & safety	46
403-6	Promotion of worker health	30,46
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-
403-8	Workers covered by an occupational health and safety management system	-
403-9	Work-related injuries	46
403-10	Work-related ill health	46
404-1	Average hours of training per year per employee	44, 45
404-2	Programs for upgrading employee skills and transition assistance programs	44, 45
404-3	Percentage of employees receiving regular performance and career development reviews	44,45
405-1	Diversity of governance bodies and employees	19,43
405-2	Ratio of basic salary, remuneration of women to men	47
406-1	Incidents of discrimination, corrective actions taken	16,43
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-
408-1	Operations and suppliers at significant risk for incidents of child labour	47
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	47

GRI Standard	Discloser	Page no.
410-1	Security personnel trained in human rights policies or procedures	-
411-1	Incidents of violations involving rights of indigenous peoples	-
413-1	Operations with local community engagement, impact assessments & development programs	51,52,54
413-2	Operations with significant actual & potential negative impacts on local communities	51,52,54
414-1	New suppliers that were screened using social criteria	56,58,59
414-2	Negative social impacts in the supply chain and actions taken	-
415-1	Political contributions	-
416-1	Assessment of the health and safety impacts of product and service categories	61
416-2	Incidents of non-compliance concerning the health & safety impacts of products & services	-
417-1	Requirements for product and service information	-
417-2	Incidents of non-compliance concerning product and service information and labeling	-
417-3	Incidents of non-compliance concerning marketing communications	-
418-1	Substantiated complaints concerning breaches of customer privacy & losses of customer data	26,27,61

Assurance Letter



Independent Assurance on verification of ESG Performance and Targets

Growlity/AR/2425
Date: 9th September 2025

Reporting Period – Jan 2024 to Dec 2024

The Management
YASH Technologies
841 Avenue of the Cities
East Moline IL, 61244

Independent Assurance Report
Growlity, Inc. referred as ("the Service Provider) was appointed by **YASH Technologies** referred to as ('the Company') to conduct a limited assurance engagement on the ESG and sustainability information presented in the Annual Sustainability Report (ASR) 2024 and Carbon Disclosure Project (CDP) 2024 and ESG KPI Roadmap till 2025. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the document along with the material topics identified by Materiality Assessment between their stake holders. The sustainability information adheres to the comprehensive guidelines set forth by the ISO 14064-1:2018 and Greenhouse Gas Protocol, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. The sustainability information provided within the report adheres to the comprehensive guidelines set forth by the Global Reporting Initiative's (hereinafter referred to as "GRI") Universal Standards 2021, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Growlity underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international principles for reporting on its Environmental, Social, and Governance (hereinafter referred as "ESG") initiatives

Assurance Standard
The verification engagement has been planned and performed in accordance with the verification methodology developed by Growlity, which is based upon the **"AA1000 Assurance Standard (AA1000AS v3)"** also the verification process is carried out based principles and guidelines provided in **ISO 14064-3:2019 – "Specification with guidance for the verification and validation of greenhouse gas statements" standard**. The various information in the Annual Sustainability Report 2023 is validated based on **Global Reporting Initiative (GRI) 2021 Standard**.

Scope of Assurance and Methodology
The assurance engagement was conducted with reference to the four principles of

GROWLITY, INC.
575 FIFTH AVENUE, NEW YORK, NY 10017, USA
contact@growlity.com
www.growlity.com

AA1000AS v3 – Inclusivity, Materiality, Responsiveness, and Impact – which were duly considered while performing this engagement. Based on our review, the Company has demonstrated materiality in disclosures, inclusivity in stakeholder engagement, responsiveness to key sustainability concerns, and consideration of impacts across relevant areas

The verification was conducted to provide a limited assurance conclusion on select non-financial sustainability disclosures for the reporting period and to verify their alignment in accordance with the GRI Universal Standards 2021. On a sample basis, we reviewed and verified the data collection and calculation methodologies, as well as the logic applied in the inclusion or omission of relevant information. Our procedures included:

- Onsite and remote verification of data, on a selective test basis, for the following units / locations (Annexure – II), through consultations with the site team and ESG committee members of the company;
- Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;
- Review of company's plans, policies and practices, pertaining to their Environmental, Social & Governance Strategy, so as to be able to make comments on the fairness of sustainability reporting or disclosures.
- Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.
- Review of responses, supporting evidence, and data provided in the CDP Climate Change questionnaire, including governance, strategy, risk management, targets, and Scope 1, 2, and 3 emissions
- ESG KPI Roadmap till 2025
- (C1) - Introduction - Total locations of the company and its non - financial information - **Annexure – II**
- (C2) - Identification, Assessment, and Management of Dependencies, Impact, Risk & Opportunities
- (C3) - Disclosure of Risk and Opportunities
- (C4) - Governance – Policies and Key Performance Indicators
- (C5) - Business Strategy – Transition Plan
- (C6) - Environmental Performance – Consolidated Approach
- (C7) - Environmental Performance – Climate Change – Location wise and category wise GHG emissions, Renewable energy generation & consumption - **Annexure – I**

The details of the subject matter are described in the annexures below:

Annexure – I – Environmental Performance – Climate Change

Environmental Performance – Climate Change – Jan 2024 to Dec 2024
Green House Gas Emissions (TCO ₂ Eq)

GROWLITY, INC.
575 FIFTH AVENUE, NEW YORK, NY 10017, USA
contact@growlity.com
www.growlity.com



Sr. No	Scope	Category	TCO ₂ Eq
1.	1	Stationary Combustion	28.79
3.	2	Imported Electricity	2,236.44
4.	3	Employee Commute	633.33
5.		Purchased Goods	215.44
6.		Food Consumption	382.48
7.		Transmission & Distribution Loss	64.45
8.		Upstream Activities	8.68
9.		Downstream Activities	0.49
10.		Waste Disposal	2.94
11.		Water Supply	5.60
12.		Business Travel (Air & Land)	32.59
13.		Hotel Stay	946.07
14.	Total Green House Gas Emission TCO₂Eq		4557.3

We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic on inclusion / omission of necessary relevant information / data and this was limited to: remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and sustainability team.

Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;

Review of Company's plans, policies and practices, pertaining to their Social, Environmental and Sustainable Development, to be able to make comments on the fairness of sustainability reporting.

Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

Annexure – II - Locations Covered

Region	Country	Office Address
Asia	India	201-205 Bansi Trade Center,, 581/5 M. G. Road, Indore, Madhya Pradesh 452001
		STP-1, Ground Floor, IT/ITES- SEZ, Near Bhawar Kuwan Square, Indore, Madhya Pradesh 452001
		Plot No. 1, Scheme Number 166, Super Corridor Road, Indore, Madhya Pradesh 452005

GROWLITY, INC.
575 FIFTH AVENUE, NEW YORK, NY 10017, USA
contact@growlity.com www.growlity.com

		702, 7th Floor, Campus C, RMZ Centennial, Survey No. 74 & 77, Doddanakudi Village, Krishnarajapuram, Hobli Bengaluru, Karnataka 560048
		Awfis, Primus Building, Door No. SP – 7A, Guindy Industrial Estate, SIDCO Industrial Estate, Guindy Chennai, Tamil Nadu 600032 (Office Space)
		C/o Sundew Properties Limited (SEZ Developer), Office 1,2,3 & 4 (2nd Office Floor), 6th Floor Building #20, Raheja Mind space, Cyberabad, Madhapur, Telangana 500081
		C/o Sundew Properties Limited (SEZ Developer), 10th Floor Building #20, Raheja Mind space, Cyberabad, Madhapur, Telangana 500081
		UrbanWrk, 10th Floor, Building No 10, Raheja Mindspace, Hitech City, Madhapur, Telangana 500081
		Wing A & B, Level 2, Tower No.1, Cyber City, Magarpatta City, Hadapsur, Pune, Maharashtra 411013
		Plot No. 23/1, IT & ITES SEZ (MIDC), Rajiv Gandhi InfoTech Park, Hinjewadi, Phase – III, Pune, Maharashtra 411057
	China	Suite 2006 20/F, Hua Qin International Building, 340 Queen's Road Central, Hong Kong 999077
	Malaysia	C-05-02 , C-05-3A, C-05-10,C-05-12, iTech Tower, Jalan Impact, Cyber 6, Cyberjaya, Selangor Darul Ehsan 63000
	Singapore	17 Phillip Street, #05-01 Grand Building, Singapore 048695
	Thailand	87/1 Capital Tower, All Seasons Place, 16th Floor, Unit 1603 -6, Wireless Road, Lumpini Sub-district Pathumwan District, Bangkok, Thailand 10330
Australia	Australia	C/o Crown Corporate Services, Level 35, Tower One, Barangaroo, Sydney, New South Wales 2000
		Level 5/121 King William St, Adelaide, South Australia 5000
		22nd Floor, Northbank Plaza, 69 Ann Street, Brisbane, Queensland 4000
		Rialto, Level 27, South Tower, 525, Collins Street, Melbourne, Victoria 3000
		Level 27, St Martins Tower, 44 St Georges Terrace, Perth, Western Australia 6000
Europe	Finland	Bertel Jungin aukio 5, Espoo, Southern Finland province 02600

GROWLITY, INC.
575 FIFTH AVENUE, NEW YORK, NY 10017, USA
contact@growlity.com www.growlity.com

	Germany	Konrad-Zuse-Ring 28, Mannheim, Baden-Württemberg, 68163
	Netherlands	Prinsengracht 697-2, Amsterdam, North Holland 1017 JV
		Hullenberweg 278-308, Amsterdam, North Holland 1101 BV
	Poland	ul. Domaniewska 37, Warszawa, Poland 02-672
	Romania	Soseaua Mihai Bravu n Subsol, Modul S083, Sector 3, Bucharest, Southeastern Romania
	Sweden	Sveavägen 33, 3rd Floor, 111 34 Stockholm
	United Kingdom	Level 8, One Canada Square, Canary Wharf, London E14 5AA, United Kingdom
Middle East & Africa	UAE	Office 3602, 36th Floor, Al Shatha Towers, Dubai Internet City, Dubai, P.O.Box 501714
		Office 848, Al Ansari Building, Khalifa Street, Abu Dhabi, P.O.Box 28346
	Egypt	34A Al-Multaqa Al-Arabi District, 2nd Floor Office 201 Heliopolis Division, Sheraton ,Cairo, P.O.Box 11799
	Lebanon	Office Unit No. 1291, Section 4 Sarba, Lebanon
	Oman	5th Floor Office A5, Bank Sohar Building Dohat Al Adab Street, Al Khuwair P.O. Box 395, PC 118, Muscat
	Saudi Arabia	5th Floor, Balhamer Business Gate Ash Shati Ash Sharqi 8196, Dammam, P.O.Box 32414
	State of Qatar	Office 1111, 11th Floor, Marina Twin Towers, Tower B, Regus Doha Twin Towers. Lusail, State of Qatar P.O. Box 301477
North America	USA	841 Avenue of the Cities, East Moline IL, 61244
		4801 E Independence Blvd, Suite #900, Charlotte, North Carolina 28212
		333 N. Michigan Avenue, Suite #800, Chicago, Illinois 60601
		455 Avenue of the Cities, East Moline, Illinois 61244
		7760 France Ave S, Suite #1100, Minneapolis, Minnesota 55435
		2000 W Pioneer Pkwy, Suite #16, Peoria, Illinois 61615,
		211 College Road East, Suite #102, Princeton, New Jersey 08540

GROWLITY, INC.
575 FIFTH AVENUE, NEW YORK, NY 10017, USA
contact@growlity.com
www.growlity.com

		Y & L Consulting, Inc., A YASH Technologies Company, 5750 Epsilon, San Antonio, Texas 78249
		3 City Place Drive, Suite #520, St. Louis, Missouri 63141
		17406 Royalton Rd., Suite #104, Strongsville, Ohio 44136
		Aurora Business Park, Building 15, 4408 114th Street, Urbandale, Iowa 50322
		400 Tradecenter Drive, Suite #4880, Woburn, Massachusetts 01801
	Canada	350 Burnhamthorpe Rd. West, Suite #200, Office 28, Mississauga, Ontario L5B 3J1

Company’s Accountability

The ESG Committee Representative at the company is responsible for preparing the ASR that is free from material misstatement in reference with the GRI and for the information contained therein. This entails specifically choosing and applying suitable methodologies for sustainability reporting, gathering and organizing data, and making well- founded assumptions or estimates as needed. Additionally, these representatives must ensure the implementation of adequate internal controls to facilitate the development of a sustainability report devoid of any significant errors, whether deliberate or accidental. The ESG Committee Representatives at the company are also responsible for preparing the designed report using graphics and relevant and responsible content.

The Company is responsible for the preparation and submission of the ASR, and CDP disclosures, including ensuring accuracy of the data, appropriateness of methodology, and completeness of supporting evidence.

Guidelines for Utilization of This Statement

The Company is obligated to replicate the Growlity’s Independent Assurance statement along with any attachments in their entirety, ensuring no alterations, deletions, or supplements are made.

This statement is specifically designed to convey the outcomes of the commissioned evaluation to the Company, defining the boundaries of the engagement. It is important to note that Growlity has not taken into account the potential interests of any third parties regarding the chosen sustainability information, this assurance report, or the conclusions drawn by Growlity. Consequently, nothing within the scope of this engagement or statement grants any third-party entities any form of rights or entitlements.

Limitations

The assurance engagement outlined herein does not encompass the following areas:

GROWLITY, INC.
575 FIFTH AVENUE, NEW YORK, NY 10017, USA
contact@growlity.com
www.growlity.com



1. Our assurance does not cover any data or information pertaining to the financial performance of the Company.
2. Our role is strictly limited to providing assurance services as detailed in this letter. We will not undertake any management functions or make decisions on behalf of the Company. It is the responsibility of the Company's management to make all decisions, including those related to the acceptance and implementation of our services.
3. Any data or information that falls outside the specified reporting period is not covered by our assurance scope.
4. Our assurance is limited to the operations and locations explicitly mentioned within the defined Assurance Boundary. Any data or information pertaining to operations outside of this boundary is excluded, unless specifically stated otherwise in this report.
5. The Company's statements expressing opinions, beliefs, aspirations, expectations, or future intentions, as well as assertions related to Intellectual Property rights and competitive matters, are beyond the scope of our assurance.
6. We do not cover the Company's strategy and any related disclosures expressed in the report.
7. Our assurance does not extend to the mapping of the report with any reporting frameworks other than those specified above.

Our Assurance Team and independence:

Our assurance team, comprising of multidisciplinary professionals, has been drawn from our climate change and sustainability network and undertakes similar engagements with a number of significant Indian and international businesses. As an assurance provider, Growlity is required to comply with the independence requirements set out in "AA1000 Assurance Standard (AA1000AS v3)". Growlity's independence policies and procedures ensure compliance with this standard. Details of Growlity's independence policies and procedures can be made available to stakeholders upon request by contacting us at contact@growlity.com

Restriction of Liability

This assurance statement has been prepared solely for the Company in accordance with the terms of our engagement. Growlity does not accept or assume any responsibility to any third party for the information contained in this statement. This assurance statement applies exclusively to the Company's ASR content, and CDP content as defined within the scope. It may not be relied upon by other stakeholders for different purposes. Growlity shall not be held liable for any decisions or actions taken by third parties based on this assurance statement.

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for the reporting period Jan 2024 to Dec 2024. There is further scope to strengthen data management system to ensure uniform and accurate reporting. Areas of further improvement wherever identified

GROWLITY, INC.
575 FIFTH AVENUE, NEW YORK, NY 10017, USA
contact@growlity.com www.growlity.com

have been brought before the attention of the management of the company.

Conclusion

On the basis of our procedure for this limited assurance, nothing has come to our attention that causes us not to believe that the company has reported on material sustainability issues relevant to its business.

Dr. Nitin Dumasia
President & CEO
Growlity, Inc.
Date: 9th September 2025
Place: New York, USA



GROWLITY, INC.
575 FIFTH AVENUE, NEW YORK, NY 10017, USA
contact@growlity.com www.growlity.com



More than what you think.



Learn More
About Us



91-731-4261100



info@yash.com



841 Avenue of the Cities East Moline IL, 61244

