



September 05, 2025

BSE Limited Corporate Relationship Department P.J. Towers, Dalal Street, Fort, Mumbai - 400 001	National Stock Exchange of India Ltd. Exchange Plaza, Bandra-Kurla Complex, Bandra (East) Mumbai - 400 051
Scrip Code: 506109	Symbol: GENESYS

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Report for the financial year 2024-25

In terms of provision of Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligation and Disclosure Requirements) Regulations, 2015, we are enclosing Business Responsibility and Sustainability Report for the financial year 2024-25, which also forms part of Annual Report for the financial year 2024-25.

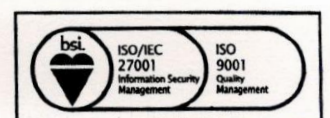
The above is also uploaded on the website of the Company www.igenesys.com.

You are requested to take the same on record.

Thanking You,

Yours faithfully,
For **Genesys International Corporation Ltd**

Kushal Jain
Company Secretary & Compliance Officer



‘ANNEXURE - G’ TO DIRECTORS’ REPORT

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity:

1	Corporate Identity Number (CIN) of the Listed Entity	L65990MH1983PLC029197
2	Name of the Listed Entity	Genesys International Corporation Limited
3	Year of incorporation	1983
4	Registered office address	73-A SDF III- SEEPZ, Andheri East, Mumbai - 400096 India
5	Corporate address	73-A SDF III- SEEPZ, Andheri East, Mumbai - 400096 India
6	E-mail	cs@igenesys.com
7	Telephone	+91 - 022 – 44884488
8	Website	www.igenesys.com
9	Financial year for which reporting is being done	April 1, 2024 to March 31, 2025 (FY 2024-25)
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited (BSE)
11	Paid-up Capital	₹ 19,90,11,185 as on 31 st March 2025
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Kushal Jain- Company Secretary & Compliance Officer w.e.f June 01, 2025 Email: cs@igenesys.com Telephone: +91 - 022 - 44884488
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).	Standalone basis
14	Name of assurance provider	Not applicable
15	Type of assurance obtained	Not applicable

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Supply of mapping, Survey and Geospatial solutions	Mapping, Survey, Geospatial solutions and related services	100%

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Architectural and engineering activities and related technical consultancy	7110	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	Not Applicable	6	6
International	Not Applicable	0	0

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	12
International (No. of Countries)	6

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

22.77%

c. A brief on types of customers:

The Company caters to public and private sector customer sections like Municipal Corporations, Town Planning Authorities, PWD's, Infrastructure development agencies, Telecom Companies, Railways, Renewable Energy Companies, Defense, Transportation sector etc.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	916	727	79%	189	21%
2.	Other than Permanent (E)	594	427	70%	177	30%
3.	Total employees (D + E)	1510	1144	76%	366	24%
WORKERS						
4.	Permanent (F)		Not applicable			
5.	Other than Permanent (G)					
6.	Total workers (F + G)					

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	3	3	100%	0	0
2.	Other than Permanent (E)	0	0	0	0	0
3.	Total differently abled employees (D + E)	3	3	100%	0	0
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)		Not applicable			
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

GENESYS INTERNATIONAL CORPORATION LIMITED

21. Participation/Inclusion/Representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	6	2	33%
Key Management Personnel	2	0	Nil

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

Particulars	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	5.21%	6.34%	5.45%	6.74%	9.95%	7.46%	11%	11.58%	11.15%
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.	A. N .Virtual World Tech Ltd, Cyprus	Subsidiary	97.76%	No
2.	Genesys Middle East Company Limited	Wholly owned subsidiary	100%	No

VI. CSR Details

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

(ii) Turnover (in ₹) : 28,442.69 Lakhs

(iii) Net worth (in ₹) : 60,205.10 Lakhs

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2024-25 Current Financial Year 1 st April, 2024 to 31 st March, 2025			FY 2023-24 Previous Financial Year 1 st April, 2023 to 31 st March, 2024		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.igenesys.com/contact	0	0	-	0	0	-
Investors (other than shareholders)	Yes https://www.igenesys.com/s/Investor_Contacts.pdf	0	0	-	0	0	-

Shareholders	Yes https://www.igenesys.com/s/Investor_Contacts.pdf	0	0	-	0	0	-
Employees and workers	Yes https://www.igenesys.com/s/Whistle_Blower_Vigil_Mechanism_v1_10062024.pdf	0	0	-	0	0	-
Customers	Yes https://www.igenesys.com/contact	0	0	-	0	0	-
Value Chain Partners	Yes https://www.igenesys.com/contact	0	0	-	0	0	-
Other (please specify)	Not applicable						

(iv) 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 security and privacy compliance	Risk	Large volumes of high-resolution aerial, terrestrial, street panoramic imagery and infrastructure data. Stricter global privacy laws (DPDP Act 2023, GDPR, etc.).	ISO 27001-aligned ISMS End-to-end encryption, differential privacy, regular penetration tests	Positive: Avoidance of Costly Fines and Penalties: Compliance helps organizations evade severe fines imposed by regulatory bodies Increases Shareholder Value: Investors prefer companies with solid privacy programs, associating them with reduced risk and sustainable financial performance, thus boosting shareholder confidence and value Negative: Compliance Costs: Achieving compliance requires significant investment in technologies, legal consultation, employee training, audits, and ongoing management.

2	Climate-change resilience and adaptation services	Opportunity	<p>Governments and utilities need geospatial inputs for flood, urban heat-island and infrastructure risk models.</p> <p>Fits Genesys's core LiDAR and Digital-Twin capabilities.</p>	N/A (opportunity)	<p>Positive:</p> <p>Economic Gains from Energy Efficiency and Carbon Pricing:</p> <p>Measures such as carbon pricing and energy-saving technologies can stimulate innovation and drive economic benefits.</p> <p>Investment and Innovation Opportunities: This creates significant opportunities for financial institutions, investors, and companies focused on green technologies and sustainable business models.</p>
3	Carbon footprint of mobile LiDAR and panoramic terrestrial surveys & data centres	Risk	<ul style="list-style-type: none"> • Manned aircraft flights, drone operations and compute clusters are energy-intensive. • Survey vehicles using fossil fuels <p>Growing client ESG requirements and potential carbon taxes.</p>	<ul style="list-style-type: none"> • Effective flight path optimisation • For terrestrial mobile mapping surveys, shift to electric or hybrid mobile mapping vehicles. <p>Migrate processing to renewable-energy data centres</p>	<p>Negative:</p> <p>Asset and Property Damage: Climate change increases the frequency and severity of extreme weather events such as hurricanes, floods, wildfires, and droughts. These events directly damage physical assets and infrastructure, reducing their value and causing substantial losses for owners.</p> <p>Impact on Corporate and Economic Performance:</p> <p>Firms in climate-vulnerable areas, especially those in coastal regions, often experience reduced financial returns and profitability due to direct exposure to climate hazards.</p>
4	Ethical Artificial Intelligence (AI) & data governance	Risk / Opportunity	<p>AI models support feature extraction, routing and analytics; bias or misuse of datasets can breach emerging AI and data privacy regulations.</p> <p>“Responsible by design” AI is becoming a key differentiator in smart governance and public-sector technology bids.</p>	<p>Internal AI Ethics Board, model-audit pipeline, explainability tools</p> <p>Voluntary adherence to Indian benchmarks such as NITI Aayog’s Responsible AI for All, DPDP Act 2023, and BIS draft standards on AI quality and risk management.</p>	<p>Positive:</p> <p>Competitive Advantage and Brand Reputation: Companies adopting ethical AI are viewed more favorably by consumers, partners, and investors, enhancing brand reputation and facilitating strategic partnerships and market growth</p> <p>Negative:</p> <p>High Implementation Costs: Developing and maintaining ethical AI systems involves significant investment in governance frameworks, transparency mechanisms, and continuous monitoring, which can be resource-intensive, especially for small and medium enterprises.</p>

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Wherever applicable, policy conforms to relevant national/international standards. All policies are framed based on applicable laws, business needs and industry practices / standards https://www.igenesys.com/s/Genesys-business-responsibility-policies.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	<ul style="list-style-type: none"> ISO 9001:2015: Quality Management System certified through BSI ISO/IEC 27001:2013 : Information Security Management System CMMIDEV/3- under renewal process 								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company believes in following these principles and its core element. The Company is committed to remain compliant as per the regulations. The company will be identifying clear sustainability goals and targets through a structured process and track it for completion								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The Company is committed to adopt best industry wise ESG practices and aims to act diligently in this matter.								
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>)	Genesys delivers value and upholds the trust of not only its customers but also each stakeholder, including employees, suppliers & partners, the society it has an impact on, and the shareholders who invest in it. The Company is committed to ensuring a sustainable, healthy, and clean environment across its facilities.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mr. Sajid Malik Chairman and Managing Director DIN:00400366								
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 Committee details								
	Mr. Manish Patel	Independent Director	Chairman						
	Mr. Sajid Malik	Managing Director	Member						
	Mr. Omprakash Hemrajani	Non-executive Director	Member						

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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)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	The Company ensures compliance of all applicable laws.								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.										P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
										The Company evaluates the policies internally.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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

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

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programs 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	% of persons in respective category covered by the awareness programmes
Board of Directors	1	Business strategy, code of conduct, Insider trading Laws, risk, SEBI Regulations. Strategic changes, environment, social and governance, economy, emerging trends.	100%
Key Managerial Personnel	2	The KMPs are provided trainings on topics like human rights, Governance, POSH, ESOP Regulations, SEBI Regulations, Insider trading laws, Code of Conduct.	100%
Employee other than BOD and KMPs	3	Code of Conduct, POSH (Prevention of Sexual Harassment), ESOP (Employee Stock Option Plan) Regulations, Fire Drills and Emergency Response, Health Awareness Programs, Environment & Social Awareness.	80%
Workers	Not applicable		

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

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty /Fine			Nil		
Settlement			Nil		
Compounding fee			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				
Punishment			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
Nil	Not applicable

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

Yes, Genesys has anti-corruption or anti-bribery policy. Responsible business conduct plays a vital role in the Company's aspiration to make ethical and responsible decisions in the interest of all stakeholders. Web link: https://www.igenesys.com/s/1-Anti-Corruption_Policy.pdf

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

	FY <u>2024-25</u> Current Financial Year 1 st April, 2024 to 31 st March, 2025	FY <u>2023-24</u> Previous Financial Year 1 st April, 2023 to 31 st March, 2024
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Not applicable	Not applicable

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

	FY <u>2024-25</u> Current Financial Year	FY <u>2023-24</u> Previous Financial Year
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil

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

Not applicable

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Number of days of accounts payable	126	133

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 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
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)	3.13%	Nil
	b. Sales (Sales to related parties / Total Sales)	7.31%	22.45%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	96.15%	Nil
	d. Investments (Investments in related parties / Total Investments made)	100%	100%

Leadership Indicators

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

While dealing with Value Chain Partners, the Company ensures that the Value chain partners are committed to the highest standards of ethical business conduct, ethical governance, and law abidance.

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

Yes. In order to avoid/manage conflict of interest, the Company obtains a declaration about the interest of Directors from the members of its Board.

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

ESSENTIAL INDICATORS

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

	FY 2024-25	FY 2023-24	Details of improvements on environmental and social impacts
R&D			In order to develop new solutions that boost our clients' efficiency, the Company encourages R & D activities, which may have positive environmental and social impact.
Capex (In lakhs)	Nil	Nil	-

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

Yes

Most of our operational sourcing is timely, regular and sustainable. Due process have been followed by the Company to have effective and sustainable sourcing.

2. b. If yes, what percentage of inputs were sourced sustainably?
60%
3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging), (b) E-waste, (c) Hazardous waste, and (d) other waste.
Not applicable as the Company is not into manufacturing of any product.
4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.
Not applicable

Leadership Indicators

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

NIC Code	Name of Product/Service	% of total turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
NIL					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same.
Nil
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).
Not applicable
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:
Not applicable, the Company is an IT services company, it does not manufacture any products.
5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.
Not applicable, the Company is an IT services company, it does not manufacture any products.

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

ESSENTIAL INDICATORS

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity		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	727	727	100%	727	100%	-	-	727	100%	727	100%
Female	189	189	100%	189	100%	189	100%	NA	0	189	100%
Total	916	916	100%	916	100%	189	100%	727	79.37%	916	100%
Other than permanent employees											
Male	417	417	100%	417	100%	-	-	417	100%	417	100%
Female	177	177	100%	177	100%	177	100%	NA	0	177	100%
Total	594	594	100%	594	100%	177	29.80%	417	70.20%	594	100%

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity		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	Not applicable										
Female											
Total											
Other than permanent workers											
Male	Not applicable										
Female											
Total											

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company	0.28%	0.33%

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

Benefits	FY 2024-25			FY 2023-24		
	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	96%	NA	Yes	96%	NA	Yes
Gratuity	100%	NA	NA	100%	NA	NA
ESI	12%	NA	Yes	17%	NA	Yes

3. Accessibility of workplaces

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

Yes. The Company offers equal opportunity to all the employees equipped with necessary infrastructure.

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.

All employees and those eligible are provided with equal opportunities. The Company is committed to fostering an inclusive work culture free from any type of discrimination. It is our policy that there should be no discrimination, harassment or less favorable treatment of any employee or job applicant, either directly or indirectly, on the grounds of age, color, physical ability, ethnic origin, nationality, religion, gender, family status, marital status, pre- natal status, gender reassignment, or sexual orientation. It is our policy that there shall be no bullying or intimidation for any reason towards any employee or applicant.

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	-	-	NA	NA
Female	46%	100%	NA	NA
Total	46%	100%	NA	NA

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

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Workers	Not Applicable
Permanent Employees	Yes
Other than Permanent Employees	Not Applicable

Mechanism:- Genesys is committed to provide a workplace where there is no tolerance for discrimination, harassment, or bullying behaviour. The Company promotes a fair and equitable mechanism to minimize discontentment and dissatisfaction amongst employees. An employee may approach his Department Head through the immediate superior and Head HR in case they have a grievance for any of the nature covered in the policy. The team is committed to provide fair resolutions in timely manner for any grievances raised by the employee. This policy is applicable for anyone working at Genesys International Corporation limited (parttime, temporary, permanent employees)

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity None. The company respect rights of each employee. The company does not have any worker.

8. Details of training given to employees and workers:

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	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	727	727	100%	147	20%	771	Nil	Nil	170	22%
Female	189	189	100%	64	34%	220	Nil	Nil	76	35%
Total	916	916	100%	211	23%	991	Nil	Nil	246	25%
Workers										
Male	Not applicable									
Female										
Total										

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

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	100%	100%	100%	100%	100%	100%
Female	100%	100%	100%	100%	100%	100%
Total	100%	100%	100%	100%	100%	100%
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 such system?**

Yes, we have basic monitoring of health and safety management, as we are not involved in any usage of hazardous materials or any heavy machinery. We have first aid kits available in all our units and hold regular health check-up camps for all employees.

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

As we are IT Services company, work related hazards are negligible besides Fire safety for which we have active smoke and fire alarms and conduct training for emergency evacuations via mock drills on regular basis.

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

As mentioned earlier we have regular fire safety trainings and mock drills for emergency evacuations.

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

Yes, the Company has fully equipped first aid care and all basic medicines available. Besides all employees are covered by Corporate Group Medical Insurance and corporate accident insurance as well.

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

Safety Incident / Number	Category*	FY <u>2024-25</u> Current Financial Year	FY <u>2023-24</u> Previous Financial Year
Lost time Injury Frequency rate (LTIFR) (per one million-person hours worked)	Employee	0	0
	Workers	Not Applicable	Not Applicable
Total recordable work-related injuries	Employee	0	0
	Workers	Not Applicable	Not Applicable
No. of fatalities	Employee	0	0
	Workers	Not Applicable	Not Applicable
High consequence work-related injury or ill-health (excluding fatalities)	Employee	0	0
	Workers	Not Applicable	Not Applicable

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

- Regular safety audits and inspections to identify and address potential hazards.
- Conduct regular health check up camps
- Maintaining clean and hygienic facilities, with regular sanitization of common areas.
- Maintaining emergency response plans, conducting mock fire drills.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	0	0		0	0	
Health & Safety	0	0		0	0	

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Working conditions	None by any external agency
Health & Safety	

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 adverse incident reported

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. Indeed, Genesys provides comprehensive Group Medical Coverage Insurance (GMC) to all its staff. We provide Family Coverage ranging from 3Lacs to 25Lacs depending on employees CTC level, for all its permanent employees. Additionally, Group Personal Accident (GPA) coverage of 5L to 1cr is extended to staff depending on CTC level.

(B) Workers: Not applicable

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

The Company encourages value chain partners to timely deduct and deposit the 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 2024-25 (Current financial year)	FY 2023-24 (previous financial year)	FY 2024-25 (Current financial year)	FY 2023-24 (previous financial year)
Employee	Nil	Nil	Nil	Nil
Workers	Not applicable	Not applicable	Not applicable	Not applicable

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

Yes, the entity provides transition assistance programs on need basis to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.

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	None
Working conditions	

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

Nil

GENESYS INTERNATIONAL CORPORATION LIMITED

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

Essential Indicators

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

Individuals, groups or institutions contributing value to its business chain are recognized as core or key stakeholders. This comprise of the employees, shareholders, investors, customers, regulators, lenders, communities and suppliers.

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
Employees	No	E-mails, online meetings, surveys, online feedback, letters, website, internal portals, newsletters, notice boards.	Ongoing & Need basis.	To keep employees informed about the Organization updates. To inform employees about upcoming engagement events, policies, processes. To understand employee needs and opinions To uphold Employee Safety and Wellbeing
Shareholders	No	Annual Reports, Emails, Newspaper updates, Press release, Company Website, Stock Exchange	Quarterly and as and when required	Annual Reports, notices of General Meetings, Corporate Governance, Financial and operational performance
Investors	No	Annual Reports, Emails, virtual meetings, Press release, Annual results.	Half-yearly plus as and when requested by investors	To understand the Company's results, major events and future direction
Suppliers	No	Email, conference calls, virtual meetings	As and when required	To understand the new market trends and educating the suppliers
Communities	No	Individual interaction on time to time	As and when required	To develop the CSR projects along with the community, according to the need of the community
Government/ Regulators	No	Governance Reports, Regulatory audit and inspections	As and when required by respective authorities.	Regulatory and legislative compliance, with relevant laws and regulations.
Client	No	Email, Company Website, Meetings, Personal visits, Individual interaction.	Regularly	Information on Business offerings

Leadership Indicators

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

The stakeholders as mentioned in essential indicator 2 in this principle are systematically engaged by various functionaries of the Company. The Board of Directors / Committees thereof takes feedback from Management and provides directions for improving processes / practices wherever applicable.

- 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, Stakeholder engagement is important for sustainable long-term value creation. Inputs of stakeholder groups are taken into account for implementation, social well-being, sustainability of business and designing the policies and procedures.

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

The Company is driven by an idea to improve the lives of people through its technology and committed to improve quality of life and create lasting value for society. The Company's upholds the commitment towards its Corporate Social Responsibility like education, social and environment protection.

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 2024-25			FY 2023-24		
	Total (A)	No. of employees /workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent Employees	916	916	100%	991	991	100%
Other than Permanent Employees	594	594	100%	358	358	100%
Total Employees	1510	1510	100%	1349	1349	100%
Workers						
Permanent Employees	Not applicable					
Other than Permanent Employees						
Total Employees						

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

Category	FY 2024-25 Current financial Year					FY 2023-24 Previous financial year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C / A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	916	0	0%	916	100%	991	865	87%	126	13%
Male	727	0	0%	727	100%	771	662	86%	109	14%
Female	189	0	0%	189	100%	220	203	92%	17	8%
Other than Permanent	594	0	0%	594	100%	358	358	100%	-	-
Male	417	0	0%	417	100%	321	321	100%	-	-
Female	177	0	0%	177	100%	37	37	100%	-	-
Workers										
Not applicable										

All employees have been paid more than minimum wage in accordance with the laws of the land.

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

a. Median remuneration/ wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category (₹ in million)	Number	Median remuneration/ salary/ wages of respective category (₹ in million)
Board of Directors	1	8.40	0	-
Key Managerial Personnel	2	6.22	0	-
Employees other than BOD and KMP	766	0.35	222	0.26
Workers	Not applicable			

b. Gross wages paid to females as % of total wages paid by the entity:

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Gross wages paid to females as % of total wages	13.45%	14.98%

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

Yes – The Human Resource Department is responsible for addressing Human Rights impacts or issues caused or contributed to by the business.

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

At Genesys, we are committed to providing a safe work environment. Given this we have various policies, such as grievance redressal policy, code of conduct policy, prevention of sexual harassment at workplace policy, that creates a positive work environment & provides right channels to our employees in raising any concerns. We have specialized committees such as Internal complaints committee, which provide a unbiased and time bound service to our employees in case of any issues, by maintaining utmost confidentiality, sensitivity & fairness. A detailed investigation process is followed which is based on facts and material evidence, which helps us in giving a unbiased resolution.

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

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolutions at the end of year	Remarks	Filed during the year	Pending resolutions at the end of year	Remarks
Sexual Harassment	0	0	0	0	0	0
Discrimination at workplace	0	0	0	0	0	0
Child Labour	0	0	0	0	0	0
Forced Labour/ Involuntary Labour	0	0	0	0	0	0
Wages	0	0	0	0	0	0
Other human rights related issues	0	0	0	0	0	0

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

	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Nil	Nil

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

The policies in place have provisions to take immediate action on anyone who is found threatening or retaliating against any person who in good faith has reported or intends to report a violation of law. The relevant Committees that are appointed to take necessary actions in case of any reported incidents, adhere to principles of confidentiality, sensitivity & fairness, to ensure that safe environment is created for employees to raise such concerns in a non-threatening way.

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

Yes

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	None
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	Not applicable

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

Not applicable

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Leadership Indicators

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

Not Applicable

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

Not Applicable

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

Yes

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

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	The Company encourages its value chain partners to abide by applicable regulatory requirements.
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others	

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 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
From renewable sources			
Total electricity consumption (A)	NA	NA	NA
Total fuel consumption (B)	NA	NA	NA
Energy consumption through other sources (C)	NA	NA	NA
Total energy consumed from renewable sources (A+B+C)	NA	NA	NA
From non-renewable sources			
Total electricity consumption (D)	Megajoule	5,75,37,576	61,76,541
Total fuel consumption (E)	Megajoule	76,08,357	1,08,73,308.6
Energy consumption through other sources (F)	NA	NA	NA
Total energy consumed from non-renewable sources (D+E+F)	Megajoule	6,51,45,933	1,70,49,849.6
Total energy consumed (A+B+C+D+E+F)	Megajoule	6,51,45,933	1,70,49,849.6
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	NA	Negligible	Negligible
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	NA	NA	NA
Energy intensity in terms of physical output	NA	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	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. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. : NO

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	3671 (kiloliters)	2768 (kiloliters)
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	3671 (kiloliters)	2768 (kiloliters)
Total volume of water consumption (in kilolitres)	3671 (kiloliters)	2768 (kiloliters)
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	Negligible	Negligible
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	-	-
Water intensity in terms of physical output	-	-
Water intensity (optional) - the relevant metric may be selected by the entity	-	-

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 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	NA	NA
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilolitres)	NA	NA

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5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.- Not applicable
6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
NOx	NA	NA	NA
Sox	NA	NA	NA
Particulate matter (PM)	NA	NA	NA
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

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 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	NA	NA
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	NA	NA	NA
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)	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity in terms of physical output	NA	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional)– the relevant metric may be selected by the entity	NA	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

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details. :
No

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

Parameter	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Total Waste generated (in metric tonnes)		
Plastic waste (A)	Not Applicable	Not Applicable
E-waste (B)	Negligible	Not Applicable
Bio-medical waste (C)	Not Applicable	Not Applicable
Construction and demolition waste (D)	Not Applicable	Not Applicable
Battery waste (E)	Not Applicable	Not Applicable
Radioactive waste (F)	Not Applicable	Not Applicable
Other Hazardous waste. Please specify, if any. (G)	Not Applicable	Not Applicable
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	Not Applicable	Not Applicable
Total (A+B + C + D + E + F + G + H)	Negligible	Not Applicable
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	Not Applicable	Not Applicable
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	Not Applicable	Not Applicable
Waste intensity in terms of physical output	Not Applicable	Not Applicable
Waste intensity(optional) – the relevant metric may be selected by the entity	Not Applicable	Not Applicable

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	Not Applicable	Not Applicable
(ii) Re-used	Not Applicable	Not Applicable
(iii) Other recovery operations	Not Applicable	Not Applicable
Total	Not Applicable	Not Applicable

For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	Not Applicable	Not Applicable
(ii) Landfilling	Not Applicable	Not Applicable
(iii) Other disposal operations	Not Applicable	Not Applicable
Total	Not Applicable	Not Applicable

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. No

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

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not applicable			

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
Not applicable					

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

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

Leadership Indicators

1. **Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):** Not applicable as none of Genesys facilities are in areas of water stress.
2. **Please provide details of total Scope 3 emissions & its intensity, in the following format:**

Parameter	Unit	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
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)	Metric tonnes of CO ₂ equivalent	NA	NA
Total Scope 3 emissions per rupee of turnover	NA	NA	NA
Total Scope 3 emission intensity (optional) - the relevant metric may be selected by the entity	NA	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.

3. **With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.** Not applicable.
4. **If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
NA	NA	NA	NA

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

Yes, the Company has an Emergency Preparedness and Response Plan.

The plan was crafted to establish a structured framework and procedures for effectively addressing a range of emergencies, including fire, earthquake, and bomb threats. This protocol prioritises human safety, minimises property damage, and swiftly restores normal Company operations, while facilitating responsive communication with all relevant parties.

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

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.

Genesys is affiliated with 1 trade and industry chambers association

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

S. no.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1.	Maharashtra Chamber of Commerce, Industry & Agriculture (MACCIA)	State

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.

There were no cases of anti-competitive conduct during the reporting period.

Leadership Indicators

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

None

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.

SIA was not applicable in the reporting year.

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

Rehabilitation and Resettlement (R&R) was not applicable in the reporting year.

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

In addition to Grievance Redressal, the community stakeholders also have the option of sharing their concerns with us via e-mail mentioned on our website.

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

	FY 2024-25	FY 2023-24
Directly sourced from MSMEs / small producers	26.97%	30.20%
Directly from within India	84.11%	84.09%

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 2024-25 Current Financial year	FY 2023-24 Previous financial year
Rural	Nil	Nil
Semi-urban	Nil	Nil
Urban	Nil	Nil
metropolitan	100%	100%

The Company recruits candidates with relevant educational qualifications from various regions across the country. To meet our talent needs, we engage with multiple universities and institutes in different parts of India, ensuring that talent from Rural, semi-urban and urban regions are provided with employment opportunities. Given that the work location for all recruited candidates, regardless of their origin, is Mumbai, the Company ensures that the applicable wage requirements for the region are maintained by the company.

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):**

Not applicable

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 Rs.
1	None	Not applicable	NIL

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

Contracts are awarded on merit and not on preference

- 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:**

Genesys does not have (acquired or owned) Intellectual Property Rights based on the traditional knowledge during the reporting period.

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.**

Not applicable

6. **Details of beneficiaries of CSR Projects**

Sr. no.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Children's Education - Educational Activities	12,050	100%
2.	Mahila Sashaktikaran - Educational Activities	11,350	100%

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.

Genesys has a defined process to ensure all the complaints and feedback from customers received from multiple channels are addressed. These multiple channels integrated within the defined process include:

- (i) Complaints/ feedback received on email
- (ii) Complaints/Feedback received directly by Genesys representative via phone or other means

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

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

3. Number of consumer complaints in respect of data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, unfair trade practices

The Company does not have any consumer complaints in respect of data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, unfair trade practices.

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

Not applicable

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

Yes. Being in the business dealing with clients information, Genesys takes safeguarding of privacy as one of its highest priority. Genesys's Data Protection framework has detailed Privacy Notice that is reviewed and updated regularly. Genesys has established an Information Security Management System Framework as per ISO/IEC 27001:2013 requirements. The overall objective of an Information Security Policy is to protect the Confidentiality, Integrity and Availability of information assets including its employees, working environment, financials, information, brand and reputation. Genesys carries Vulnerability Assessment and Penetrate Test (VAPT) for data protection on regular basis.

Web link: <https://www.igenesys.com/investor>

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

There were no consumer complaints on issues relating to advertising, delivery of essential services, cyber security and data privacy of customers.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches: None
- b. Percentage of data breaches involving personally identifiable information of customers: None
- c. Impact, if any, of the data breaches: None

Leadership Indicators

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

The information on products and services is available on the Genesys website under www.igenesys.com.

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

Not applicable

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

Genesys is not involved in directly providing essential services (as per essential service definition given in The Essential Services Maintenance Act, 1981). Genesys maintains continuous connect with its customers which ensures smooth running of their operations.

4. Does the Company display product information on the product over and above what is mandated as per local laws?

Not applicable