

September 2, 2025

Listing Department
National Stock Exchange of India Limited
Exchange Plaza, C-1, Block G
Bandra Kurla Complex,
Bandra (E), Mumbai – 400051
NSE Symbol: AXISCADES

The Manager
Dptt. of Corporate Services
BSE Limited
Floor 25 Phiroze Jeejeebhoy Towers
Dalal Street, Fort, Mumbai – 400 051
BSE Scrip Code: 532395

Dear Sir/Madam,

Sub.: Submission of Business Responsibility and Sustainability Report for FY 2024-25

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for FY 2024-25, which also forms part of the Annual Report for FY 2024-25.

Kindly take the above information on records.

Yours faithfully,
For **AXISCADES Technologies Limited**

Sonal Dudani
Company Secretary & Compliance Officer

Encl: A/a

AXISCADES Technologies Limited
(Formerly AXISCADES Engineering Technologies Limited)
CIN No.: L72200KA1990PLC084435

Reg. Office: Block C, Second Floor, Kirlskar Business Park, Bengaluru - 560024, Karnataka, INDIA
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ANNEXURE - X

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORTING

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SECTION A: GENERAL DISCLOSURES**I. Details of the listed entity**

1. Corporate Identity Number (CIN) of the Listed Entity	L72200KA1990PLC084435
2. Name of the Listed Entity	AXISCADES Technologies Limited (hereafter referred to as "AXISCADES" or the "Company")
3. Year of incorporation	1990
4. Registered office address	Block C, Second Floor, Kirloskar Business Park, Bengaluru 560024
5. Corporate address	Block C, Second Floor, Kirloskar Business Park, Bengaluru 560024
6. E-mail	sustainability@axiscades.in
7. Telephone	+91 80 4193 9000
8. Website	https://axiscades.com/
9. Financial year for which reporting is being done	FY 2024-25
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited and BSE Limited
11. Paid-up Capital	Rs. 21,24,88,265
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Ms Sangeeta Tripathi Telephone: +91 80 4193 9000 email address: sustainability@axiscades.in
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures under this report are made on a standalone basis
14. Name of assurance provider	Not Applicable as it does not fall under the purview of Reasonable Assurance as per SEBI Guidelines
15. Type of assurance obtained	Not Applicable

II. Product/Services**16. Details of business activities (accounting for 90% of the turnover):**

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Technology services and solutions for Aerospace & Defence	AXISCADES delivers advanced engineering and technology solutions to top-tier OEMs and globally recognized brands across the aerospace, heavy engineering, automotive, and energy industries. It also supports the semiconductor sector with specialized programming tools, processors, memory solutions, and embedded engineering services. With a holistic portfolio, the company empowers clients to fast-track product innovation and meet critical business objectives on time and with precision.	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Technology services and solutions and strategic technology Solutions	620	100%

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

Location	Number of Plants	Number of Offices	Total
National	NA	3	3
International	NA	13	13

19. Markets served by the entity**a. Number of locations**

Location	Number
National (No. of States)	3
International (No. of Countries)	7

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

75 %

IV. A brief on types of customers

AXISCADES serves a diverse portfolio of clients, including leading Aerospace and Defence OEMs, Tier 1 suppliers, government agencies, and Fortune 500 companies across the globe. With a distinguished track record spanning over 25 years, the company delivers end-to-end engineering and technology solutions that cover the entire product development lifecycle—from concept design and analysis to manufacturing support, system integration, and certification. Organizations engaged in both military and civilian aviation, as well as those developing unmanned aerial, ground, and underwater systems, consistently rely on AXISCADES for its deep domain expertise in mission-critical systems.

Employees**20. Details as at the end of financial year:****a. Employees and workers (including differently abled):**

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
EMPLOYEES						
1.	Permanent(D)	1689	1464	87%	225	13%
2.	Other than Permanent (E)	52	47	90%	5	10%
3.	Total employees (D+E)	1741	1511	87%	230	13%
WORKERS						
4.	Permanent(F)					
5.	Other than Permanent (G)					
6.	Total workers (F+G)					

Not applicable

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No.(B)	%(B/A)	No.(C)	%(C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent(D)	Nil	Nil	0%	Nil	0%
2.	Other than Permanent (E)	Nil	Nil	0%	Nil	0%
3.	Total differently abled employees (D+E)	Nil	Nil	0%	Nil	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent(F)					
5.	Other than Permanent (G)			Not applicable		
6.	Total differently abled workers (F+G)					

Not applicable

21. Participation/Inclusion/Representation of women:

	Total (A)	Number and percentage of Females	
		No.(B)	%(B/A)
Board of Directors	7	1	14.29%
Key Management Personnel	3	1	33.33%

KMPs includes CEO, CFO and CS.

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

	FY 2025			FY 2024			FY 2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.90%	2.50%	21.40%	15.25%	1.86%	17.24%	17%	2%	19%
Permanent Workers	Not applicable								

V. Holding, Subsidiary and Associate companies (including joint ventures)**23. a. Names of holding/ subsidiary/ associate companies/ joint ventures**

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Jupiter Capital Private Limited	Holding Company	59.49%	No. However, all the Company's subsidiaries share the vision and values and are responsible businesses.
2	AXISCADES Aerospace & Technologies Private Limited	Wholly Owned Subsidiary	100%	
3	AXISCADES Technology Canada Inc.	Wholly Owned Subsidiary	100%	
4	AXISCADES Inc.	Wholly Owned Subsidiary	100%	
5	Axis Mechanical Engineering Design (Wuxi) Co. Ltd	Wholly Owned Subsidiary	100%	
6	AXISCADES GmbH	Wholly Owned Subsidiary	100%	
7	Mistral Solutions Private Limited	Subsidiary Company	58.68% held by ACTL, 41.28% held by Explosoft	
8	Explosoft Tech Solutions Private Limited	Wholly Owned Subsidiary	100%	
9	Cades Studec Technologies (India) Private Limited	Subsidiary Company	76%	
10	Enertec Controls Limited	Step Down Subsidiary	51.84% shares are held by ACAT and 48.16% shares are held by AA IPL	
11	AXISCADES UK Ltd.	Step Down Subsidiary	100% shares held by AXISCADES Inc.	
12	Aero Electronics Pvt. Ltd.	Step Down Subsidiary	51% shares are held by Mistral Solutions Pvt. Ltd.	
13	Mistral Technologies Pvt Ltd.	Step Down Subsidiary	100% shares held by Mistral Solutions Pvt. Ltd.	
14	Mistral Solutions Inc.	Step Down Subsidiary	100% shares held by Mistral Solutions Pvt. Ltd.	
15	AXISCADES Aerospace Infrastructure Private Limited	Step Down Subsidiary	100% shares are held by ACAT	
16	add solution GmbH	Step Down Subsidiary	100% shares held by AXISCADES GmbH	
17	Epcogen Private Limited	Wholly Owned Subsidiary	100%	

VI. CSR Details**24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No) Yes****(ii) Turnover (in Rs.)** 3,979,805,000**(iii) Net worth (in Rs.)** 3,924,479,000

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-2025			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	https://axiscades.com/contact-us	Nil	Nil		Nil	Nil	-
Investors (other than shareholders)	https://axiscades.com/investor-relation	Nil	Nil		Nil	Nil	-
Shareholders	https://axiscades.com/investor-relation	Nil	Nil	-	Nil	Nil	-
Employees and workers	https://axiscades.com/investor-relation	Nil	Nil		2	Nil	-
Customers	https://axiscades.com/contact-us	Nil	Nil		Nil	Nil	-
Value Chain Partners	https://axiscades.com/contact-us	Nil	Nil		Nil	Nil	-

26. Overview of the entity's material responsible business conduct issues. Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Data Privacy and Cyber Security	R & O	Given the Company's handling of sensitive client information and proprietary technologies, breaches could lead to significant financial losses, legal repercussions, and damage to reputation, undermining client trust and competitive advantage in the highly regulated aerospace, defence, and automotive sectors	AXISCADES' information systems and cybersecurity infrastructure have been validated by industry-recognized certifications, including ISO 27001 and TISAX, alongside regular internal and external audits. The company employs a multi-dimensional strategy to address cybersecurity risks, investing in the latest technology, building employee awareness, reviewing data protection policies, and implementing robust incident response processes. Cyber insurance covers various breaches and cyber events. The Company believes that a resilient and reliable technology landscape benefits both the company and its customers by safeguarding data, ensuring system availability, and mitigating risks from increased device connectivity. TISAX certification provides additional assurance on data protection and third-party connections.	Positive – Reduced financial costs on account of robust systems to control data breaches and cyber-attacks. Negative – Data breaches or cyber attacks could cause significant business losses and disruption in delivering services to the customers.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Energy & Emission Management	R & O	Energy and GHG management pose significant risks for the Company. Technologies due to increasing regulatory pressures and stakeholder expectations for sustainable practices. Inefficient energy use and high greenhouse gas emissions can lead to financial penalties, reputational damage, and reduced competitiveness, impacting long-term business viability and client relationships	The Company is committed to combating climate change by continually improving its environmental performance, focusing on efficient water use and waste management. Certified with ISO 14001, the international standard for Environmental Management Systems, AXISCADES proactively minimizes its environmental footprint and adheres to legal requirements. The Company's energy consumption, primarily from IT infrastructure, is being optimized by replacing conventional systems with energy-efficient alternatives, reducing carbon emissions and enhancing service quality for customers	Positive – Reduced energy costs on account of efficient utilization of energy resources. Negative - Any drastic climate change developments can impact the businesses of our customers as well as directly / indirectly impact the Company plans
3	Business Ethics, and Corporate Governance	R	Ethics and governance are critical risks for AXISCADES Technologies as lapses can lead to legal issues, financial losses, and reputational damage. Ensuring strong ethical practices and robust governance is essential to maintain stakeholder trust, comply with regulations, and sustain long-term business success in a competitive market	AXISCADES has implemented an Enterprise Risk Management Framework that encompasses the principles of continuous risk monitoring through internal and external audits, addressing risks through adequate timely measures in the form of policies and procedures with a defined governance model that ensures accountability. Employee code of conduct is implemented and is re-enforced through periodic training. In addition, anti-corruption and anti-bribery policies are implemented.	Negative – Non adherence to regulatory compliance requirements may lead to penalties and reputational damage.
4.	Employee well-being, Health, and Safety	R & O	Focusing on employee well-being is not only a moral and ethical responsibility but also a strategic imperative for us. It leads to a more productive, engaged, and loyal workforce, while also mitigating various risks associated with poor employee health and satisfaction. Investing in employee well-being programs and creating a supportive work environment can yield significant long-term benefits for both employees and the organization	AXISCADES is focused on employee well-being. We have invested in employee health programs that provide free online consultation with doctor for self and family, we also offer EAP for addressing mental health. Besides the above, we have educational webinars on topics relevant to employee health. Employee meal program and has implemented a robust grievance redressal mechanism	Positive – Increased employee productivity Negative – Increased attrition rates and related talent acquisition costs

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	Talent Management	R & O	Effective talent management mitigates the risk of skill shortages and high turnover, ensuring project continuity and innovation. Investing in employee development and retention enhances organizational capability, attracts top talent, and drives long-term competitive advantage and business growth.	AXISCADES' dedicated Talent Acquisition team ensures world class service delivery by strategically partnering with leading educational institutions to meet project-specific hiring needs efficiently. The company prioritizes employee engagement through comprehensive upskilling programs, rewards and recognition schemes, and a strong focus on employee well-being across its global workforce.	Positive - Reduced operational costs due to increased employee productivity Negative – Increased attrition rates and related talent acquisition costs
6	Diversity, Equity and Inclusion (DEI)	O	Embracing DEI fosters innovation, enhances employee engagement, and improves problem solving by leveraging diverse perspectives. It strengthens the company's reputation, attracts top talent, and drives business growth by creating a more dynamic and inclusive workplace culture.		Positive – Improved work culture leading to reduced attrition costs and increased employee engagement

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

[illegible]

6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	AXISCADES remained fully compliant with all regulatory requirements. In FY 2024–25, energy consumption rose as the company resumed on-site operations, brought employees back to office premises, and introduced multiple work shifts leading to increased electricity usage at its facilities.
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Governance, leadership and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements <i>(listed entity has flexibility regarding the placement of this disclosure)</i>	
Kindly refer to section – ESG Integration at AXISCADES, which is part of Annual Report on page no 36 & 37	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	CEO & Managing Director
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes, the Managing Director oversees sustainability-related decisions, guided by the Risk Management Committee of the Board of Directors.

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other-please specify								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action					Director													Annually
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances					Director													Annually

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No) Yes, NVT Quality Certification International conducted an assessment of the policies.

P1	P2	P3	P4	P5	P6	P7	P8	P9
Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

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

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

Not Applicable

SECTION C: PRINCIPAL WISE PERFORMANCE DISCLOSURE

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

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	On-going- Multiple trainings throughout the year	- Macro-economic environment and industry developments, as and when necessary. - Business overview, operations, financial statements and other material updates. - Strategic investments and outlook - Regulatory updates in the areas of Companies Act, Listing Regulations and other related laws. These matters are regularly discussed and deliberated upon in Board meetings and Board's Committee meetings.	100%
Key Managerial Personnel	On-going- Multiple trainings throughout the year	- Cyber security and Data privacy - Regulatory updates in the areas of Companies Act, Listing Regulations and other related laws.	100%
Employees other than BoD and KMPs	16	Integrity, Ethics, accountability (as part of Induction for all employees) Environment (as part of our EMS orientation & ESG orientation) POSH, fairness, mutual respect, well-being, inclusiveness (as part of induction + mandatory training) Value to customers & stakeholders (as part of induction) Safety : as part of Safety awareness & orientation sessions	63%
Workers	NA	NA	-

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

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

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Not Applicable	

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

AXISCADES is committed to upholding the highest standards of integrity through its comprehensive Anti-Corruption Policy, available on the Company's intranet. Employees and their associates are strictly prohibited from accepting personal payments from suppliers, contractors, or other third parties. It also forbids receiving gifts or favours that could impair objective judgment, regardless of their financial value. Additionally, the policy covers fraudulent conduct such as theft, forgery, and the personal misuse of company resources. AXISCADES enforces strict procedures for reporting and investigating potential violations, with disciplinary measures including termination applied where necessary. This reflects the organization's dedication to ethical behavior, transparency, and a culture of accountability. The web-link of the policy: <https://axiscades.com/download/anti-corruption-policy?wpdmdl=4141&refresh=68b55c41503271756716097>

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

	FY 2025	FY 2024
Directors	None	None
KMPs		
Employees		
Workers		

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

	FY 2025		FY 2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

7. Provide details of any corrective action taken or underway on issues related to fines/ penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

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

	FY 2025	FY 2024
Number of days of accounts payables	96	93

9. Open-ness of business

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

Parameter	Metrics	FY 2025	FY 2024
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	Nil	Nil
	b. Number of dealers distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	Nil	Nil
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	25.04%	7.40%
	b. Sales (Sales to related parties/ Total Sales)	12.96%	14.86%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	67.5%	53.85%
	d. Investments (Investments in related parties/ Total Investments made)	100.00%	100.00%

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
The Company has not conducted any awareness programmes for its value chain partners in the current year, however shall look to do so in the forthcoming reporting periods.		

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No). If yes, provide details of the same.

AXISCADES has a structured framework to manage conflicts of interest at the Board level, built on transparency, accountability, and ethical governance. Board members are required to promptly disclose any potential conflicts, which are reviewed to ensure they do not influence decisions. Members recuse themselves from discussions where conflicts exist, maintaining impartiality. Regular assessments and a strong culture of ethics, aligned with legal and governance standards, reinforce the integrity of Board operations.

PRINCIPLE 2: Business should provide goods and services in a manner that is sustainable and safe**Essential Indicators**

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2025	FY 2024	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
Capex	Nil	Nil	NA

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

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

100% of our procurement is sourced from value chain partners committed to sustainability, as the Company does not undertake any manufacturing activities. Sustainability requirements and terms are clearly communicated through purchase orders to ensure alignment with our responsible sourcing practices.

- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for**

(a) **Plastics (including packaging)**

(b) **E-waste**

(c) **Hazardous waste and**

(d) **other waste.**

As an IT services company, AXISCADES does not produce physical goods that require end-of-life recovery. However, it remains firmly committed to responsible waste management. The company partners with certified vendors to ensure all waste is recycled or disposed of in an environmentally sound manner, underscoring its dedication to sustainability and compliance with relevant regulations.

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

Not Applicable owing to the nature of business.

Leadership Indicators

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
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The said metric is not applicable to AXISCADES, owing to the nature of business

- If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name of Product/Service	Description of the risk/concern	Action Taken
Not Applicable		

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	FY 2025	FY 2024

This disclosure is not applicable to AXISCADES, owing to the nature of business

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	FY 2025			FY 2024		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil	Nil	Nil	Not Applicable owing to the nature of business		
E-waste	Nil	Nil	Nil			
Hazardous waste	Nil	Nil	Nil			
Other waste	Nil	Nil	Nil			

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

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

PRINCIPLE 3: Business should respect and promote the well-being of all employees, including those in their value chains**Essential Indicators****1. a. Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	1464	1464	100%	1464	100%	NA	NA	1464	100%	0	0%
Female	225	225	100%	225	100%	225	100%	NA	NA	0	0%
Total	1689	1689	100%	1689	100%	225	0	1464	100%	0	0%
Other than Permanent employees											
Male	47	7	15%	0	0%	0	0%	0	0%	0	0%
Female	5	1	20%	0	0%	0	0%	0	0%	0	0%
Total	52	8	15%	0	0%	0	0%	0	0%	0	0%

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

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male											
Female							Not Applicable				
Total											
Other than Permanent workers											
Male											
Female							Not Applicable				
Total											

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

	FY 2025	FY 2024
Cost incurred on well-being measures as a % of total revenue of the company	1.31%	1.43%

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

Benefits	FY 2025			FY 2024		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	YES	100%	NA	Yes
Gratuity	100%	NA	NA	100%	NA	NA
ESI	0%	0%	NA	0%	0%	NA
Others – please specify	NA	NA	NA	NA	NA	NA

3. Accessibility of workplaces

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

AXISCADES ensures full compliance with the Rights of Persons with Disabilities Act, 2016, across all its offices, reinforcing its commitment to an inclusive work environment. Accessibility features such as wheelchair ramps and personalized assistance are in place to support employees and visitors with disabilities. These initiatives reflect the company's focus on creating an equitable workspace where everyone can access facilities and healthcare services without barriers.

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

Yes. The policy is accessible at the link - <https://axiscades.com/investor-relation>

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%		
Female	100%	91%	Not applicable	
Total	100%	96%		

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

Yes/No (If Yes, then give details of the mechanism in brief)	
Permanent Workers	Not Applicable
Other than Permanent Workers	
Permanent Employees	Yes, AXISCADES has established a clear and accessible grievance redressal mechanism, supported by a digital platform built on Power Apps. This mechanism enables employees to confidently raise concerns and track their resolution through a structured and transparent process. By fostering timely feedback and accountability, it promotes a culture of openness and continuous improvement, enhancing employee morale and organizational effectiveness.
Other than Permanent Employees	

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

Category	FY 2025			FY 2024		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	1464	0	0%	1,622	0	0.00%
Female	225	0	0%	244	0	0.00%
Total Permanent Workers						
Male	Not applicable			Not applicable		
Female						

8. Details of training given to employees and workers:

Category	FY 2025					FY 2024				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	1464	328	22%	1339	91%	1622	774	47.72%	1,364	84.09%
Female	225	56	25%	182	81%	244	125	51.23%	195	79.92%
Total	1689	384	23%	1521	90%	1,866	899	48.18%	1,559	83.55%
Workers										
Male	Not applicable					Not applicable				
Female										
Total										

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

Category	FY 2025			FY 2024		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	1464	1464	100%	1622	1316	81.13
Female	225	225	100%	244	191	78.28
Total	1689	1689	100%	1,866	1,507	80.76
Workers						
Male	Not applicable					
Female						
Total						

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

AXISCADES has implemented a comprehensive Occupational Health and Safety (OHS) management system across its offices, underscoring its commitment to a safe and healthy work environment. The company conducts regular assessments and procedures to ensure the quality and safety of its facilities, including testing of water, food, and air quality, monitoring levels, maintaining fire extinguishers and smoke detectors, and organizing fire drill training sessions. Additionally, routine cleaning of AC ducts is carried out to maintain optimal indoor air quality, reflecting the company's proactive approach to employee well-being and workplace safety.

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

AXISCADES follows a structured and proactive approach to hazard identification and mitigation across its operations. A robust preventive maintenance schedule is in place, including quarterly inspections and annual assessments of transformers and electrical panels, along with monthly checks to ensure fire extinguishers are fully functional. Access to restricted areas such as electrical, UPS, and AC rooms is strictly controlled. The company also conducts regular inspections, internal audits, management reviews, and mock drills as part of its ongoing risk monitoring efforts. Identified hazards are promptly addressed through comprehensive mitigation plans and controls, reflecting AXISCADES' strong commitment to a safe and secure workplace.

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

Yes, the Company has established robust mechanisms to encourage employees to promptly report any work-related hazards they observe.

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

Yes, the Company has partnered with third-party service providers to offer general medical and healthcare consultations for employees, supporting their overall health and well-being.

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

Safety Incident/Number	Category	FY 2025	FY 2024
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	NA	NA
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	NA	NA
No. of fatalities	Employees	Nil	Nil
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	NA	NA

**Including in the contract workforce*

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

AXISCADES places the highest importance on maintaining a safe and healthy workplace. This commitment is reflected in its proactive approach, which includes strict adherence to safety regulations, regular hazard identification and mitigation, and comprehensive employee training on safety procedures. The company also promotes a culture of transparency and engagement by encouraging employees to report safety concerns and participate in related initiatives. Through these efforts, AXISCADES fosters a secure, supportive work environment that empowers employees to perform effectively while ensuring operational excellence.

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

	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	NA	Nil	Nil	NA
Health & Safety	Nil	Nil	NA	Nil	Nil	NA

14. Assessment for the year:

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

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

No significant risks/ concerns were noted as part of the assessments conducted.

Leadership Indicators

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

(A) Employees - Yes

(B) Workers - Yes

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

AXISCADES ensures that the value chain partners timely deduct deposits of the applicable statutory dues.

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

	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025	FY 2024	FY 2025	FY 2024
Employees	Nil	Nil	Nil	Nil
Workers	Not Applicable as AxisCades does not employ workers			

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

Yes

5. Details on assessment of value chain partners:

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

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not Applicable

PRINCIPLE 4: Business should respect the interests of and be responsive to all its stakeholders**Essential Indicators****1. Describe the processes for identifying key stakeholder groups of the entity.**

At AXISCADES, stakeholder identification is a structured, ongoing process aligned with our strategic goals and commitment to responsible business. We begin by mapping all entities impacted by our operations employees, investors, suppliers, regulators, Government authorities and communities. Through internal consultations, feedback channels, and engagement forums, we assess each group's influence and dependence on the organization.

Engagements like materiality assessments, surveys, and direct interactions, helps to meet stakeholder expectations and concerns. These insights help us prioritize efforts, ensuring they support business sustainability, compliance, and long-term value creation.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors and shareholders	No	Annual report Quarterly report Media Website	As and when required	Growth and profitability Operational efficiency Future expansion strategies
Suppliers	No	Email Communication, Supplier location visits, Annual Report	As and when required	Stronger partnerships, Fair business practices, Governance
Customers	No	Annual report, Customer satisfaction surveys, Customer experience centres	As and when required	Better services, Competitive pricing and product quality, Optimizing environmental performance
Employees	No	Transparent performance management systems, Skill development, career development and welfare initiatives	As and when required	Ethical practices, Employee safety and well-being, Work life balance and career growth
Regulators/ Government Authorities	No	Interactions as and when required, Regulatory compliance reporting, Industry bodies memberships, Stock Exchange filings, Annual Reports, Quarterly Reports, Media, Website	As and when required	Transparency and ethics, Regulatory compliance, Timely and transparent reporting

Leadership Indicator**1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

At AXISCADES, the Chief Risk Officer (CRO) maintains regular and structured engagement with the Senior Management team, including the Managing Director and Chief Financial Officer, to discuss on key Environmental, Social, and Governance (ESG) matters. These discussions are integral to embedding ESG considerations within the broader risk management framework. The Risk Management Committee (RMC) of the Board is periodically apprised of the progress on ESG initiatives, ensuring oversight and alignment with the company's strategic objectives. This engagement framework is governed by adequate protocols around frequency, responsibility, and outcome reporting, incorporating stakeholder feedback to support informed decision-making at the Board level.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Yes. At AXISCADES, stakeholder consultation plays a key role in identifying and managing environmental and social topics. Inputs from stakeholders including employees, suppliers, community members, and regulatory bodies are gathered through surveys, feedback sessions, and other engagement forums. These insights have directly influenced the company's sustainability strategy, such as prioritizing energy-efficient operations, enhancing workplace health and safety measures, and strengthening community development programs. For instance employee inputs have shaped policies around workplace inclusivity and well-being. This collaborative approach ensures that AXISCADES' policies and actions remain responsible, and aligned with stakeholder expectations.

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

AXISCADES engages with vulnerable and marginalized stakeholder groups through its social initiatives aimed at promoting inclusion and well-being. Efforts are focused on areas such as education and skill development, with actions shaped by community needs and feedback. By working closely with implementation partners the company ensures that its interventions are relevant, impactful, and aligned with its broader commitment to equitable and sustainable development.

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025			FY 2024		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	1689	590	35%	1866	766	41.05%
Other than permanent	52	42	81%	133	133	100%
Total Employees	1741	632	36%	1999	899	44.97%
Workers						
Permanent	Not applicable			Not applicable		
Other than permanent						
Total Workers						

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

Category	FY 2025					FY 2024				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	1689	0	0%	1689	100%	1866	0	0%	1866	100%
Male	1464	0	0%	1464	100%	1622	0	0%	1622	100%
Female	225	0	0%	225	100%	244	0	0%	244	100%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Other than Permanent	52	0	0%	52	100%	133	0	0%	133	100%
Male	47	0	0%	47	100%	117	0	0%	117	100%
Female	5	0	0%	5	100%	16	0	0%	16	100%
Other	0	0	0%	0	0%	0	0	0%	0	0%
Workers										
Permanent	Not applicable					Not applicable				
Male										
Female										
Other										
Other than Permanent										
Male										
Female										
Other										

3. Details of remuneration/ salary/ wages, in the following format:**a. Median remuneration/wages:**

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	10	15,50,018	1	23,91,217
Key Managerial Personnel	3	3,15,61,284	1	22,47,672
Employees other than BoD and KMP	1501	7,00,000	224	5,04,300
Workers	NA	NA	NA	NA

For the calculation of Median remuneration all the Board of Directors and KMP's who held the office are considered

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

	FY 2025	FY 2024
Gross wages paid to females as % of total wages	10.38%	10.44%

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

Yes; At AXISCADES, Human Resource Business Partners (HRBPs) serve as the designated focal points for addressing human rights impacts or issues arising from or contributed to by the business. They are responsible for identifying, managing, and resolving concerns related to human rights and behavioural conduct, ensuring all actions are in line with the company's policies, ethical standards, and core values.

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

AXISCADES prioritizes a safe, respectful, and inclusive workplace for all. In line with this commitment, the Company promotes an open-door culture that encourages employees to raise concerns related to human rights or workplace conduct without fear of retaliation.

Employee concerns are addressed through well-established internal protocols led by the Human Resources team. These mechanisms ensure that all issues are managed promptly, fairly, and confidentially, in alignment with the Company's core values, ethical standards, and code of conduct.

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

	FY 2025			FY 2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	NA	-	Nil	NA	-
Discrimination at workplace	Nil	NA	-	Nil	NA	-
Child Labour	Nil	NA	-	Nil	NA	-
Forced Labour/Involuntary Labour	Nil	NA	-	Nil	NA	-
Wages	Nil	NA	-	Nil	NA	-
Other human rights related issues	Nil	NA	-	Nil	NA	-

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

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

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

At AXISCADES, safeguarding the rights and dignity of every employee is a priority. In cases of discrimination and harassment, strict measures are in place to prevent any adverse consequences to individuals who raise concerns or file complaints. The Company ensures confidentiality throughout the process and protects complainants, witnesses, and those involved in good faith from any form of retaliation. Investigations are conducted impartially, and any retaliatory actions are treated as serious violations, subject to disciplinary action.

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

Yes; human rights requirements form part of business agreements and contracts.

10. Assessment for the year:

% of your plants and offices that were assessed (by entity or statutory authorities or third parties)	
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
Others-please specify	100%

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

None

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

At AXISCADES, feedback on human rights-related concerns has positively contributed to strengthening our internal communication and awareness processes. In response to employee inputs, we introduced focused sensitization sessions on workplace conduct, diversity, and inclusion. These sessions are integrated into onboarding and ongoing training programs to reinforce respectful behavior, prevent misconduct, and promote a culture of accountability across all levels of the organization.

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

AXISCADES is committed to enhancing its human rights practices. As part of our forward-looking approach, we plan to undertake comprehensive due diligence in the coming years to assess potential human rights risks across operations and the supply chain, focusing on labour practices, workplace safety, and ethical conduct.

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

AXISCADES is committed to creating an inclusive and accessible environment. The Company strives to ensure that its premises are aligned with the accessibility requirements under the Rights of Persons with Disabilities Act, 2016. Continuous and consistent efforts are being made to upgrade our physical infrastructure and facilities to better support differently abled visitors and employees, reaffirming our commitment to inclusivity, equal access, and dignity for all.

4. Details on assessment of value chain partners:

% of value chain partners (by value of business done with such partners) that were assessed	
Child labour	Not Applicable
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others-please specify	

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

Not Applicable

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment**Essential Indicators****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	Unit	FY 25	FY 24
From renewable sources			
Total electricity consumption (A)	GJ	Nil	Nil
Total fuel consumption (B)	GJ	Nil	Nil
Energy consumption through other sources (C)		Nil	Nil
Total energy consumed from renewable sources (A+B+C)	GJ	Nil	Nil
From non-renewable sources			
Total electricity consumption (D)	GJ	8549.19	7,555.84
Total fuel consumption (E)	GJ	1285.54	1499.21*
Energy consumption through other sources (F)	GJ	–	–
Total energy consumed from non-renewable sources (D+E+F)	GJ	9834.73	9055.05*
Total energy consumed (A+B+C+D+E+F)	GJ	9834.73	9055.05*
Energy intensity per lakh rupee of turnover (Total energy consumption/ turnover in rupees)		0.25	0.26*
Energy intensity per lakh rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)		5.11	4.47*
Energy intensity in terms of physical output		–	–
Energy intensity (in terms of full time employees) - the relevant metric may be selected by the entity		5.65	4.53*

*Last year's data has been restated to streamline the calculation approach

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

No

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

No, the entity doesn't have any sites/facilities identified as designated consumers for the PAT scheme

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

Parameter	FY 2025	FY 2024
Water withdrawal by source (in kilolitres)		
(i) Surface Water	Nil	Nil
(ii) Ground Water	13,302	5,546
(iii) Third Party Water	510	309
(iv) Seawater / desalinated water	–	–
(v) Others	–	–
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	13,812	5,855
Total volume of water consumption (in kilolitres)	13,812	5,855
Water intensity per lakh rupee of turnover (Total Water consumption / Revenue from operations)	0.35	0.17
Water intensity per lakh rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	7.17	3.79
Water intensity in terms of physical output	–	–
Water intensity (in terms of full time employees) – the relevant metric may be selected by the entity	7.93	2.92

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

No

4. Provide the following details related to water discharged:

Parameter	FY 2025	FY 2024
Water discharge by destination and level of treatment (in kilolitres)		
i) To surface water	Nil	Nil
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
ii) To Groundwater	Nil	Nil
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
iii) To Seawater	Nil	Nil
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
iv) Sent to third-parties	Nil	Nil
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
v) Others	Nil	Nil
- No treatment	Nil	Nil
- With treatment-please specify level of treatment	Nil	Nil
Total water discharge (in kilolitres)	Nil	Nil

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

No

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

AXISCADES ensures responsible wastewater management by treating and recycling water generated at its sites for non-potable applications such as sanitation and landscaping, promoting sustainable water use across operations.

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

Parameter	Please specify unit	FY 2025	FY 2024
NOx	mg/nm3	123	47.87
Sox	mg/nm3	32	11.76
Particulate matter (PM)	mg/nm3	52.8	25.77
Persistent organic compounds (POP)	–	NA	NA
Volatile organic compounds (VOC)	–	NA	NA
Hazardous air pollutants (HAP)	–	NA	NA
Others-please specify	–	NA	NA

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

No

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

Parameter	Unit	FY 2025	FY 2024
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	98.02	104.19
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1726.46	1,275.47
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)		0.04	0.04
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)		0.95	0.89
Total Scope 1 and Scope 2 emission intensity in terms of physical output		–	–
Total Scope 1 and Scope 2 emission intensity (in terms of full time employees) – the relevant metric may be selected by the entity		1.05	0.69

There is an increase in Scope 2 emissions due to change in source referred for emission factor from last year to this year. In the current year we have considered CEA (Tier 2 country/region specific emission factor) against last year's UNFCCC (Tier 1 global default emission factor) for better accuracy in emissions calculation.

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

No

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

Yes. AXISCADES has undertaken several initiatives aimed at reducing energy consumption and greenhouse gas (GHG) emissions as part of its commitment to environmental sustainability. Key measures include replacing conventional lighting with energy-efficient LED fixtures, promoting the use of power strips to minimize energy wastage from multiple devices, and repairing leaky faucets to conserve water and reduce associated energy use.

Additionally, the Company encourages energy-conscious behavior among employees, regularly monitors energy usage, and explores opportunities to integrate more sustainable practices across its operations. These efforts contribute to lowering the overall carbon footprint of AXISCADES.

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

Parameter	FY 2025	FY 2024
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Nil	Nil
E-waste (B)	Nil	Nil
Biomedical waste (C)	Nil	Nil
Construction and demolition waste (D)	Nil	Nil
Battery waste (E)	Nil	Nil
Radioactive waste (F)	Nil	Nil
Other Hazardous Waste. Please specify, if any. (G)	Nil	Nil
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	0	44,925.09
Total (A+B + C + D + E + F + G + H)	0	44,925.04
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)		1.27
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0	29.11
Waste intensity in terms of physical output	–	–
Waste intensity (in terms of full time employees) – the relevant metric may be selected by the entity	0	22.47

Parameter	FY 2025	FY 2024
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
i) Recycled	Nil	Nil
ii) Re-used	Nil	Nil
iii) Other recovery operations	Nil	Nil
Total	Nil	Nil
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
i) Incineration	Nil	Nil
ii) Landfilling	0	44,925.04
iii) Other disposal operations	Nil	Nil
Total	0	44,925.04

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

No

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

At AXISCADES, waste management is guided by a commitment to environmental responsibility and regulatory compliance. The Company follows systematic waste segregation practices at its facilities, ensuring proper disposal of biodegradable, recyclable, and non-recyclable waste through authorized vendors. E-waste and other hazardous materials, where generated, are handled in accordance with applicable environmental norms to minimize impact.

As AXISCADES primarily operates in the engineering and technology services sector, the use of hazardous or toxic chemicals is minimal. Nevertheless, the Company emphasizes safe handling, storage, and disposal procedures, and actively seeks to reduce the use of such materials through process improvements and adoption of safer alternatives wherever feasible.

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

Sr. no.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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Not Applicable; as none of our premises are located in ecologically sensitive areas.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
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Not Applicable; AXISCADES shall be undertaking EIA of projects in the upcoming years.

- 13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

Yes, AXISCADES and its businesses are compliant with applicable environmental laws / regulations / guidelines in India.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
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Not Applicable

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

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

i) Name of the area

ii) Nature of operations

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

Parameter	FY 2025	FY 2024
Water withdrawal by source (in kilolitres)		
i) Surface Water	NA	NA
ii) Ground Water	NA	NA
iii) Third Party Water	NA	NA
iv) Seawater / desalinated water	NA	NA
v) Others	NA	NA
Total volume of water withdrawal (in kilolitres)	NA	NA
Total volume of water consumption (in kilolitres)	NA	NA
Water intensity per rupee of turnover (Total Water consumption / Revenue from operations)	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Water discharge by destination and level of treatment (in kilolitres)		
i) Into Surface water	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
ii) Into Groundwater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iii) Into Seawater	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
iv) Sent to third-parties	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
v) Others	NA	NA
- No treatment	NA	NA
- With treatment – please specify level of treatment	NA	NA
Total water discharged (in kilolitres)	NA	NA

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

No

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

Parameter	Unit	FY 2025	FY 2024
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	254.69	303.13
Total Scope 3 emissions per rupee of turnover		0.006	0.008
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		0.15	0.15

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

No

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Our campuses are built on government-approved land in industrial zones and do not fall within or adjacent to protected areas or high-biodiversity areas.

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

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Identification and Evaluation of Environmental Aspects	- Awareness programs, mailers, signboards wherever possible - Use power strips for multiple gadgets. - Unplug unused electronics. - Replacing plastic cups with Ceramic cups - Replacing Water Bottles in office by installing water filters in key points. - Paper Usage minimized and replaces with digital copies. - Tissue paper replaced with Hand Rolled sheets - Induction programmes awareness on natural resource conservation and initiative undertaken by AxisCades	Increased awareness on the conscious saving of electricity consumption.

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

Yes, AXISCADES has implemented a comprehensive Business Continuity and Disaster Management Plan to ensure operational resilience and minimize disruptions. The plan is designed to safeguard employees, assets, and critical business functions during unforeseen events. It encompasses proactive risk identification, response strategies, and recovery protocols to ensure continuity of services across all operations. With a strong emphasis on preparedness and stakeholder well-being, AXISCADES regularly reviews and updates its plan to align with emerging risks and best practices, reinforcing its commitment to business sustainability and organizational resilience.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Not Applicable

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

Not Applicable

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

a. By the listed entity

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners.

- There were no green credits generated or procured during the current reporting period.

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

Essential Indicators

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

5

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	NASSCOM	National
2	Society of Indian Aerospace Technologies and Industries (SIATI)	National
3	Hanseatic Engineering & Consulting Association e.V. (HECAS)	International
4	Hamburg Aviation Membership	International
5	Manufacturers (SIDM)	National

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

Name of authority	Brief of the case	Corrective action taken
	None	

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in the public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
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AXISCADES does not currently engage in direct public policy advocacy; however, the Company contributes meaningfully through its participation as a delegate in industry conferences and forums. This involvement enables AXISCADES to stay abreast of sectoral developments and collaborate with key stakeholders, strengthening its strategic perspective and industry presence.

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development**Essential Indicators**

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable; as there were no projects that required Social Impact Assessment (SIA)					

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

S. No	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
Not Applicable						

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

AXISCADES has established structured mechanisms to effectively receive, assess, and address community grievances. Community members can raise concerns through multiple accessible channels, including dedicated email IDs, helpline numbers, and in-person interactions during stakeholder engagement activities. All grievances are documented, reviewed, and addressed in a timely manner by a designated internal team. The Company ensures transparency, responsiveness, and fairness in resolution, with periodic monitoring to improve grievance redressal processes and enhance community trust.

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

	FY 2025	FY 2024
Directly sourced from MSMEs/ small producers	59%	43.56%
Sourced directly from within the district and neighbouring districts	41%	56.43%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

Location	FY 2025	FY 2024
Rural	–	–
Semi-urban	–	–
Urban	1.58%	1.8%
Metropolitan	98.42%	98.2%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
Not Applicable; as there were no projects that required Social Impact Assessment (SIA)	

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

Sr. No.	State	Aspirational District	Amount spent (In INR)
None of the projects are undertaken in aspirational districts			

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

No, AXISCADES does not have a preferential procurement policy comprising marginalized/vulnerable groups

b. From which marginalized /vulnerable groups do you procure?

Not Applicable

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

Not Applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

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

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of the Case	Corrective action taken
Not Applicable		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
Not Applicable			

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner**Essential indicators****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

AXISCADES has established formal channels to receive and respond to consumer complaints and feedback in a structured and timely manner. Stakeholders can share their concerns through dedicated support emails, customer relationship managers, and feedback forms. All inputs are recorded, evaluated, and addressed by a designated team, ensuring prompt resolution and continuous improvement. Periodic reviews are conducted to identify trends and enhance service delivery.

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

As a percentage to total turnover	
Environmental and social parameters relevant to the product	
Safe and responsible usage	Not Applicable
Recycling and/or safe disposal	

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

	FY 2025		Remarks	FY 2024		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	NA	-	Nil	NA	-
Advertising	Nil	NA	-	Nil	NA	-
Cyber-security	Nil	NA	-	Nil	NA	-
Delivery of essential services	Nil	NA	-	Nil	NA	-
Restrictive Trade Practices	Nil	NA	-	Nil	NA	-
Unfair Trade Practices	Nil	NA	-	Nil	NA	-
Other	Nil	NA	-	Nil	NA	-

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

	Number	Reasons for recall
Voluntary recalls	Nil	Nil
Forced recalls	Nil	Nil

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

No

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

No specific issues were raised during FY 2025.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches - Nil
- Percentage of data breaches involving personally identifiable information of customers - 0%
- Impact, if any, of the data breaches - Nil

Leadership Indicator

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

Information on products and services can be accessed at <https://axiscades.com/>.

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

Not applicable, owing to the nature of business

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

As a provider of engineering and technology solutions, AXISCADES primarily caters to business partners; the Company maintains robust communication protocols to inform them of any potential risks of service disruption or discontinuation. These mechanisms include timely notifications, service-level agreements, and business continuity plans to ensure transparency and minimal impact.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

The display of product information is not applicable to AXISCADES, as the company operates within the IT services segment, which does not involve physical products requiring such disclosures.