

ESG Data Book

FY 2024 - 2025

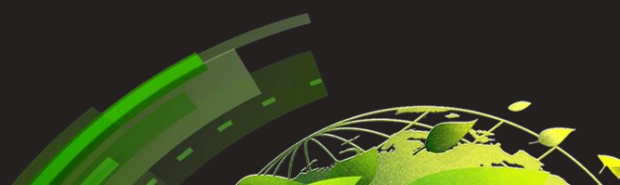


The Modernization Engineering
Company

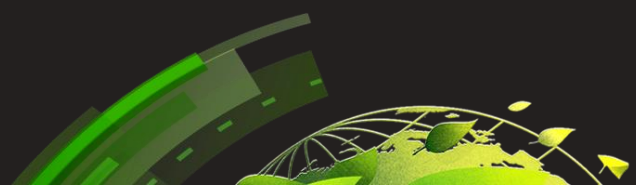


Table of Contents

Reporting boundary	3
Environmental Performance	4
Energy	4
Emissions.....	4
Water	5
Waste Generated	6
Waste disposal	6
Sustainability Initiatives	7
Social Performance	8
Employee	8
Maternity leave.....	9
Employee turnover rate	9
Diversity and Inclusion	9
Gender-pay indicators	10
Training and Education	10
Employee Development Programs	11
Benefits provided to permanent and temporary employees.....	13
Employee Support Programs	13
Transition assistance.....	14
Occupational Health and Safety	14
Human Rights assessment	14
Human Rights training and complaints.....	15
Human Rights Due Diligence.....	17
Privacy Protection	17
Customer relationship management	18
Supply chain	19
Corporate Social Responsibility	19
Governance	23
Board of Directors Composition	23
Board Training and Education.....	23
Economic Performance	24



Economic value generated.....	24
Economic value distributed and retained.....	24
ESG Vision and targets	25
Certifications and awards	26
Certifications.....	26
Awards	26
Ratings 2024.....	26
Policies	27
Reports	29
Annexure	30



Reporting boundary

Sonata Software Limited, headquartered in Bangalore, is a prominent modernization engineering firm. We are committed to conducting our business both profitably and sustainably, guided by the evolving needs of our clients. Our sustainability vision—"Make a Deep Impact and Transform Lives"—is closely aligned with our overarching corporate mission: "Go Deeper. Transform Business with IT." While we are widely recognized for delivering platform-driven digital transformation solutions to leading enterprises, there's another dimension to our work. We're deeply dedicated to creating a positive social and environmental impact by supporting local communities and promoting environmental stewardship.

This document presents a detailed summary of both quantitative and qualitative Environmental, Social, and Governance (ESG) metrics related to Sonata Software. The data reflects performance for the financial year 2024–25.

For more information, check <https://www.sonata-software.com/about-us/sustainability>

This factbook outlines our performance across various aspects of Environmental, Social, and Governance (ESG) within our operational framework.

All of Sonata Software's offices are leased, with the majority of our business activities and workforce based in India.

Global business entities

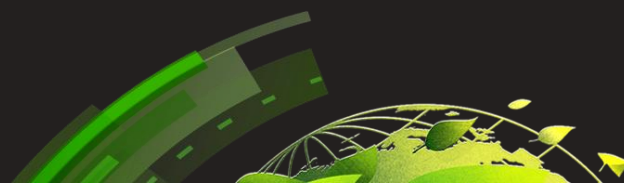
For more information on our locations, Please refer <https://www.sonata-software.com/about-us/locations>

The majority of our operations and workforce are based in India, with Indian offices accounting for over 90% of our overall business activities. Our other global offices are relatively small, with limited operational control and negligible energy use and emissions. As a result, environmental metrics—including emissions, energy consumption, water usage, and waste management—primarily reflect data from our Indian operations.

Alignment with Sustainability Frameworks

We are committed to aligning with globally recognized sustainability frameworks such as the **Dow Jones Sustainability Index (DJSI)**. Our ESG disclosures are mapped to the **United Nations Sustainable Development Goals (UN-SDGs)** and guided by the principles of the **United Nations Global Compact (UNGC)**. Additionally, the structure and approach of our reporting are inspired by the **Global Reporting Initiative (GRI)** standards.

We also participate in key sustainability and climate-related disclosures, including the **Carbon Disclosure Project (CDP) for Climate Change**, **EcoVadis**, and India's **Business Responsibility and Sustainability Report (BRSR)**. In 2024, we took part in the **Climate Sustainability Assessment (CSA)** conducted by DJSI.



Environmental Performance

Energy

Indicators	Unit	2024-25	2023-24	2022-23	2021-22	2020-21
Total energy consumption (Purchased electricity, DG power electricity, Fuel)	MWh	3361.9	3783.6	3271.1	2832.3	2890.12
Total purchased electricity consumption	MWh	3321.18	3701	3169.6	2763.7	2821.42
Purchased Electricity (Non-renewable)	MWh	741.28	1792.4	1795	1789.8	1786.22
Purchased Electricity (Renewable)	MWh	2579.90	1908.6	1374.6	973.9	1035.2
Electricity (DG power)	MWh	-	12.2	14.8	9.6	6.02
Fuel (Diesel)	MWh	40.73	82.6	101.5	68.6	68.7
Energy intensity (Total energy/revenue)	MWh/INR Cr	0.33	0.43	0.42	0.44	0.61

Emissions

GHG Emissions

Indicators	Unit	2024-25	2023-24	2022-23	2021-22	2020-21	2019-20
Scope 1	t CO2e	81.62	68.4	191.8	88.69	177.94	282.59
Fuel Consumption	t CO2e	11.29	16.23	25.7	10.35	17.34	20.33
Fugitive Emission	t CO2e	66.64	47.52	161.04	78.32	160.16	262.24
Company Cab travel	t CO2e	3.68	4.64	5.03	NA	NA	NA
Fugitive emissions – CO2 in fire extinguishers	t CO2e	0.02	0.02	0.02	0.02	0.02	0.02
Scope 2	t CO2e	637.26	1995.2	2311.53	1733.06	1 980.66	4785.52
Purchased electricity	t CO2e	637.26	1995.2	2311.53	1733.06	1 980.66	4785.52
Scope 3	t CO2e	2,168.91	2603.53	2295.53	837.77	838.44	5 031.25
Purchase Goods & Services	t CO2e	639.35	727.79	755.4	269.35	300.89	854.97
Transmission and Distribution (T&D) losses	t CO2e	295.91	455.34	468.65	345.60	395.88	995.79
Waste Generated in Operations	t CO2e	15.65	1.53	2.67	2.99	NA	6.10
Business travel	t CO2e	608.20	816.77	550.5	71.40	8.82	784.73

Employee commuting	t CO2e	422.85	436.33	348.4	NA	NA	2 389.67
Employee teleworking	t CO2e	176.92	165.76	169.0	148.42	132.86	NA
Total emissions	t CO2e	2,887.79	4667.18	4798.86	2659.52	2997.04	10099.37
Emissions Intensity (t CO2 e/ revenue in Cr)	tCO2e/INR Cr	0.28	0.54	0.64	0.48	0.71	2.7

Our greenhouse gas (GHG) emissions inventory undergoes third-party assurance. The assurance certificate of GHG emissions FY 2024 25 is provided in Annexure 1

Air emissions (other than GHG emissions)

Indicators	Unit	2024-25	2023-24	2022-23	2021-22
NOx	Mg/nm3	NA	487	500	458.6
SOx	Mg/nm3	NA	273	279	261.1
Particulate matter (PM)	Mg/nm3	NA	879	904	830.7

Water

Indicators	Unit	2024-25	2023-24	2022-23	2021-22
Water withdrawal (a + b + c + d)	Kilo liters	7287	7836	17939	17187
a) Surface water	Kilo liters	NA	NA	NA	NA
b) Groundwater	Kilo liters	4073	3163	1557	1372
c) Third party water	Kilo liters	3214	4673	16382	15815
d) Seawater / desalinated water	Kilo liters	NA	NA	NA	NA
Water consumption	Kilo liters	7287	7836	17939	17187
Water recycled	Kilo liters	2847	2667	8126	10662
Water recycling percentage	Percentage	39	34	45	62
Total Water discharged	Kilo liters	7287	7836	17939	17187
Discharge with No treatment	Kilo liters	3675	4168	9813	2439
Sent to builder STP for treatment	Kilo liters	764.65	1001	3730	3900
Water intensity (Water consumed / Revenue)	Kilo liters/ INR Cr	0.717	0.909	2.41	3.09

Waste Generated

Indicators	Unit	2024-25	2023-24	2022-23	2021-22
Paper	Tonne	13.8	0.7	0.015	0.2
Plastic	Tonne	0.43	0.4	0.25	0.2
E waste	Tonne	0.08	7.8	5.26	2.015
Batteries	Tonne	11	10.1	1.62	12.4
Other Hazardous waste (Oil for DG sets)	Tonne	0	0	0	0.132
Other Non-hazardous waste	Tonne	15.2	15	0	0
Total Waste generated	Tonne	41.15	33.97	7.15	14.95

Waste disposal

Indicators	Unit	2024-25	Disposal Method	2023-24	Disposal Method	2022-23	Disposal Method	2021-22	Disposal Method
Paper	Tonne	13.8	Through Municipal corporation	0.7	Through Municipal corporation	0.015	Through Municipal corporation	0.2	Through Municipal corporation
Plastic	Tonne	0.43	Through Municipal corporation	0.4	Through Municipal corporation	0.25	Through Municipal corporation	0.2	Through Municipal corporation
E waste	Tonne	0.08	Through certified recyclers	7.8	Through certified recyclers	5.187	Through certified recyclers	2.015	Through certified recyclers
Batteries	Tonne	11	Through certified recyclers	10.1	Through certified recyclers	0.033	Through certified recyclers	12.4	Through certified recyclers
Other Hazardous waste (Oil for DG sets)	Tonne	0	NA	0.00	NA	0.00	NA	0.132	Through certified recyclers
Other Non-hazardous waste	Tonne	15.2	Through Municipal corporation	15	Through Municipal corporation	NA	NA	NA	NA
Total Waste generated	Tonne	41.15		33.97		7.15		14.95	

Sustainability Initiatives

Sr. No	Initiative undertaken	Details of the initiative	Outcome of the initiative
1	Operational Optimization	Engineering equipment is regulated during non-operational hours to conserve energy.	Energy saving
2	Water Efficiency Measures	Installation of low-flow aerators on taps at hand wash basins and low-flow faucets in pantry and dishwashing areas.	Reduction in water usage
3	Cooling Efficiency Enhancements	Implementation of cold aisle containment to improve cooling effectiveness and energy efficiency in data centers.	Reduction in energy consumption and emissions
4	Renewable Energy Integration	Use of renewable energy in our total energy consumption.	Decrease in emissions
5	Bathroom Water Management System	Use of HUIDA system for washrooms in office areas.	Water consumption is significantly lower than standard commode flush systems
6	Preventive Maintenance Program	Periodic servicing of UPS and AC plants to ensure optimal performance and avoid energy losses.	Increased operational efficiency
7	Temperature Set-point Adjustments	Standardization of space temperature set-points to 24°C to optimize cooling.	Reduced power consumption and emissions



Social Performance

Employee

Indicators	Sub parameter	Unit	2024 -25	2023 -24	2022-23	2021-22	
Number of employees	Total	Number	6873	6416	6434	5381	
	Male	Number	4784	4439	4486	3874	
	Female	Number	2089	1977	1948	1507	
	Under 30 years old	Male	Number	1238	1101	1292	NA
		Female		855	845	877	NA
	30-50 years old	Male	Number	3143	2789	3039	NA
		Female		1149	969	1018	NA
	Over 50 years old	Male	Number	404	332	316	NA
Female		84		63	62	NA	
Number of Permanent employees	Total	Number	6414	6043	5605	4681	
	Male	Number	4466	4157	3894	3370	
	Female	Number	1948	1886	1711	1311	
Number of other than Permanent employees	Total	Number	459	373	829	700	
	Male	Number	318	282	592	504	
	Female	Number	141	91	237	196	
Number of workers	Permanent	Number	0	0	0	0	
	Total other than Permanent	Number	164	188	137	123	
	Male (other than Permanent)	Number	139	164	121	114	
	Female (other than Permanent)	Number	25	24	16	9	
Board of Directors	Total	Number	7	7	7	7	
	Male	Number	6	6	6	6	
	Female	Number	1	1	1	1	
Key Management Personnel	Total	Number	4	4	4	3	
	Male	Number	3	3	3	2	
	Female	Number	1	1	1	1	

Number of new employees hired	External Male	Number	1999	1058	2012	1043
	External Female	Number	759	234	835	561
	Total External Hiring	Number	2758	1292	2847	1604
	Internal Movement/Positions filled internally	Number	1057	1017	822	NA

Maternity leave

Indicators	Unit	2024-25	2023-24	2022-23
Employees covered by Maternity Benefits	Percentage	100	100	100
Rate of return to work that took maternal leaves	Percentage	100	100	100
The retention rate of employees that took Maternal leave	Percentage	100	100	100

Employee turnover rate

Indicators	Sub parameter	Unit	2024-25	2023-24	2022-23	2021-22
Employee Turnover rate	Total	Percentage	19	25	16	27
	Male	Percentage	20	26	17	28
	Female	Percentage	17	23	15	24

Diversity and Inclusion

Diversity Indicator	Percentage (0 - 100 %)	Target	Target Year
Share of women in total workforce (as % of total workforce)	30.70%	32-33%	FY 2026
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	Junior Management 34.4%	Junior Management 35-36%	FY 2026
	Middle Management 20.8%	Middle Management 21-22%	
	Senior Management 10.5%	Senior Management 11-13%	
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	34.4%	35-36%	FY 2026

Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	Senior Management 10.5% Executive Leadership 6.2%	Senior Management 11-13% Executive Leadership 10%	FY 2026
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	Global Sales 14.3%	Global Sales 18.3%	FY 2026
Share of women in STEM-related positions (as % of total STEM positions)	30.40% All P&L Units. Excluding CEO, CFO, CHRO, CMO and GPO		

Gender-pay indicators

Median remuneration/ salary/ wages of respective category.

Indicators	Sub parameter	Unit	2024-25	2023-24	2022-23
Employees	Male	INR	15,55,000	14,30,000	12,88,750
	Female	INR	10,12,000	9,20,000	9,00,000

Training and Education

Indicators	Sub parameter	Unit	2024-25	2023-24	2022-23	2021-22
Employees	Number	Total number of training	1278	1248	556	NA
Workers	Number	Total number of training	12	12	2	NA
Employees who received a regular performance and career development review.	Total	Number of employees	5506	NA	5605	4762
	Male	Number of employees	3856	NA	3894	3297
	Female	Number of employees	1650	NA	1711	1465

Average hours per FTE of training and development	Total	Hours	64	55	100	60
	Male	Hours	46	44	NA	NA
	Female	Hours	78	76	NA	NA
	Tech	Hours	50	46	NA	NA
	Behavioural	Hours	14	9	NA	NA
Amount spent per FTE in INR Rupees	Total	INR	1,589	1,707	2,411	NA

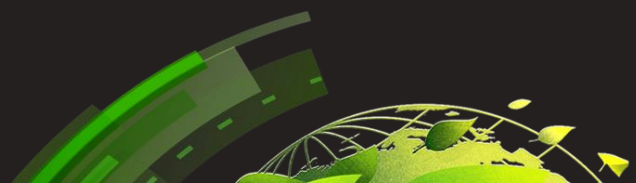
Employee Development Programs

Program	Description	2024-25
Campus Hire Program (Technical and Non-technical).	<p>The training program aims</p> <ul style="list-style-type: none"> To transition the trainees from campus to corporate mindset and acculturate into Sonata's way of working. To help them understand better about industry, business and organization To ensure common understanding of identified technical/functional and non-technical (ex: Behavioral, Org. Processes etc.) skills and be at required proficiency To ensure trainees are compliant in terms of compliance & org. mandated training courses. 	
% of FTEs participating in the program		100%
Quantitative impact of business benefits (monetary or non-monetary)	<p>100% ready to deploy project talent. Faster turnaround times for talent fulfilment at early career levels</p> <p>Reduced time and cost of redeployment compared to talent acquisition</p> <p>Improved learning experience / learning culture, knowledge retention, customer / employee satisfaction, improved resource mobility, retention, branding, sustainability, ROI</p>	
Generative AI	<p>Sonata organized a comprehensive Generative AI Learning initiative aimed at building GenAI knowledge across the organization. The program was thoughtfully designed to include both Delivery teams and functional service staff.</p> <p>For Delivery personnel, the initiative covered a wide range of advanced technical levels and roles, including tailored</p>	

	learning paths for Project Managers, Developers, Testers, and other key contributors. This ensured that participants across various functions and experience levels could effectively engage with and apply GenAI concepts in their respective domains.
% of FTEs participating in the program	100%
Quantitative impact of business benefits (monetary or non-monetary)	<ul style="list-style-type: none"> • 100% GenAI Awareness Across Staff: The initiative aimed to ensure that all employees across the organization are aware of Generative AI concepts, fostering a culture of innovation and readiness. • Delivery Team Enablement: By providing hands-on training, the program prepared 100% of the Delivery teams to confidently take on GenAI-related project assignments, enhancing project readiness and execution capabilities. • Empowerment of Service Functional Staff: The initiative also focused on equipping service functional teams with GenAI knowledge relevant to their specific domains, with a target of achieving 100% training coverage. This enables them to identify and implement GenAI-driven improvements in their areas of work.
Diversity and Inclusion	The Playing Fair, our flagship training program designed to equip leaders with the skills needed to foster an inclusive work environment and gain practical insights into overcoming unconscious bias in team management and communication
No of Employees participating in the program	As of March 2025, there were a total of 566 people managers and 96 hiring managers & TA team members who have completed the D&I sensitization training. Given this, we have covered almost 95% of the current active managers list. More training will be conducted throughout 2025, especially the sessions that will cover Leaders on Senior Management Bands.
Quantitative impact of business benefits (monetary or non-monetary)	By embedding inclusivity into our leadership development framework and workplace policies, we continue to cultivate a culture of belonging, where every employee feels valued, empowered, and supported in their growth.

FTEs: Full-Time Equivalents is the number of working hours that represents one full-time employee during a fixed time period.

Program	Description	2024-25
Performance Appraisal	Performance Assessment and Career Enablement program is the performance assessment system in Sonata. This program covers the entire organization irrespective of the grade and the entities. The assessment program is fair	



and objective oriented through calibration. This program aligns with the organization's objectives and focuses on business goals.

Benefits provided to permanent and temporary employees

Indicators	Sub parameter	Unit	2024-25	2023-24	2023-24	2022-23	2021-22
Health Insurance	Permanent employees	Yes/No	Yes	Yes	Yes	Yes	Yes
	Other than permanent employees	Yes/No	Yes	Yes	Yes	Yes	Yes
Accident Insurance	Permanent employees	Yes/No	Yes	Yes	Yes	Yes	Yes
	Other than permanent employees	Yes/No	Yes	Yes	Yes	Yes	Yes
Maternity leave	Permanent employees	Yes/No	Yes	Yes	Yes	Yes	Yes
	Other than permanent employees	Yes/No	Yes	Yes	Yes	Yes	Yes
Sabbatical	Permanent employees	Yes/No	Yes	Yes	Yes	Yes	Yes
	Other than permanent employees	Yes/No	Yes	Yes	Yes	Yes	Yes

Employee Support Programs

Indicators	2024 25	Description
Workplace stress management	Yes	1. Yoga day sessions –
Sports & health initiatives	Yes	Sonata marathon
Flexible working hours	Yes	Yes, we provide flexible working hours to all employees
Working-from-home arrangements	Yes	Hybrid schedule Broadband reimbursement as per band and levels
Part-time working options	Yes	Contractual employment on hourly basis
Childcare facilities or contributions	Yes	Monthly reimbursement for creche
Breast-feeding/lactation facilities or benefits	Yes	Infrastructure - Wellness room
Paid parental leave	Yes	Maternity leave as per law with scope of extension on need-basis

Transition assistance

Indicators	Unit	2024-25	2023-24	2022-23	2021-22
Transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment?	Yes/No	Yes	Yes	Yes	Yes

Occupational Health and Safety

Indicators	Sub parameter	Unit	2024-25	2023-24	2022-23
Training on Health and safety	Male	Number of employees	4789	4439	2203
	Female	Number of employees	2089	1977	1009
	Total	Number of employees	6878	6416	3212
	Total	Percentage	49	59	49.9
Lost Time Injury Frequency Rate (LTIFR)	Employees	per one million-person hours worked	0	0	0
	Workers	per one million-person hours worked	0	0	6.33
Total recordable work-related injuries	Employees	Number of incidents	0	0	0
	Workers	Number of incidents	0	0	2

Absentee Rate

Parameter	Unit	2024-25
Employee Absentee rate	% of total days scheduled	7%
Data coverage (as % of employees)	% of employees	100%

Human Rights assessment

Indicators	Sub parameter	Unit	2024-25	2023-24	2022-23	2021-22
Percentage of operations that have been subject to human rights reviews or human rights impact assessments	-	Percentage	100	100	100	NA

Training on human rights issues and policy	Permanent	Number of employees	5857	3466	1852	4031
	Other than Permanent employees	Number of employees	444	362	167	NA
	Other than Permanent Workers	Number of employees	164	188	137	123
Percentage of employees who got more than or equal to minimum wages	Permanent	Percentage	100	100	100	100
	Other than Permanent employees	Percentage	100	100	100	100
	Other than Permanent Workers	Percentage	100	100	100	100

Human Rights training and complaints

Indicators	Sub parameter	Unit	2024-25	2023-24	2022-23
Number of Complaints	Sexual Harassment	Number	1	0	0
	Discrimination at workplace	Number	0	0	0
	Child Labour	Number	0	0	0
	Forced Labour/ Involuntary Labour	Number	0	0	0
	Wages	Number	0	0	0
	Other human rights related issues	Number	0	0	0
Percentage of offices that were assessed on	Child labour	Percentage	100	100	100
	Forced/involuntary labour	Percentage	100	100	100
	Sexual harassment	Percentage	100	100	100
	Discrimination at workplace	Percentage	100	100	100
	Wages	Percentage	100	100	100
	Others – please specify	Percentage	100	100	100
Training on ESG	Male	Number of employees	2286	2577	498

(Environment, Social, Governance) This training includes the topics and on policies like vigil mechanism, anti-bribery, ethics etc. during induction.		Percentage of Total Male Employees	68%	58%	11.10%
	Female	Number of employees	1055	1181	232
		Percentage of Total Female employees	32%	60%	11.91%
	Total	Number of employees	3341	3758	730
		Percentage of Total Employees	49%	59%	11.35%
Training on Information security (InfoSec)	Male	Number of employees	4258	2708	387
		Percentage of Total Male Employees	70%	61%	8.63%
	Female	Number of employees	1851	1192	144
		Percentage of Total Female employees	30%	60%	7.39%
	Total	Number of employees	6109	3900	531
		Percentage of Total Employees	89%	61%	8.25%
Training on POSH (Prevention of Sexual Harassment)	Male	Percentage of Total Male Employees	4242	2794	538
		Percentage of Total Male Employees	70%	73%	11.99%
	Female	Number of employees	1846	1251	220
		Percentage of Total Female employees	30%	71%	11.29%
	Total	Number of employees	6088	4045	758



		Percentage of Total Employees	89%	72%	11.78%
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Human Rights Due Diligence

Sonata has carried out a Human Rights Due Diligence (HRDD) exercise focused on its workforce to identify key human rights risks within the company. This process allowed Sonata to prioritize the most critical human rights concerns and design effective mitigation strategies. For Sonata Software Limited (SSL), the assessment involved a combination of online and offline surveys targeting major human rights issues relevant to the IT and software industry. The survey was developed in alignment with the principles of SA8000, the International Labour Organization (ILO), and the United Nations Global Compact (UNGC), and it took into account human rights risks across various global regions. Following Human Rights issues were covered in the Due Diligence process.

- Working Conditions
- Labor Rights
- Right to Privacy
- Health, Safety and Well-being
- Fair Remuneration
- Freedom of Speech
- Workplace Discrimination & Harassment
- Learning & Development
- Diversity & Inclusion

Category	No. of responses	Mode of Engagement
Executive Directors & KMPs (Key Management Personnel)	4	Online
Employees	2395	Online
Workers (On site Vendors/Suppliers)	65	Offline

Privacy Protection

Indicators	Sub parameter	Unit	2024-25
Use of Customer Data	Number of government requests in the last fiscal year	Number	0
	Percentage of requests resulting in disclosure in the last fiscal year	Number	0

Privacy Policy

Sr No.	Aspect	Response
1	Privacy policy applies to the entire operations, including suppliers	Yes. Sonata's privacy policy applies to its operations and suppliers
2	Designated person or department responsible for privacy issues	DPO
3	Privacy policy system embedded in group-wide risk/compliance management	Yes
4	Disciplinary actions in case of breach (i.e. zero tolerance policy)	Information security policy triggers disciplinary action in case of policy violations and breaches
5	We conduct third-party audits of the privacy policy compliance	Yes. Sonata's Cyber security management is audited by certification bodies, customers
6	We conduct internal audits of the privacy policy compliance	Yes. Sonata has implemented a extensive internal audit program to ensure compliance to all applicable standards. The audits are conducted by qualified internal auditors

Customer relationship management

Indicators	Sub parameter	Unit	2024-25	2023-24	2022-23
CSAT Survey (Customer Satisfaction Score)	No of people reached	Number	374	272	79
	No of people responded	Number	102	111	54
	Results	Average CSAT Score out of 5	4.3	4.3	4.1
NPS Survey (Net Promoter Score)	No of people reached	Number	290	244	450
	No of people responded	Number	184	134	205
	Results in KPI/Summary of survey results	NPS Score in Percentage	30	30	40
Number of consumer complaints	Data Privacy	Number	0	0	0
	Advertising	Number	0	0	0
	Cyber-security	Number	0	0	0
	Delivery of essential services	Number	0	0	3

	Restrictive trade practices	Number	0	0	0
	Unfair Trade Practices	Number	0	0	0
	Other	Number	0	0	0

Indicators	Sub parameter	Unit	2024-25	2023 - 24	2022-23	2021-22
Use of Customer Data	Number of government requests in the last fiscal year	Number	0	0	0	0
	Percentage of requests resulting in disclosure in the last fiscal year	Percentage	0	0	0	0

Supply chain

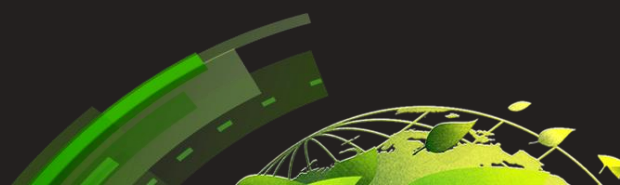
Indicators	Sub parameter	Unit	2024-25	2023-24	2022-23	2021-22
Total procurement spends on local suppliers		Percentage	95	100	100	100
Total local suppliers		Percentage	100	100	100	100
Sustainability Assessment of value chain partners		Percentage	51	70.05%	4	NA
Percentage of input material sourced from suppliers	MSMEs/ small producers	Percentage	12	5.71	2	3
	Within the district and neighboring districts	Percentage	95	100	100	100

Corporate Social Responsibility

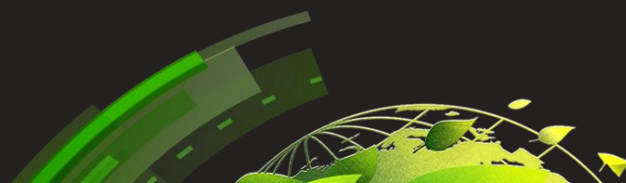
Indicators	Unit	2024-25	2023-24	2022-23	2021-22
Total CSR expense	INR Cr	7.7	6.8	7	6

CSR Projects and social impact

Sr. No.	CSR Projects	Focus Area	Description	Total Impact
	SSL			
1	Agastya International Foundation	Education	Provided technical support to develop the student Teacher Engagement Platform, aimed at helping teachers effectively interact with students in rural regions.	5250+
2	Industree Foundation	Crafts Art and Cultural Heritage	Developing an Online Repository for Artisans to store Designs and products for Artisans. Extension project. participant profiles linked to a form, facilitating batch-wise profiles and matrices. Access to content including pre-reads, session recordings, and post-reads, presented in formats such as PDFs, PowerPoint presentations, and videos. Tracking participation and engagement is crucial, along with documenting feedback forms post-sessions.	200
3	Functional Vocational Training And Research Society(FVTRS)	Environment	To provide technical assistance in the development of a FVTRS website with the objective of establishing a digital footprint, while automating and streamlining daily operational processes such as asset and inventory management.	7000
4	Arvind Eye Hospital	Health Care	To enhance access to quality eye care for underserved populations and children with Cerebral Visual Impairment (CVI) through innovative digital solutions and inclusive healthcare delivery.	80,000
5	Support projects	Diversity & Inclusion	Application support for website development projects	
	SITL			
1	MAP (Museum of Art and Photography)	Diversity & Inclusion	Creating a Supportive Ecosystem for Women's Diversity and Inclusion in India through the visible and invisible Initiative.	64,210

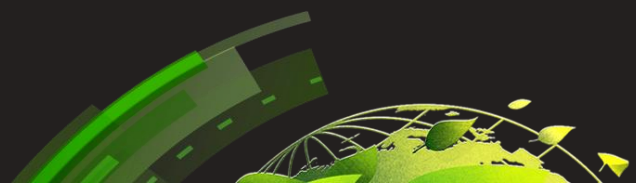


2	Second Chance Sanctuary	Environment	To build additional kennels and enclosures for better care of abandoned and abused dogs.	60+
3	IISC IIM	Digital skilling	To promote scientific research in software engineering & responsible A.I, education outreach programs. To support the development of research and education infrastructure and start up's in A.I	170
4	SKSVMA	Education	To provide scholarships for economically weaker girls to pursue technical education at SKSVM college of Engineering & Technology, Lakshmeshwar.	16
5	Deccan Heritage Foundation	Art and Cultural Heritage	To restore the historic Rang Mahal Pavilion and gardens, enhancing the heritage and academic environment at the university college for Women, with a focus on supporting women's education.	6500+
6	Olympic Gold Quest (OGQ)	Sport	Aims to assist athletes preparing for the Paris Olympics and Paralympics by funding training, tournaments, sports science services, medical support, coaching, stipends, equipment, athlete management, and performance monitoring.	750
7	Centum Foundation	Education	To empower underserved and underprivileged youth-especially women-through employability training in IT, focusing on data analytics and industry-aligned skills, supported by Sonata under its CSR initiative.	250
8	FVTRS	Digital skilling	Digital skill training & placement support for underprivileged youth	250
SSSL				
1	Bangalore Theatre Little	Education	Project is focusing on Developing a Web portal life skills training using theatre techniques. It offers resources like workshops and videos, helping educators deliver engaging and creative learning experiences.	2500



2	Agastya Foundation	Education	Agastya STEP Project Enhancement module: Create a student interface to view quiz results and performance metrics.	7500+
3	Industree	Education	To provide technical assistance for the development and enhancement in Industree Seller and Channel App	200
4	Support Agastya Welearn, Sense	Education	Application Support for Educational Platforms: SENSE India & AIF WElearn App	
Encore				
1	AHCT	Education	To support underprivileged girls through Project Putri and Nipuni Career Pathing by providing financial aid, STEM education, and career training at Dindigul Urban School.	185
Quant				
1	SayTree Environment Trust	Environment	Tree plantation saplings under Urban plantation Falaknama Palace, Hyderabad	1240 trees

Third party social impact assessment of top 3 last year project is done for CSR projects. Refer Certificate in Annexure 2



Governance

Board of Directors Composition

Indicators	Unit	2024-25	2023-24	2022-23	2021-22
Total board size	Number	7	7	7	7
Executive directors	Number	2	2	2	1
Independent directors	Number	3	3	3	3
Other non-executive directors	Number	2	2	2	2
Women in board	Number	1	1	1	1
Gender Diversity % in board	Percentage	14%	14%	14%	14%

Board Training and Education

Indicators	Unit	2024-25	2023-24	2022-23
Board of Directors	Total number of training	1	1	2
Key Managerial Personnel	Total number of training	1	1	2

Economic Performance

Economic value generated

Indicators	Unit	2024-25	2023-24	2022-23	2021-22
Total Sales Revenue	INR Cr	10157	8613	7449.1	5553.3
Other Income	INR Cr	71	126	71	102
Earnings before tax	INR Cr	574	636*	597	500
Taxes reported	INR Cr	149	153	145	124
Effective tax rate	Percentage	25.96	24.06*	24.29	24.8
Direct economic value generated	INR Cr	10228	8739	7520	5655

*before exceptional items

Economic value distributed and retained

Indicators	Unit	2024-25	2023-24	2022-23	2021-22
Total operating costs	INR Cr	7890	6774	5905	4347
Total employee-related expenses (salaries and benefits)	INR Cr	1598	1335	933	737
Payments to providers of capital	INR Cr	37	30	19	18
Payment to government	INR Cr	173	192	167	145
Community investments	INR Cr	8	7	7	6
Economic value distributed (sum of above)	INR Cr	9706	8338	7031	5253
Economic value retained	INR Cr	522	401	489	402

ESG Vision and targets

Environment

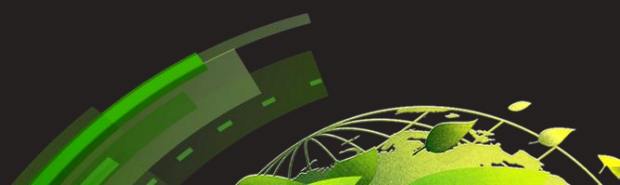
Material Issues	Target and target year	Status FY 25
Climate change	70% reduction of Scope 1 + 2 emissions by 2030 over base year 2019 55% reduction in the economic intensity of Scope 3 by FY 30 over base year 2019 Net Zero by 2050	85% reduction in Scope 1+2. 84% reduction in the economic intensity of Scope 3
Energy	100% Renewable electricity by 2030	77%
Water	Achieve water neutrality by 2030	29% recycled water use
Waste	Ensuring zero waste to landfill	Inline

Social

Material Issues	Target	Status FY 25
Diversity and Inclusion	Aim to conduct 100% mandatory training and awareness programs for People Managers on inclusivity by FY 25	95%
	Aim to maintain 50% of entry-level hiring to be women by FY2025	31%
	Aim to increase share of women in total workforce to 34-35% by 2025	30.7 %
Health and Safety	Zero fatalities	Zero fatalities
Supply Chain Management	Sustainability assessment of Top 50 suppliers by 2028	23 supplier
Corporate Citizenship & Philanthropy	Conduct CSR Impact Assessment for eligible projects from FY 2024 onwards	Inline
	Target to reaching out to 1 million beneficiaries through CSR initiatives by 2030	Inline

Governance

Material Issues	Target	Status FY 25
Corporate governance and Business Ethics	Ensuring robust compliance and integrity practices	Inline
Data Privacy & Cybersecurity	Zero Data breach	Inline



Certifications and awards

Certifications

Sr No.	Indicator	Description
1	ISO9001	Quality Management System
2	ISO27001	Information Security Management System
3	ISO20000-1	Service Management System
4	CMMI	Best Practices for Product Engineering Development and Quality for ensuring predictable outcomes and driving continuous improvement
5	ISO27701	Privacy Information Management System
6	ISO22301	Business Continuity Management System
7	ISO14001	Environment Management System
8	ISO45001	Occupational Health and Safety Management System

Awards

Sr No.	Indicator	Description
1	Golden peacock	Award for Excellence in Corporate Governance instituted by the Institute of Directors (IOD), India, regarded as a benchmark of Corporate Excellence worldwide
2	Best Governed Company	Best Governed Company Listed Segment: Emerging Category' 2023 by the Institute of Company Secretaries of India (ICSI) for Excellence in Corporate Governance.
3	Azure	Solutions Partner designations in Business Applications, Data & AI (Azure), Digital & App Innovation (Azure), Infrastructure (Azure) Completed integration of Sonata Harmoni.AI with Microsoft Azure AI service and Listed on Azure Marketplace

Ratings 2024

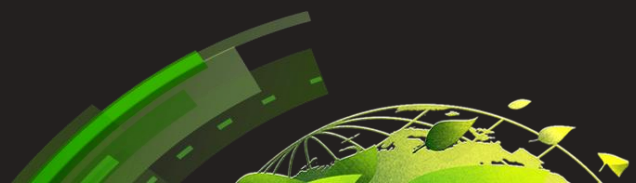
Sr No.	Indicator	Description
1	CDP Climate Change	B
2	EcoVadis	Sliver
3	S&P Global ESG Score	60

Policies

Sr No	List of policies	Status
1	Privacy policy	Publicly available
2	Code of Fair Disclosure	Publicly available
3	Code of conduct for Senior management & Board of Directors	Publicly available
4	Insider Trading	Publicly available
5	Dividend distribution policy	Publicly available
6	Familiarization program for ID	Publicly available
7	Policy on determining material subsidiaries	Publicly available
8	Vigil mechanism	Publicly available
9	Third Party Code of Conduct and Business Ethics	Publicly available
10	Archival policy	Publicly available
11	Business Responsibility Policy	Publicly available
12	Policy on determining material information	Publicly available
13	Terms and conditions of appointment of Independent Directors	Publicly available
14	Risk management policy	Publicly available
15	Policy on Related party transactions	Publicly available
16	POSH Prevention of Sexual Harassment	Publicly available
17	CSR Policy	Publicly available
18	Supplier Code of Conduct	Publicly available
19	Code of Business Conduct and Ethics Policy	Publicly available
20	Equal Opportunity, Diversity & Inclusion Policy	Publicly available



21	EHS Policy (Environment Health Safety)	Publicly available
22	Human rights policy	Publicly available
23	Sustainability policy	Publicly available
24	Global Anti-Corruption and Anti-Bribery Policy	Publicly available
25	Cybersecurity policy	Internally available
26	BCP (Business Continuity Policy) policy	Internally available
27	Tax policy	Internally available
28	Annual Executive Health Check-up Policy	Internally available
29	Variable Pay Policy	Internally available
30	Maternity Leave Policy	Internally available
31	Leave Policy	Internally available
32	WFH Policy	Internally available



Reports

Annual Report FY24 25

<https://www.sonata-software.com/sites/default/files/financial-reports/2025-07/sonata-software-limited-annual-report-fy25.pdf>

Business Sustainability and Responsibility Report FY24 25

Annual Report FY24 25 Page no. 146 to 184.

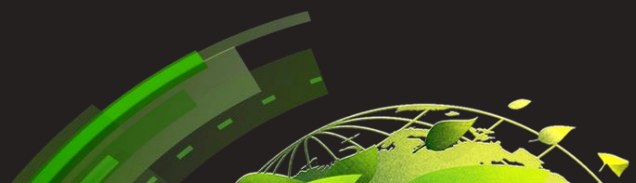
TCFD Report

https://www.sonata-software.com/sites/default/files/inline-images/csr/tcfd_report_fy2022_23.pdf

Annexure

Annexure 1

GHG Inventory Verification Report Reporting Year: 2024/25



GREENHOUSE GAS VERIFICATION STATEMENT

Issued to:

Date: 6 June 2025

**Sonata Software Limited
Sonata Tower, Sattva Global City, Mysore Road
Bengaluru, Karnataka 560059**

INTRODUCTION & ENGAGEMENT

Earthood Services Limited (herein referred to as “Earthood” or “Verifier”) has been engaged by Sonata Software Limited herein referred to as “Sonata Software” or “Responsible Party”) to provide independent verification of the greenhouse gas (GHG) emissions reported for the period April 1, 2024, to March 31, 2025 (both days included).

SCOPE OF WORK

The objective of this engagement is to perform an independent third-party verification of the Greenhouse Gas (GHG) Emissions Inventory reported by Sonata Software Limited for the financial year 2024–2025.

ORGANIZATIONAL AND REPORTING BOUNDARIES

Organizational boundary:

For this GHG verification, Sonata Software has defined its organizational boundary using the operational control approach, as per the GHG Protocol. It includes 10 Indian offices across Maharashtra, Telangana, West Bengal, Karnataka, New Delhi, and Tamil Nadu and 15 international offices in countries such as the US, Canada, UK, Denmark, Ireland, Sweden, Malaysia, Japan, and Australia. GHG emissions have been accounted for across all 25 locations.

Reporting boundary:

Sonata Software adopts the operational control approach for developing its GHG inventory and performance measurements. Within this verification process, Sonata Software reports all direct (Scope 1) and indirect (Scope 2 and Scope 3) GHG emissions resulting from its operational activities of all the Indian and Global offices.

The categorization of direct and indirect emissions are as follows:

Scope	Based on the GHG Protocol (WBCSD/WRI 2010)	Categories of emission sources reported
Scope 1	All direct GHG emissions	Yes <ul style="list-style-type: none"> • Stationary Combustion • Mobile Combustion • Fugitive Emissions

Scope 2	Indirect GHG emissions associated with the consumption of purchased or acquired electricity, steam, heating, or cooling	Yes <ul style="list-style-type: none"> Purchased Electricity
Scope 3	All other indirect emissions not covered in Scope 2	Yes <ul style="list-style-type: none"> Purchased Goods & Services Fuel and energy-related activities Waste generated in operations Employee Commute Business Travel

LEVEL OF ASSURANCE AND MATERIALITY

GHG emissions were verified by Earthood with **limited assurance** and a **10% materiality threshold**, as per ISO 14064-3.

VERIFIED DATA

The total verified GHG emission data for Sonata’s Indian offices and the Global offices, adopting the operational control approach for the reporting period of FY 2024-25 (April 1, 2024, to March 31, 2025), are as follows:

Scope	Emission (tCO2e)
Scope 1	81.62
Scope 2	637.26
Scope 3	2168.91

VERIFICATION OPINION

Based on the data and information provided by Sonata and the processes and procedures conducted, Earthood concludes with limited assurance that there is no evidence indicating the following about the GHG assertion:

- It is not materially accurate.
- It does not fairly represent the GHG emissions data and information.
- It is not prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard or ISO 14064-1.

It is our opinion that Sonata has established appropriate processes and systems for the collection, aggregation, and analysis of qualitative data for the determination of these GHG emissions for the boundaries and stated period April 2024 – March 2025.

LIMITATIONS AND EXCLUSIONS

The following aspects were excluded from our scope of work:

- Information that falls outside the assurance period and boundary.
- GHG scope of work which are not included in the GHG inventory report.
- Positional statements, such as opinions or future intentions.

- Assurance of operations outside the defined geographical boundaries.
- Assurance of economic or financial performance data, which is based solely on the audited financial statement of the Company.
- While we strive to conduct a thorough and accurate verification, it is important to note that our verification does not encompass the detection of all possible errors, omissions, or misstatements. The scope of our responsibility is confined to the data and information that was made available to us during the verification process.

CONCLUSION

Sonata prepared its GHG emissions inventory report for the Indian and global offices. This report was prepared following the requirements of ISO 14064-1 and used a calculation methodology that adhered to international standards and incorporated region-specific emissions factors.

Based on the assessment, Sonata's total GHG emissions for the Indian offices, including the global offices, during FY 2024-25 were found to be **2887.79** tCO₂e. The breakdown of emissions is as follows:

- **Scope 1:** 81.62 tCO₂e (2.83%)
- **Scope 2:** 637.26 tCO₂e (22.08%)
- **Scope 3:** 2168.91 tCO₂e (75.09%)

Verified by:



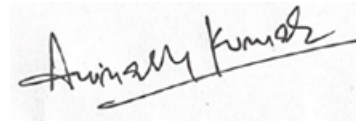
Abhishek Namdeo

Lead Verifier

Gurugram, India

Date: 06/06/2025

Approved by:



Avinash Kumar

Technical Reviewer

Gurugram, India

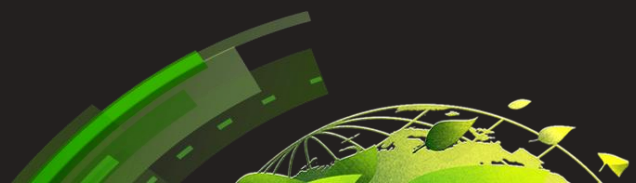
Date: 06/06/2025

ATTESTATION

This verification statement, including the opinion expressed herein, has been provided to Sonata Software Ltd and is solely for the benefit of Sonata in accordance with the terms of our agreement. We consent to the release of this declaration to the public or other organizations, but without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.

Annexure 2

Social Impact Assessment by 3rd Party- Blue sky



CSR INSPECTION CERTIFICATE



Bluesky Sustainable Business LLP

AWARDS AN

Exemplary Rating

Exemplary Projects have high process maturity and are successfully reaching their program goals. These projects represent best practices in both implementation and impact, demonstrating an exemplary model for other projects to follow.

FOR CSR PROJECT

Sonata CSR Volunteering & Support Projects

1. **Agastya Foundation** - WeLearn App
2. **Industree Crafts Foundation** - Seller and Channel App and Payment Tracker
3. **Centum Foundation** - Full Stack Development (Java) course for students

SUPPORTED BY

SONATA INFORMATION TECHNOLOGY LTD

Tower-A, Sonata Towers, Global Village (Sattva Global City),
RVCE Post, Kengeri Hobli, Mysore Road, Bengaluru - 560059, India. (SSL)

CSR Category: (ii) Promoting education, including special education especially among children and Promoting livelihood enhancement projects.

Service contract number: BSSB-2400-00018

Certificate number: IB067-2400-01-00018

Date of Issue: 1st May 2025

Jyotsna Belliappa
Head- CSR Inspections

Shrinivas Bhat
Chief Executive Officer



* Bluesky Sustainable Business LLP complies with NABCB accreditation criterion of "Type A" Inspection Body.

* To be read in connection with Annexure 1

Continue from Page 1

Service contract number: BSSB-2400-00018
Certificate number: IB067-2400-01-00018

ANNEXURE 1

Scope of Work

To evaluate the social impact of the three CSR projects supported by Sonata Information Technology during FY 2023-24, with a focus on assessing the extent to which the project objectives have been achieved in terms of outputs, outcomes, and overall long-term impact."

Assessment Criteria

BlueSky's Accredited Impact Assessment methodology framework, based on ISO 26000: Guidance on Social Responsibility and National Guidelines on Responsible Business (NGRBC, 2018), has been employed to assess the impact of Sonata CSR Volunteering Projects

Inspection Rating Table

Developing: Projects have low process maturity and are not reaching their intended program goals effectively. These projects may require significant improvements both in terms of how they are being implemented (processes) and their overall impact. The focus should be on strengthening their operational processes and setting clearer, more attainable goals.

Impactful: These projects have a high impact despite lower process maturity. The outcomes are being achieved, and program goals are being met, but the internal processes and operational practices need more development. Such projects could benefit from refining their processes to sustain or enhance their impact.

Proficient: These projects have strong operational processes in place but are not yet achieving their intended program goals. They demonstrate maturity in planning and execution but may need to realign their focus on ensuring that these efforts translate into meaningful impact. The focus should be on adjusting goals or strategies to improve outcomes.

Exemplary: Projects have both high process maturity and are successfully reaching their program goals. These projects represent best practices in both implementation and impact, demonstrating an exemplary model for other projects to follow. The challenge for these projects is to maintain their excellence and look for continuous improvement.



Annexure 3

ISO 14001 and 45001 Certification

Sr No	Certification	Audit agency	Coverage Sonata operation by number of employees
1	ISO 14001	Bureau Veritas	50% (Implemented in Sonata Banalore offices)
2	ISO 45001	Bureau Veritas	50% (Implemented in Sonata Banalore offices)



BUREAU
VERITAS

Bureau Veritas Certification

SONATA SOFTWARE LIMITED



SONATA SOFTWARE

TOWER A, SONATA TOWERS, SATTVA GLOBAL CITY, RVCE POST, MYSORE ROAD,
BENGALURU – 560 059, KARNATAKA, INDIA.

This is a multi-site certificate, additional site(s) are listed on the next page(s)

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above Organisation has been audited and found to be in accordance with the requirements of the Management System Standards detailed below.

Standards

ISO 14001:2015 & ISO 45001:2018

Scope of certification

Services related to:

1. IT Consulting
2. Development, maintenance and support of custom-designed and packaged software involving analysis, design, construction, transformation, testing and integration.
3. Upgrade, installation, implementation and customization of packaged applications.
4. IT infrastructure management.

Original cycle start date: **21 March 2025**

Expiry date of previous cycle: **Not Applicable**

Certification Audit date: **05 February 2025**

Certification cycle start date: **21 March 2025**

Subject to the continued satisfactory operation of the Organisation's Management System, this certificate is valid until: **20 March 2028**

Certificate No. **IND.25.103/IM/U**

Version: **1**

Issue date: **21 June 2025**

Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

For certificate authenticity, click here
<https://certcheck.ukas.com/>

ISO 14001	IN050148
ISO 45001	IN050149



0008

Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom.

Local office: Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road "C",
Andheri (East), Mumbai – 400 093, India.

Pg 1 of 2

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.

To check this certificate validity please call + 91 22 6274 2000.





BUREAU VERITAS

Bureau Veritas Certification

SONATA SOFTWARE LIMITED



Standards

ISO 14001:2015 & ISO 45001:2018

Scope of certification

SITE	ADDRESS	SCOPE
TOWER A (SONATA SOFTWARE LIMITED)	TOWER A, SONATA TOWERS, SATTVA GLOBAL CITY, RVCE POST, MYSORE ROAD, BENGALURU – 560 059, KARNATAKA, INDIA.	SERVICES RELATED TO: 1. IT CONSULTING 2. DEVELOPMENT, MAINTENANCE AND SUPPORT OF CUSTOM-DESIGNED AND PACKAGED SOFTWARE INVOLVING ANALYSIS, DESIGN, CONSTRUCTION, TRANSFORMATION, TESTING AND INTEGRATION. 3. UPGRADE, INSTALLATION, IMPLEMENTATION AND CUSTOMIZATION OF PACKAGED APPLICATIONS. 4. IT INFRASTRUCTURE MANAGEMENT.
TOWER F (SONATA SOFTWARE SOLUTIONS LIMITED)	TOWER F, SATTVA GLOBAL CITY, RVCE POST, MYSORE ROAD, BENGALURU – 560 059, KARNATAKA, INDIA.	
DRC (SONATA INFORMATION TECHNOLOGY LIMITED)	FIRST FLOOR, DRC BUILDING, MYLASANDRA AND PATTANAGERE VILLAGE, RVCE POST, BENGALURU – 560 059, KARNATAKA, INDIA.	

Certificate No. **IND.25.103/IM/U**

Version: **1**

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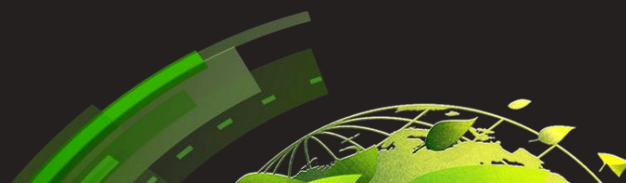
Local office: Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road "C",
Andheri (East), Mumbai – 400 093, India.

Pg 2 of 2

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To check this certificate validity please call + 91 22 6274 2000.



Forward Looking Statements This book contains forward-looking statements that involve risks and uncertainties. When used in this discussion, words like 'will,' 'shall,' 'anticipate,' 'believe,' 'estimate,' 'intend', 'expect' and other similar expressions as they relate to the Company, or its business are intended to identify such statements. The Company undertakes no obligations to publicly update or revise any forward-looking statements, whether as a result of new information, future events, or otherwise. Actual results, performances, or achievements could differ materially from those expressed or implied *in such statements*. *Readers are cautioned not to place undue reliance on the forward-looking statements as they speak only as on their date of statement*



We welcome you to share with us
your feedback and any comments
you may have at
sustainability@sonata-software.com

