onmobile

ONMOBILE GLOBAL LIMITED
E City, Tower-1, No.94/1C & 94/2,
Veerasandra Village, Attibele Hobli,
Anekal Taluk, Electronic city Phase-1,
Bangalore - 560100, Karnataka,
India

P: +91 80 4009 6000 | F: +91 80 4009 6009
CIN - L64202KA2000PLC027860
Email - investors@onmobile.com

www.onmobile.com

July 14, 2026

To
The Listing Department
National Stock Exchange of India Limited
Exchange Plaza,
Bandra Kurla Complex, Bandra (East)
Mumbai - 400 051
Scrip Code: **ONMOBILE**

Department of Corporate Services,
BSE Limited,
Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400 001
Scrip Code: **532944**

Dear Sir/ Madam,

Sub: Submission of Business Responsibility and Sustainability Report for FY 2025-26

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report for FY 2025-26, which is prepared on a voluntary basis and also forms part of the Annual Report for FY 2025-26.

Kindly take the same on record.

Thanking you,

Yours sincerely,
For OnMobile Global Limited

PAKANATI V VARAPRASAD
Digitally signed by PAKANATI V VARAPRASAD
Date: 2026.07.14 19:10:23 +05'30'

P V Varaprasad
Company Secretary
FCS 5877

Encl: a/a

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1	NSE Symbol	ONMOBILE
2	BSE Scrip Code	532944
3	MSEI Symbol	NOTLISTED
4	ISIN	INE809I01019
5	Corporate Identity Number (CIN) of the Listed Entity	L64202KA2000PLC027860
6	Name of the Listed Entity	ONMOBILE GLOBAL LIMITED
7	Date of Incorporation	27-09-2000
8	Registered office address	E City, Tower-1, No.94/1C & 94/2, Veerasandra Village, Attibele Hobli, Anekal Taluk, Electronic city Phase -1, Bangalore - 560100, Karnataka, India.
9	Corporate address	E City, Tower-1, No.94/1C & 94/2, Veerasandra Village, Attibele Hobli, Anekal Taluk, Electronic city Phase -1, Bangalore - 560100, Karnataka, India.
10	E-mail	Investors@onmobile.com
11	Telephone	804009 6000
12	Website	www.onmobile.com
13	Financial year for which reporting is being done	01-04-2025 to 31-03-2026
14	Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange India Limited
15	Paid-up Capital	1063213510
16	Name and contact details of the person who may be contacted in case of any queries in the BRSR report	P V Varaprasad 804009 6000 Investors@onmobile.com
17	Reporting boundary	Standalone basis
18	Name of assurance provider	NA
19	Type of assurance obtained	NA

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1.	Mobile Entertainment Services	Mobile entertainment and Content Services: 1. Ring Back Tones, 2. Converged Value-Added Services & others and 3. Games	81%

21. **Products/Services sold by the entity (accounting for 90% of the entity's Revenue from Operations):**

S.No.	Product/Service	NIC Code	% of total Revenue from Operations
1.	Mobile Entertainment Services - Converged Value-Added Services & others	61900	56%
2.	Mobile Entertainment Services - Games	61900	16%
3.	Mobile Entertainment Services -Ring Back Tones	61900	9%

III. Operations

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

Location	Number of plants	No. of Offices	Total
National	0	1	1
International	0	10#	10#

23. **Markets served by the entity**

a. **Number of locations:**

Locations	Numbers
National (No. of States)	36*
International (No. of Countries)	10#

b. **What is the contribution of exports as a percentage of the total turnover of the entity?** 84%

c. **A brief on types of customers**

The Company services are distributed to customers that comprise of private telecom operators, public telecom operators, direct consumers, business users and enterprises.

* Includes 28 states and 8 union territories

captured only overseas branch locations of the Company here, excluded 32 overseas subsidiaries and their 4 branch locations since BRSR is prepared on standalone basis.

IV. Employees

24. **Details as at the end of the Financial Year**

a. **Employees and Workers (including differently abled):**

Sl. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B / A)	No. (C)	% (C / A)	No. (H)	% (H / A)
	EMPLOYEES							
1.	Permanent (D)	266	217	87.85 %	49	90.74 %	0	0.00 %
2.	Other than Permanent (E)	35	30	12.15 %	5	9.26 %	0	0.00 %
3.	Total employees (D + E)	301	247	82.06 %	54	17.94 %	0	0.00 %
	WORKERS							
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil	Nil	Nil
5.	Other than Permanent (G)	Nil	Nil	Nil	Nil	Nil	Nil	Nil
6.	Total workers (F + G)	Nil	Nil	Nil	Nil	Nil	Nil	Nil

b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female		Other	
			No. (B)	% (B/A)	No. (C)	% (C/A)	No. (H)	% (H / A)
DIFFERENTLY ABLED EMPLOYEES								
1.	Permanent (D)	Nil	Nil	Nil	Nil	Nil	Nil	Nil
2.	Other than Permanent (E)	Nil	Nil	Nil	Nil	Nil	Nil	Nil
3.	Total differently abled employees (D + E)	Nil	Nil	Nil	Nil	Nil	Nil	Nil
DIFFERENTLY ABLED WORKERS								
4.	Permanent (F)	Nil	Nil	Nil	Nil	Nil	Nil	Nil
5.	Other than permanent (G)	Nil	Nil	Nil	Nil	Nil	Nil	Nil
6.	Total differently abled workers (F + G)	Nil	Nil	Nil	Nil	Nil	Nil	Nil

25. Participation/Inclusion/Representation of women as at the end of Financial Year:

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors (BoD)	7	2	28.57%
2	Key Management Personnel (KMP)	3	1	33.33%

26. Turnover rate for permanent employees and workers:

Particulars	FY 2025-26				FY 2024-25				FY 2023-24			
	Male	Female	Other	Total	Male	Female	Other	Total	Male	Female	Other	Total
Permanent Employees	20.00 %	22.00 %	0.00 %	42.00 %	36.00 %	41.00 %	0.00 %	33.00 %	30.66 %	36.00 %	0.00 %	31.69 %
Permanent Workers	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Nil

V. Holding, Subsidiary and Associate Companies (including joint ventures)

27. (a) Names of holding/subsidiary / associate companies / joint ventures as on 31 March, 2026:

Sl. No.	Name of the holding/ subsidiary/associate companies/ joint ventures (A)	Indicate whether holding/ subsidiary/ associate company/ 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.	OnMobile Singapore Pte. Ltd.	Subsidiary	100	
2.	OnMobile Europe BV	Subsidiary	100	
3.	OnMobile USA LLC	Subsidiary	100	
4.	Servicios De Telefonia OnMobile SA De CV	Subsidiary	100	
5.	OnMobile Global SA	Subsidiary	100	
6.	OnMobile De Venezuela CA	Subsidiary	100	
7.	OnMobile Brasil Sistemas De Valor Agregado Para Comunicacoes Moveis Ltd.	Subsidiary	100	
8.	OnMobile Global for Telecommunication Services	Subsidiary	100	
9.	OnMobile Uruguay SA	Subsidiary	100	

Sl. No.	Name of the holding/ subsidiary/associate companies/ joint ventures (A)	Indicate whether holding/ subsidiary/ associate company/ 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)
10.	OnMobile Senegal SARL	Subsidiary	100	The Company's business responsibility initiatives are mainly focused on the parent company in India. However, subsidiaries of the Company share the initiatives to the extent relevant and in accordance with the law of the Country in which they operate.
11.	OnMobile Mali SARL	Subsidiary	100	
12.	OnMobile Bangladesh Private Limited	Subsidiary	100	
13.	OnMobile Kenya Telecom Limited	Subsidiary	100	
14.	OnMobile Telecom Limited	Subsidiary	100	
15.	OnMobile Costa Rica OBCR, SA	Subsidiary	100	
16.	OnMobile Global Spain, S.L.	Subsidiary	100	
17.	OnMobile Tanzania Telecom Limited	Subsidiary	100	
18.	OnMobile Zambia Telecom Limited	Subsidiary	100	
19.	OnMobile Uganda Limited	Subsidiary	100	
20.	OnMobile Rwanda Telecom Limited*	Subsidiary	100	
21.	OnMobile Nigeria Telecom Limited	Subsidiary	100	
22.	OnMobile Global Solutions Canada Limited	Subsidiary	100	
23.	OnMobile Turkey Telekomunikasyon Sistemleri Limited Şirketi	Subsidiary	100	
24.	OnMobile Telecom Burkina Faso, SARL	Subsidiary	100	
25.	ONMO, Inc.	Subsidiary	98.82	
26.	2DayUK Limited	Subsidiary	100	
27.	OnMobile Global South Africa (RF) (PTY) Ltd.	Subsidiary	87.72[#]	
28.	ONMO Sweden AB	Subsidiary	100	
29.	OnMobile Bangladesh Technologies Private Limited	Subsidiary	100	
30.	Technologies rob0 Inc.	Subsidiary	100	
31.	OnMobile South Africa Technologies (PTY) Ltd.	Subsidiary	100	
32.	Mobile Voice Konnect Private Limited	Associate	50	

*OnMobile Rwanda Telecom Limited was struck off w.e.f October 24, 2025.

[#]Double X Investment Holdings (Pty) Limited, a South African shareholder holds 12.28% in the company as per the local legal requirements

VI. CSR Details

28. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: YES

(ii) Turnover (in ₹): 1,801.61 million

(iii) Net worth (in ₹): 7,163.18 million

VII. Transparency and Disclosures Compliances:

29. 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 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	Community grievances can be reported at the e-mail ID, Investors@onmobile.com	-`	-	-	-	-	-
Investors (Other than shareholders)	Yes	Investor grievances can be reported at the e-mail ID, Investors@onmobile.com	-	-	-	-	-	-
Shareholders	Yes	Complaints are sent to Kfin Technologies Limited, RTA at einward.ris@kfintech.com/ Company at Investors@onmobile.com. The queries are resolved within statutory prescribed.	-	-	-	-	-	-
Employees and workers	Yes	Employees can send their Complains on Company's Intranet complaints to whistleblower or POSH id or raise an EA. Mechanism is available.	-	-	-	1	0	The Complaints were satisfactorily resolved
Customers	Yes	The Company has a mechanism to handle and address customer complaints received through LinkedIn, e-mail, website and Facebook satisfactorily.	1	0	The Complaints were satisfactorily resolved	27	0	The Complaints were satisfactorily resolved
Value Chain Partners	Yes	Yes	-	-	-	-	-	-
Others (Whistle Blower Policy and Reporting)	Yes	Stakeholders must report any concerns or misconduct to their superior, the Whistleblower Committee via whistleblower@onmobile.com , or anonymously through OnMobile's whistleblower link (https://www. onmobile.com/forms/ whistleblower//), with the Committee ensuring confidentiality and conducting investigations as per the Whistleblower Policy.	-	-	-	-	-	-

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

Sl. 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 opportunity (Indicate positive or negative implications)
1.	Employee Well-being and Talent Management	Opportunity	A healthy and supportive workplace environment is fundamental to enhancing workforce productivity. By cultivating a positive work culture, the organisation reduces employee turnover, improves satisfaction levels, manages workplace stress, and limits absenteeism. Regular wellness initiatives, including awareness sessions and health check-ups, further strengthen employee engagement. The organisation is also committed to maintaining equitable workplace practices through policies addressing gender equality, diversity, and prevention of harassment.	The organization promotes employee well-being through engagement and wellness initiatives that support a positive and inclusive work environment, while structured talent management and acquisition practices help attract, develop, and retain skilled professionals to ensure workforce continuity and business resilience.	Positive impact
2.	Customer Centricity	Risk/ Opportunity	Delivering customer-centric digital experiences enables the organisation to enhance customer acquisition, engagement, satisfaction, and retention while strengthening brand value and long-term business growth. However, failure to meet evolving customer expectations, maintain service quality, safeguard customer data, or ensure responsible digital engagement may adversely impact customer trust, reputation, and regulatory compliance.	The organisation continuously evaluates and refines its product strategies to balance customer engagement with responsible usage. Measures such as enabling user controls, promoting responsible usage, strengthening data privacy and security practices, and complying with applicable regulatory guidelines (including safeguards for children's content) are implemented.	Positive and Negative impact

Sl. 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 opportunity (Indicate positive or negative implications)
3.	Data Security	Risk	The increasing sophistication of cyber threats exposes the organisation to risks such as data breaches, unauthorised access, and potential loss or manipulation of sensitive information. Ensuring robust data protection remains critical in the evolving digital ecosystem.	The organisation has implemented a multi-layered information security framework aligned with internationally recognised standards, including ISO/ IEC 27001, ensuring a structured approach towards governance, risk management, and data protection against evolving cyber threats. This includes advanced security controls such as endpoint protection, network monitoring, access management, multi-factor authentication, vulnerability management, and regular security assessments. Continuous monitoring, employee awareness initiatives, incident response mechanisms, and periodic policy reviews are undertaken to strengthen the overall cyber resilience posture.	Negative impact
4	Diversity and Equal Opportunity	Opportunity	A diverse workforce contributes to improved organisational performance by integrating varied perspectives and experiences. The organisation is committed to fostering an inclusive culture that upholds human rights and prevents any form of discrimination.	The organisation promotes equal employment opportunities and inclusive practices that drive innovation, strengthen adaptability, and ensure respectful treatment of all individuals across operations.	Positive impact

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.

The National Guidelines for Responsible Business Conduct (NGRBC) as prescribed by the Ministry of Corporate Affairs advocates nine principles referred to as P1-P9 as given below:

Principle 1	Businesses should conduct and govern themselves with integrity and in a manner that is Ethical, Transparent and Accountable
Principle 2	Businesses should provide goods and services in a manner that is Sustainable and Safe
Principle 3	Businesses should respect and promote the well-Being of all employees, including those in their Value Chains
Principle 4	Businesses should respect the interests of and be responsive to all their Stakeholders
Principle 5	Businesses should respect and promote Human Rights
Principle 6	Businesses should respect and make efforts to protect and restore the Environment
Principle 7	Businesses, when engaging in influencing Public and Regulatory Policy, should do so in a manner that is Responsible and Transparent
Principle 8	Businesses should promote inclusive Growth and Equitable Development
Principle 9	Businesses should engage with and provide value to their Consumers in a Responsible Manner

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 element 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	**Refer Note 1 Refer Note 2**	**Refer Note 1**	**Refer Note 1 below POSH Policy (internally published)**	**Refer Note 1 Refer Note 2**	**Refer Note 1 and POSH policy (internally published)**	**Refer Note 1**	**Refer Note 1**	**Refer Note 3**	**Refer Note 1**
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)	Yes. OnMobile's Code mandates that all stakeholders must be knowledgeable about, understand, and adhere to this Code, uphold these standards in daily operations, and comply with all relevant policies and procedures.								
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	All the policies are in compliance with the standard acts, rules and regulations that govern the subject matter in India. The Company is certified with ISO/IEC 27001:2022 (Information Security Management System)								
5.	Specific commitments, goals, and targets set by the entity with defined timelines if any	While the Company doesn't have mandated targets or commitments for all policies, we have established procedures to effectively track key parameters. These include customer satisfaction, shareholder complaints, employee satisfaction surveys, CSR activities and the consumption of resources such as electricity. The Company is in the process of developing specific ESG commitments, goals and targets.								
6.	Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met									

Note 1: https://www.onmobile.com/sites/default/files/Code_of_Conduct.pdf

Note 2: https://www.onmobile.com/sites/default/files/policy/OnMobile_Whistle_Blower_Policy.pdf

Note 3: https://www.onmobile.com/sites/default/files/cg_policy/Corporate_Social_Responsibility_Policy_v1.pdf

Governance, leadership, and oversight

7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements:

Dear Stakeholders,

At OnMobile Global Limited, sustainability, responsible innovation, and ethical governance continue to remain integral to the way we operate and create long-term value. As a mobile entertainment and mobile gaming company operating across global markets, we recognise that sustainable growth today requires balancing technological advancement with strong governance, data security, environmental responsibility, and inclusive stakeholder engagement.

During FY 2025–26, we continued to strengthen our Environmental, Social, and Governance (ESG) framework by embedding responsible business practices into our strategic priorities and operational decision-making processes. Our focus has been on building a resilient, future-ready organisation capable of addressing emerging industry challenges while creating meaningful impact for employees, customers, investors, business partners, and communities.

Navigating ESG Challenges in a Digital-First Industry

The mobile entertainment and gaming industry continues to evolve rapidly, bringing with it new ESG-related opportunities and risks. One of the key challenges for the Company remains the management of cybersecurity threats, data privacy obligations, and evolving global regulatory requirements. As our products and platforms increasingly engage consumers in digital ecosystems, safeguarding customer information and maintaining secure digital environments remain critical priorities.

Additionally, the pace of technological advancement requires continuous innovation and talent transformation. Attracting, retaining, and upskilling high-quality talent in specialised technology domains continues to be a strategic focus area for OnMobile. We also recognise the growing expectations from stakeholders regarding ethical business conduct, diversity and inclusion, responsible gaming practices, and transparent governance.

Environmental sustainability, although relatively moderate in impact compared to asset-intensive industries, continues to be an area of focus. We are conscious of our operational footprint and remain committed to improving resource efficiency through responsible energy consumption, waste management, and digital optimisation initiatives across our offices and operations.

Key ESG Priorities and Achievements during FY 2025–26

Over the past year, OnMobile continued to make progress in strengthening its ESG foundations and governance mechanisms:

- Enhanced oversight of ESG-related risks through the Risk Management Committee and Board-level governance processes.
- Strengthened cybersecurity frameworks and data protection measures to address emerging digital risks and evolving privacy regulations.
- Strengthened employee well-being and workplace inclusivity through various engagement initiatives, cultural celebrations, and team-building activities that fostered collaboration, fitness, and team spirit.
- Reinforced our commitment to diversity, equal opportunity, and respectful workplaces through policies focused on inclusion, prevention of harassment, and ethical conduct.
- Continued stakeholder engagement through structured feedback mechanisms involving employees, customers, shareholders, telecom partners, and communities.
- Expanded efforts towards responsible operational practices, including resource conservation, waste segregation, and environmentally conscious workplace initiatives.
- Sustained community development initiatives through partnerships supporting healthcare, education, and social inclusion programmes.

Our governance framework continues to uphold the principles of transparency, accountability, integrity, and regulatory compliance. We remain committed to maintaining robust internal controls, ethical business conduct, and effective grievance redressal mechanisms across the organisation.

ESG Vision and Targets for FY 2026-27 and Beyond

As we look ahead, we remain committed to advancing our ESG journey through measurable and forward-looking objectives aligned with long-term sustainable growth.

Environmental Focus Areas

- Improve energy efficiency across operations through optimisation initiatives and responsible resource consumption.
- Strengthen waste management and recycling practices.
- Continue evaluating opportunities to reduce operational carbon footprint and enhance sustainable workplace practices.

Social Priorities

- Further strengthen diversity, equity, and inclusion across the workforce.
- Enhance employee learning, digital capability development, and leadership programmes.
- Continue promoting employee wellness with greater focus on mental health, safety, and engagement.
- Expand community initiatives supporting education, healthcare, digital awareness, and social development.

Governance Priorities

- Continue strengthening cybersecurity resilience and data privacy governance frameworks.
- Enhance ESG reporting and disclosure practices aligned with evolving regulatory expectations and global sustainability standards.
- Maintain strong ethical business conduct through robust compliance systems, whistle-blower mechanisms, and transparent governance practices.
- Integrate ESG considerations more deeply into strategic business decisions and risk management processes.

At OnMobile, we believe that sustainable business performance is built on responsible innovation, stakeholder trust, and ethical leadership. As we continue our transformation journey in the global digital entertainment ecosystem, we remain committed to creating sustainable value while contributing positively to society and the broader digital economy.

I would like to thank our employees, customers, telecom partners, investors, and all stakeholders for their continued trust and support in our sustainability journey.

Warm regards,

François-Charles Sirois
Executive Chairman & CEO
OnMobile Global Limited

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

Name: Francois-Charles Sirois

Designation: Executive Chairman & CEO

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. OnMobile Global Limited has constituted a Risk Management Committee tasked with the ongoing identification, assessment, and mitigation of risks, including those associated with Environmental, Social, and Governance (ESG) aspects. Following the dissolution of the CSR Committee on 14 May 2024, CSR-related responsibilities have been reassigned to the Board. In addition, the Audit Committee and the Nomination and Compensation Committee play a key role in shaping and overseeing ESG-related policies. Functional heads across the organisation ensure that company policies and practices remain aligned with the directions and decisions emanating from these Board-level committees.

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	Policies are being reviewed by the respective policy owners periodically in consultation with Senior Management/ Committee/ Board.									Policies wherever stated have been approved by the Board/ Committee of the Board/Senior management of the Company or as required by regulations.								
	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances										The Board of Directors/ Committees of the Board / CEO assess the Business Responsibility performance of the Company periodically.								

11	**Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.**	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
		No. The policies are regularly reviewed and updated by the designated policy owners. The Company remains dedicated to maintaining the highest standards of quality, excellent service management, strong information security practices, and effective business continuity management.								

12. If answer to question (11) 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 able 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

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:

<table>
<tr><th>Segment</th><th>Total number of training and awareness programmes held</th><th>Topics / principles covered under the training and its impact</th><th>% of persons in respective category covered by the awareness programmes</th></tr>
<tr><td>Board of Directors (BoD)</td><td>4</td><td>As part of the Board Familiarisation Programme, the Board of Directors is periodically apprised of critical functional and regulatory areas through structured updates by senior management / auditors. These sessions are designed to enhance the Board's understanding of operational, technological, and governance-related risks, including ESG dimensions.
The key topics covered under the programme include:
Prevention of Sexual Harassment (POSH) – P3, P5
Cyber Security – P1, P9
Software Development Life Cycle (SDLC) – P2
Data Privacy and Digital Personal Data Protection (DPDP) – P1, P4, P9
Internal Audit (IA) and NFRA Updates – P1
SEBI Listing Regulations, Related Party Transactions and Directors' KYC – P1, P7
These initiatives enable the Board to strengthen oversight on key risk areas, ensure regulatory compliance, and support informed decision-making on governance and sustainability matters.</td><td>100%</td></tr>
<tr><td>Key Managerial Personnel (KMP)</td><td>2</td><td rowspan="2">Prevention of Sexual Harassment (POSH) - P5
Code of Conduct - P1
Anti-Bribery - P1
Insider Trading - P1
Data Privacy - P9
Whistleblower - P1
Information Security Awareness - P9
IPR Training - P9</td><td>100%</td></tr>
<tr><td>Employees other than BoD and KMP</td><td>2</td><td>100%</td></tr>
<tr><td>Workers</td><td>NA</td><td>NA</td><td>NA</td></tr>
</table>

2. **Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2025-26 (Note: the entity shall make disclosures based on materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website):**

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

Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Non-Monetary				
Imprisonment	Nil	NA	Nil	NA
Punishment	Nil	NA	Nil	NA

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	NA

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

Yes, the Company's Code of Conduct encompasses a comprehensive Anti-Bribery Policy, which is applicable to a broad spectrum of stakeholders, including consultants, employees, agents, vendors, business partners, and members of the board. This policy unequivocally prohibits any form of bribery or corrupt practices, encompassing the exchange of gifts, hospitality, or entertainment with third parties, in both direct and indirect dealings. The policy delineates the roles and responsibilities of various departments in ensuring robust compliance and mandates strict adherence to ethical standards. It explicitly bars stakeholders from offering, soliciting, or accepting any payments, gifts, or other items of value in a business context that could be construed as an attempt to gain an undue advantage. The full policy details can be accessed via the Company's website at https://www.onmobile.com/sites/default/files/Code_of_Conduct.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:**

No disciplinary action was taken by any law enforcement agency against any of the Company's Directors, KMPs, Permanent Employees or Permanent Workers for charges of bribery or corruption during the Financial Year 2025-26 and the Financial Year 2024-25.

Segment	Current Financial Year (2025-26)	Previous Financial Year (2024-25)
Directors	NIL	NIL
Key Managerial Personnel (KMP)	NIL	NIL
Permanent Employees	NIL	NIL
Permanent Workers	Not Applicable	Not Applicable

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

Conflict of Interest forms part of the Company's Code of Conduct for the Board Members and Senior Management Employees of the Company. The Group Chief Operating Officer of the Company submits a Quarterly Certificate w.r.t violations, if any, of the Code of Conduct for the Board Members and Senior Management Employees to the Board of Directors at the end of each quarter.

No complaint with regard to conflict of interest was reported during the Financial Year 2025-26.

Particulars	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	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:**

NA

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

Topic	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Number of days of accounts payables	125 days	127 days

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a.	Purchases from trading houses as % of total purchases	NA	NA
	b.	Number of trading houses where purchases are made from	NA	NA
	c.	Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a.	Sales to dealers / distributors as % of total sales	NA	NA
	b.	Number of dealers / distributors to whom sales are made	NA	NA
	c.	Sales to top 10 dealers/ distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a.	Purchases (Purchases with related parties / Total Purchases)	32%	76.19%
	b.	Sales (Sales to related parties / Total Sales)	54.10%	34.48%
	c.	Loans & advances (Loans & advances given to related parties / Total loans & advances)*	14.32%	96.89%
	d.	Investments (Investments in related parties / Total Investments made)*	85.66%	85.65%

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
NIL		

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

Yes. OnMobile Global Limited has established robust processes and governance mechanisms to identify, disclose, and manage conflicts of interest involving members of the Board and senior management. The Company's Code of Business Conduct and Ethics requires Directors to disclose any actual or potential conflicts of interest, including related party transactions, external directorships, financial interests, and dealings that may influence independent judgment. Such matters are reviewed by the Audit Committee and, where applicable, by the Board of Directors for appropriate approval and oversight. The Company also has a Whistleblower Mechanism and compliance framework to ensure transparency, ethical conduct, and adherence to applicable regulatory requirements.

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 entity, respectively:

Type	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	Details of improvements in environmental and social impacts
Research & Development (R&D)	Nil	Nil	NA
Capital Expenditure (CAPEX)	Nil	Nil	NA

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

Yes. Although OnMobile operates in the mobile entertainment and digital services sector, where direct material sourcing is relatively limited, the Company has established procedures to promote responsible and sustainable sourcing practices. Suppliers are evaluated through a structured procurement process based on factors such as business need, quality, service standards, pricing, ethical conduct, regulatory compliance, and environmental considerations.

The Company promotes transparency, fairness, and accountability within its supply chain by adopting competitive bidding mechanisms, wherever feasible, and by ensuring appropriate contractual and confidentiality safeguards through non-disclosure agreements (NDAs).

In line with its sustainability commitments, OnMobile also encourages responsible procurement practices in areas such as office infrastructure, IT equipment, and service partnerships by considering environmentally conscious and socially responsible practices. The Company expects its suppliers and business partners to uphold ethical business conduct, human rights, workplace safety, and applicable environmental standards, thereby supporting the development of a responsible and sustainable value chain.

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

Sustainable sourcing is not directly applicable being a service industry.

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:

The Company provides mobile entertainment and gaming services to mobile operators and is not engaged in any manufacturing activities. It does not produce any physical products.

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

   No. Extended Producer Responsibility (EPR) is not applicable to the entity.

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 the 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 weblink
No. As a mobile entertainment and mobile gaming company, OnMobile Global Limited does not currently undertake formal Life Cycle Assessments (LCA) for its services, as the applicability of comprehensive product life cycle analysis within its core operations is presently limited. However, the Company recognises the growing importance of integrating life cycle thinking into its operational and procurement practices and intends to explore such assessments in the future, wherever relevant and feasible. As part of its sustainability approach, OnMobile continues to evaluate opportunities to reduce the environmental impact associated with its operations, including energy consumption across offices, digital infrastructure, and data management activities. The Company also seeks to encourage responsible procurement practices, efficient resource utilisation, proper e-waste management, and environmentally conscious vendor engagement. Looking ahead, OnMobile aims to strengthen its sustainability framework by assessing areas such as energy efficiency, carbon footprint, and responsible resource management across its value chain. The Company remains committed to aligning its operational practices with evolving sustainability expectations and global environmental objectives through continuous improvement and responsible digital innovation.					

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:**

S. No.	Name of the product	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-use input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
None		

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:**

Particulars	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable. The Company provides mobile entertainment services to mobile operators and is not engaged in any manufacturing activities. It does not produce any physical products.					
E-waste						
Hazardous waste						
Other waste						

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

   Not applicable

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	Total (A)	Health insurance*		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No:	%	No:	%	No:	%	No:	%	No:	%
Permanent Employees											
Male	217	217	100.00 %	217	100.00 %	0	0	217	100.00 %	0	0.00 %
Female	49	49	100.00 %	49	100.00 %	49	100.00 %	0	0	0	0.00 %
Total	266	266	100.00 %	266	100.00 %	49	100.00 %	217	100.00 %	0	0.00 %
Other than Permanent Employees											
Male	30	30	100.00 %	0	0.00 %	0	0	30	100.00 %	0	0.00 %
Female	5	5	100.00 %	5	100.00 %	5	100.00 %	0	0	0	0.00 %
Total	35	35	100.00 %	5	100.00 %	5	100.00 %	30	100.00 %	0	0.00 %

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

Category	Total (A)	Health insurance*		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		No:	%	No:	%	No:	%	No:	%	No:	%
Permanent Workers											
Male	NA										
Female											
Total											
Other than Permanent Workers											
Male	NA										
Female											
Total											

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

Particular	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	Nil	Nil

2. **Details of retirement benefits, for Current Financial year and Previous Financial Year:**

Benefits	**FY 2025-26 (Current Financial Year)**			**FY 2024-25 (Previous Financial Year)**		
	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.)**
Provident Fund	100%	-	Y	100%	-	Y
Gratuity	100%	-	Y	100%	-	Y
ESI	NA	-	NA	NA	-	NA
Others	International benefits in line with local statutory regulations		Y	International benefits in line with local statutory regulations		Y

3. **Accessibility of workplaces:**

Are the premises/offices of the entity accessible to differently abled employees, 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. OnMobile Global Limited is committed to fostering an inclusive and equitable workplace environment for all employees, including persons with disabilities. The Company's Equal Opportunity framework is aligned with the provisions of the Rights of Persons with Disabilities Act, 2016, and supports accessibility, inclusion, and equal treatment across its operations.

The Company has implemented accessibility features within its office premises, including wheelchair-accessible infrastructure, lifts and elevators equipped with braille-enabled buttons and audio assistance systems, and the availability of wheelchairs, wherever required. OnMobile continues to strengthen its workplace infrastructure and accessibility measures to ensure a safe, inclusive, and enabling environment for differently abled employees and workers.

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 Company has implemented an Equal Employment Opportunities Policy in full compliance with the Rights of Persons with Disabilities Act, 2016. The policy is an integral part of the company's Code of Conduct, which ensures equal opportunities for all employees and eligible job applicants, prohibiting unjust discrimination on various grounds, including disability. The Company is committed to fostering a diverse and inclusive workplace, as outlined in its Code of Conduct.

For further details, the Equal Opportunity Policy can be accessed within the Code of Conduct document available at the following link: https://www.onmobile.com/sites/default/files/Code_of_Conduct.pdf

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

Gender	**Permanent Employees**		**Permanent workers**	
	Return to work rate	**Retention rate**	**Return to work rate**	**Retention rate**
Male	100%	100%	0	0
Female	100%	100%	0	0
Total	**100%**	**100%**	**0**	**0**

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?**

Particulars	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Employees	yes	The Company utilizes an internal platform called 'Jira,' which allows employees to submit tickets to voice their concerns or seek information. These submissions are then managed and resolved by the respective departments or individual responsible. For issues related to grievances, employees have the option to approach HR business partners (HRBP). The HRBP takes charge of escalating the matter to the appropriate stakeholders, coordinating the required discussions and actions, and ensuring the resolution of the issue.
Other than Permanent Employees	Yes	
Permanent Workers	Not Applicable	
Other than Permanent Workers	Not Applicable	

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

OnMobile Global Limited respects and upholds the rights of employees to freely associate, communicate, and engage in collective discussions in accordance with applicable laws and company policies. While the Company does not currently have any formally recognised employee associations or labour unions, it encourages open communication, transparent dialogue, and direct engagement between employees and management.

The Company promotes a collaborative and inclusive work culture by providing employees with multiple platforms, including internal meetings and one-on-one interactions, to freely express their views, concerns, and suggestions. OnMobile remains committed to maintaining a respectful and supportive workplace environment that values employee participation and constructive engagement.

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	266	266	100%	350	350	100%
Male	217	217	100%	286	286	100%
Female	49	49	100%	64	64	100%
Other	0	0	100%	0	0	100%
Total Permanent Workers	Not Applicable					
Male						
Female						
Other						

8. **Details of training given to employees and workers:**

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (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	247	247	100.00 %	247	100.00 %	322	286	100.00 %	286	100.00 %
Female	54	54	100.00 %	54	100.00 %	75	64	100.00 %	64	100.00 %
Total	301	301	100.00 %	301	100.00 %	397	350	100.00 %	350	100.00 %
Workers										
Male	Not Applicable									
Female										
Total										

9. **Details of performance and career development reviews of employees and workers:**

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Permanent Employees						
Male	247	247	100.00 %	75	267	93.36 %
Female	54	54	100.00 %	75	60	93.75 %
Total	**301**	**301**	**100.00 %**	**397**	**327**	**93.43 %**
Permanent Workers						
Male	Not Applicable					
Female						
Total						

10. **Health and Safety Management System:**

a) **Has an occupational health and safety management system been implemented by the entity? (Yes/No) If yes, the coverage of such system?**

Yes

The Company's health and safety system, as outlined in its Health, Safety at Workplace and Work Environment Policy, ensures a safe and healthy work environment for all employees. This includes implementing robust safety measures such as emergency exits, fire alarms, fire extinguishers, and smoke detectors to mitigate workplace hazards effectively. Every stakeholder is responsible for adhering to the Company's health and safety policies and maintaining secure working conditions. Furthermore, stakeholders are encouraged to educate themselves and raise awareness about these policies to foster a culture of safety.

As a mobile entertainment service provider, the Company acknowledges the unique challenges of a digital and operational workspace. It proactively ensures employee safety through workplace ergonomics, cybersecurity measures, and facilities designed to promote a healthy work-life balance.

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

Not Applicable, the Company is service based and hence does not have any work-related hazards. The Company encourages a proactive approach and reporting of any work-related issues through the HR team.

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

There are no direct work-related hazards to employees owing to the nature of operations of the Company.

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

Yes, every employee at the organization is included under the Company's health insurance and accident policy. The Company maintains detailed medical and healthcare policies and related services. Health checkups are conducted for employees as required or stipulated by policy terms. Additionally, employees and their families are covered for hospitalization through mediclaim insurance, providing protection against unforeseen medical emergencies.

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

Safety Incident/Number	Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (Per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace:

OnMobile is deeply committed to ensuring a safe and healthy workplace for all its employees and third-party personnel. The Company recognises that its success is built on the well-being of its people and has taken proactive steps to create a secure working environment. In line with the Health, Safety at Workplace and Work Environment policy, OnMobile has implemented essential safety features such as emergency exits, fire alarms, fire extinguishers, and smoke detectors to mitigate the risk of accidents and emergencies. The company adheres to all relevant health and safety regulations.

To further reinforce this commitment, OnMobile conducts regular health, safety, and environmental assessments to evaluate and enhance its workplace practices. This includes ensuring that all employees and stakeholders are well-informed and responsible for maintaining a safe environment, as outlined in the policy.

For any queries regarding health and safety measures, employees are encouraged to contact the Business HR department

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

Particulars	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	0	0	0	0
Health and Safety	0	0	0	0	0	0

14. **Assessments for the year:**

Particulars	% of your plants and offices that were assessed by the entity or statutory authority or third party
Health and safety practices	100% of our office is assessed internally for Health and safety practices and Working conditions as a part of the business operation process.
Working Conditions	

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 and safety practices and working conditions:**

Not Applicable. No such safety related incident, significant risk or concerns had been reported from any assessment.

Leadership Indicators

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

Yes, the Company has the coverage of life insurance and compensatory package for the employees during the uncertain event of death. This coverage shall be five times the fixed pay to the employees' dependent families.

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 ensures full compliance with statutory dues for its employees, including income tax, provident fund, professional tax, ESIC, etc., through automated tools and systems that track deductions and deposits. These systems are regularly monitored to ensure that all statutory dues are properly deducted and deposited on time. Regarding value chain partners (vendors), the Company mandates that they also comply with relevant statutory obligations. The contracts with these partners include clauses that require them to adhere to statutory dues regulations, and the Company periodically reviews and audits compliance through internal checks. Vendors are held accountable to ensure their statutory obligations are met, and any non-compliance is addressed in accordance with the terms of the contract.

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:**

Particulars	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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Employees	Nil	Nil	Nil	Nil
Workers	NA	NA	NA	NA

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)**

No, the Company does not have any formal policy on transition assistance, however, support is provided on case-to-case basis.

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

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	Given the nature of OnMobile's business, the consumption of resources is primarily focused on operations, with a strong emphasis on ensuring that all value chain partners adhere to applicable regulations, including health and safety practices and working conditions. While the Company has not yet conducted a specific assessment of value chain partners regarding these areas, it actively promotes adherence to relevant standards. OnMobile periodically conducts inspections and reviews of key partners, particularly where critical data is shared or systems have been extended to ensure compliance with data security, cyber security, and business continuity requirements. Moving forward, OnMobile is committed to strengthening its monitoring and assessment processes, with a focus on ensuring the well-being of all stakeholders within the value chain.
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.**

No corrective action plan has been necessitated on the above-mentioned parameters.

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:**

OnMobile Global Limited engages proactively with a diverse range of stakeholders to better understand their expectations, concerns, and evolving needs. This engagement enables the Company to develop sustainable business strategies across the short, medium, and long term, while also supporting the identification and management of key business risks and opportunities.

The Company follows a structured process for identifying key stakeholder groups, which includes:

- Stakeholder Mapping: Stakeholders are identified and categorised based on their level of influence, business relevance, dependency, and impact on the organisation. This assessment covers both internal and external stakeholder groups.
- Structured Engagement Processes: The Company undertakes consultations, surveys, workshops, and interactions with various stakeholder groups to understand material concerns and expectations.
- Feedback and Assessment Mechanisms: Inputs gathered through employee engagement initiatives, customer feedback surveys, vendor assessments, and other communication channels are used to continuously refine stakeholder identification and prioritisation.
- Management Involvement: Senior management and functional leaders actively participate in the stakeholder identification process, aligning stakeholder priorities with operational and strategic objectives.
- Periodic Review: The stakeholder framework is reviewed and updated periodically to reflect changes in business operations, regulatory expectations, and the external environment.

Based on this process, the Company's key stakeholders include Directors, shareholders, telecom partners, employees, customers, vendors, suppliers, business partners, regulators, government authorities, NGOs, local communities, and society at large.

The key stakeholders identified through these processes are:

- Directors
- Shareholders
- Telecom Businesses
- Employees
- Other suppliers, partners, and collaborators
- Customers and Vendors
- Governments, NGOs, local communities, regulators, and society at large.

Stakeholder Identification Process

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

Stakeholder Group	Whether identified as Vulnerable and 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
Directors	No	Board/ Committee meetings Notices through emails Documents are disseminated through portal Meetings are conducted through Zoom Video Conference	Quarterly and as and when Required	Statutory / business requirements
Shareholders	No	Annual General Meeting Notices through emails / Newspaper publication	Annually	Statutory/ business requirements
Telecom Businesses	No	Email and SMS	Quarterly	Business and Operational Reviews
Employees	No	Townhall meetings through Zoom video conference	Quarterly	Part of employee engagement and address the grievances
Channel partners and Distributor	No	Emails	As and when Required	For discussing the various contractors, terms & Conditions
Customers and Vendors	No	Emails	As and when Required	For discussing the various contractors, terms & Conditions
Community i.e., Beneficiaries through CSR Partners	Yes	Websites	Regular	CSR activities for Promoting health care including preventive health care

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:

OnMobile Global Limited follows a structured stakeholder consultation and governance framework to facilitate engagement on key economic, environmental, social, and governance (ESG) matters. The Company recognises that effective stakeholder engagement is essential for sustainable growth, responsible business conduct, and informed strategic decision-making.

Stakeholder consultations are undertaken through multiple formal and informal engagement mechanisms, including town halls, surveys, stakeholder meetings, customer interactions, employee engagement sessions, feedback forums, and periodic discussions with shareholders, telecom partners, suppliers, regulators, NGOs, and local communities. These interactions enable the Company to identify stakeholder expectations, emerging risks, material ESG concerns, and opportunities relevant to its operations and long-term strategy.

The consultation process is supported through Board-level and management committees, including:

Risk Management Committee – reviews ESG-related risks, opportunities, and mitigation measures;

Stakeholders' Relationship Committee – monitors stakeholder grievances, engagement effectiveness, and communication processes; and

Nomination and compensation Committee – supports alignment of people, culture, and governance practices with long-term organisational objectives.

Where stakeholder consultations are delegated to management or functional teams, the outcomes and key observations are consolidated and periodically escalated to the relevant committees and the Board through structured review mechanisms, ESG updates, and quarterly management presentations. Material stakeholder concerns and sustainability-related matters are considered by the Board while evaluating strategic priorities, governance practices, risk management approaches, and policy decisions.

Through this integrated consultation framework, OnMobile ensures that stakeholder perspectives remain embedded within its governance processes and sustainability journey.

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. OnMobile Global Limited actively uses stakeholder consultations to identify and manage key environmental, social, and governance (ESG) topics relevant to its business and operations. Feedback received from stakeholders such as employees, customers, telecom partners, shareholders, suppliers, regulators, and senior management helps the Company understand material concerns, emerging risks, and sustainability priorities. These inputs are considered during the identification of material topics and while strengthening the Company's overall ESG framework.

Stakeholder feedback has supported various initiatives and policies relating to employee well-being, workplace inclusivity, data privacy, cybersecurity, and responsible business practices. For instance, employee inputs have contributed to wellness and engagement initiatives, while customer and partner expectations have strengthened the Company's focus on digital trust, information security, and service reliability. The Board and management periodically review such feedback to ensure that stakeholder perspectives are incorporated into strategic decisions, policies, and operational activities.

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

Not applicable

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 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	266	266	100.00 %	350	350	100.00 %
Other than permanent	35	35	100.00 %	47	47	100.00 %
Total Employees	301	301	100.00 %	397	397	100.00 %
Workers						
Permanent	Not Applicable					
Other than permanent						
Total Workers						

POSH e-learning training (60 minutes) is conducted biannually for all employees. Additionally, training on Gender Equality, Privacy and Data Protection, and Anti-Discrimination, as outlined in the Code of Conduct Policy, is provided. The policy is accessible on the website for all stakeholders.

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

Category	FY 2025-26 (Current Financial Year)					FY 2024-25 (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F / D)
EMPLOYEES										
Permanent										
Male	266	266	100.00 %	350	350	100.00 %	266	266	100.00 %	350
Female	35	35	100.00 %	47	47	100.00 %	35	35	100.00 %	47
Other than Permanent										
Male	30	0	0.00 %	30	100.00 %	36	0	0.00 %	0	0.00 %
Female	5	0	0.00 %	5	100.00 %	11	0	0.00 %	0	0.00 %
WORKERS										
Permanent	Not Applicable									
Male										
Female										
Other than Permanent										
Male										
Female										

3. **Details of remuneration/salary/wages**

a. **Median remuneration / wages as on 31 March, 2026:**

Particulars	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors(BoD)	5	2450000	2	12846782
Key Managerial Personnel	2	5563573	1	23453564
Employees other than BoD and KMP	215	1824000	48	1150000
Workers	0	0	0	0

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to women as % of total wages	14.86%	20.7%

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 HR department serves as the focal point for addressing human rights impacts or issues caused or contributed to by the business, as guided by the Company's Code of Conduct, which outlines human rights responsibilities.

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

The Company's Code of Conduct provides a structured mechanism for reporting grievances through the local HR grievance redressal process. To address such concerns, the Company has constituted an Internal Complaints Committee (ICC), which is empowered to conduct inquiries and collect evidence in accordance with the provisions of the Code of Civil Procedure, 1908. Further, the Audit Committee periodically reviews the effectiveness of the whistleblower mechanism on a quarterly basis and also monitors matters relating to the prevention and redressal of sexual harassment at the workplace under the POSH framework, including instances where no complaints are reported.

The Company remains committed to addressing actual or suspected violations, including fraudulent financial practices, harassment, serious misconduct, misuse of Company resources, and breaches of applicable laws or internal policies. Concerns may be reported through the following channels:

- Reporting to one's immediate superior
- Sending an email to whistleblower@onmobile.com (acknowledged via auto mailer)
- Mailing the Audit Committee Chairman ChairmanAC@onmobile.com
- Sending a letter to the postal address of the Audit Committee at E City, Tower-1, No. 94/1C and 94/2, Veerasandra Village, Attibele Hobli, Anekal Taluk, Electronic City Phase-1, Bengaluru – 560100, Karnataka, India.

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

Particulars	FY 2025-26	(Current Financial Year)	Remarks	FY 2024-25	(Previous Financial Year)	Remarks
	Filed during the year	Pending resolution at the end of year		Filed during the year	Pending resolution at the end of year	
Sexual harassment	0	0	0	0	0	-
Discrimination at workplace	0	0		0	0	-
Child labour	0	0	0	0	0	-
Forced labour / Involuntary labour	0	0	0	0	0	-
Wages	0	0	0	0	0	-
Other human rights related issues	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 2025-26 (Current Financial Year)	FY 2024-25 (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	0%	0%
Complaints on POSH upheld	Nil	Nil

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

OnMobile Global Limited is committed to maintaining a safe, respectful, and inclusive workplace environment where employees and stakeholders can report concerns relating to discrimination, harassment, unethical conduct, or workplace misconduct without fear of retaliation or adverse consequences. The Company has established robust governance mechanisms through its Whistleblower Policy, Code of Conduct, and Prevention of Sexual Harassment (POSH) framework to ensure confidentiality, fairness, and protection of complainants throughout the grievance redressal process.

All complaints are handled with due sensitivity, impartiality, and confidentiality, and the identity of the complainant is protected to the extent permitted under applicable laws. The Company strictly prohibits any form of retaliation, victimisation, intimidation, or discriminatory treatment against individuals reporting concerns in good faith or participating in investigations. Any retaliatory behaviour is treated as a serious violation of Company policy and is subject to appropriate disciplinary action.

Further, the Company's Code of Conduct expressly prohibits discrimination or harassment based on factors such as gender, race, religion, caste, colour, nationality, age, disability, marital status, pregnancy, sexual orientation, or any other legally protected characteristic. An Internal Complaints Committee (ICC) has been constituted to ensure fair, independent, and timely investigation of complaints, including matters relating to workplace harassment under the POSH framework. Through these mechanisms, OnMobile reinforces its commitment to protecting the dignity, safety, and human rights of all employees and stakeholders.

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

Yes. Human rights requirements form a part of the Company's business agreements and contracts as and where relevant.

10. Assessments for the year:

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labor	100%. We conduct internal monitoring to ensure compliance with relevant laws and policies regarding these issues. No significant findings have been reported by local regulatory bodies or external parties throughout the year. We take proactive measures to prevent discrimination, child labor, and sexual harassment within our value chain partnerships.
Forced/involuntary labor	
Sexual harassment	
Discrimination at workplace	
Wages	

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. No significant risks /concerns.

Leadership Indicators

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

Not applicable as no such instances have arrived as there is a robust mechanism in place to address any human rights issues.

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

OnMobile does not presently conduct specific human rights due diligence. However, the Company's Code of Conduct and Whistleblower Policies include comprehensive human rights protocols, which are strictly followed and respected.

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, the premises and offices of OnMobile Global Limited are designed to support accessibility for differently abled visitors in accordance with the provisions of the Rights of Persons with Disabilities Act, 2016. The Company has implemented accessibility features such as wheelchair-friendly access, lifts and elevators equipped with braille-enabled buttons and audio assistance systems, along with the availability of wheelchairs, wherever required. These measures reflect the Company's commitment towards fostering an inclusive, accessible, and barrier-free environment for all visitors and stakeholders.

4. Details on assessment of value chain partners:

Particulars	**% of value chain partners (by value of business done with such partners) that were assessed**
Sexual Harassment	The Company did not conduct any assessments with its value chain partners. However, it is expected that the value chain partners comply with all applicable laws and regulations. In the upcoming assessment year, the Company plans to conduct assessments to ensure compliance with human rights.
Discrimination at Workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	

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

No corrective action plan has been necessitated on the above-mentioned parameters.

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From Renewable Sources			
Total electricity consumption (A)	GJ	0	0
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumption from renewable sources (A+B+C)	GJ	0	0
From Non-Renewable Sources			
Total electricity consumption (D)	GJ	5511.43	5632.58
Total fuel consumption (E)	GJ	168.41	283.61
Energy consumption through other sources (F)	GJ	0	0
Total energy - consumed from non- renewable sources (D+E+F)	GJ	5679.84	5916.19
Total energy consumed (A+B+C+D+E+F)	GJ	5679.84	5916.19
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	GJ/INR	3.18 GJ/million rupees	2.47 GJ/million rupees
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*) (Total energy consumed / Revenue from operations adjusted for PPP)	(GJ/INR) *PPP	64.63 GJ/million rupee	51.03 GJ/million rupee
Energy intensity in terms of physical output	GJ/MT	-	-
Energy Intensity (optional)- the relevant metric may be selected	–	16.42 GJ/Employee	14.86 GJ/Employee

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor for India published by IMF for the year 2026, which is 20.34.

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

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 Company does not fall under the category of industries mandated under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) Surface water	The organisation, operating in the service sector, primarily utilises water for human consumption with minimal requirements for business operations. Located in rented premises, water management is handled by the landlord, with supply sourced from tankers and stored in tanks for shared use among multiple companies in the building. There are no meters available to monitor water withdrawal.	
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others (Harvested Rainwater)		
Total volume of water withdrawal (In Kiloliters) (i + ii + iii + iv + v)		
Total volume of water consumption (In Kiloliters)*	3908 KL	4394 KL
Water intensity per rupee of turnover (Water consumed / turnover in INR) (KL/INR)	2.19 KL/ million rupee	1.84 KL/ million rupee
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL/INR)*PPP	44.47 KL/ million rupee	37.93 KL/ million rupee
Water intensity in terms of physical output (KL/MT)	-	-
Water intensity (optional)- the relevant metric maybe selected	10.05 KL/employee	11.30 KL/employee

*Calculated based on guidelines established by the Central Ground Water Authority (CGWA) to estimate water consumption. As per CGWA guideline, the estimated consumption is 45 litres per head per working day for offices. Saturday, Sunday and National holiday are considered for 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

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in Kilolitres)		
(i) Surface water	The organisation, being engaged in the service industry, has minimal water discharge arising from its operations, with water usage primarily restricted to domestic and employee-related requirements. Operating from leased office premises, water management and recycling activities are overseen by the landlords, wherein fresh water is utilised for potable purposes and treated recycled water is used for non-potable applications such as flushing, gardening and sanitation. Although water discharge quantities are not presently monitored directly by the organisation, several water conservation initiatives have been implemented, including aerator-fitted and sensor-based taps to minimise wastage, while wastewater generated from the premises is treated through Sewage Treatment Plants (STPs) and reused for flushing purposes.	
No treatment		
With treatment – please specify level of treatment		
(ii) Groundwater		
No treatment		
With treatment – please specify level of treatment		
(iii) To Seawater		
No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third parties		
No treatment		
With treatment – please specify level of treatment		
(v) Others		
No treatment		
With treatment – please specify level of treatment		
Total water discharged (in Kiloliters)		

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:**

OnMobile Global Limited has not implemented a Zero Liquid Discharge (ZLD) mechanism, as its operations are primarily service-oriented and office-based, involving minimal water consumption limited largely to domestic and employee usage. The Company operates from leased office premises shared with other tenants, where wastewater treatment and recycling activities are managed centrally by the landlord or facility management team.

Wastewater generated within the premises is treated through a common Sewage Treatment Plant (STP), following which the treated water is recycled and reused for non-potable applications such as flushing and other domestic purposes within the building. While a dedicated ZLD system is not currently applicable to the nature of the Company's operations, OnMobile continues to promote responsible water management and conservation practices across its facilities.

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	Not applicable		
SOx			
Particulate matter (PM)			
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others–please specify			

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) and its intensity, in the following format:**

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	tCO_{2e}	12.48	21.02
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, FCs, SF_6, NF_3, if available)	tCO_{2e}	1112.76	1137.22
Total Scope 1 and Scope 2 emissions per rupee of Turnover (In INR)	tCO2e/million rupee	0.63	0.48
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)	tCO2e/million rupee	12.80	10.00
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO_{2e}/MT	-	-
Total Scope 1 and Scope 2 emission intensity (optional)- the relevant matric may be selected by the entity	tCO2e/Employee	3.25	2.91

Note: Indicate if any independent assessment, evaluation or 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:**

OnMobile Global Limited is in the process of strengthening its greenhouse gas (GHG) emissions monitoring framework and continues to promote sustainable operational practices through initiatives such as energy-efficient LED lighting, optimisation of HVAC and server infrastructure, responsible e-waste management through authorised recyclers, and increased adoption of digital documentation practices to support resource efficiency and environmental sustainability. The Company also intends to progressively enhance its GHG emissions data collection and assessment processes in the coming years.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	8.22	12.7
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G) (Used Oil, Used Graese, Cotton Waste, ETP Sludge from ETP, Paint Sludge)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	8.22	12.7

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT/INR in Lakhs)	0.0046 t/million rupees	0.0053 t/million rupees
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/INR in Lakhs)*PPP	0.09 t/million rupees	0.11 t/million rupees
Waste intensity in terms of physical output (MT/MT)	-	-
Waste intensity (optional) – the relevant metric may be selected by the entity	0.023 t/employee	0.032 t/employee
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/Re-used	-	-
(iii) Other recovery operations	-	-
Total	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	8.22	12.70
Total	**8.22**	**12.70**

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:

OnMobile Global Limited is committed to responsible waste management and waste reduction practices through initiatives aimed at minimising single-use plastics, including the replacement of plastic cups with reusable melamine cups for coffee and tea and the use of reusable glass bottles within office premises. The Company's primary waste stream comprises e-waste such as computers, printers, switches, and scanners, for which dedicated collection mechanisms are established to encourage responsible disposal by employees and visitors. E-waste is disposed of and recycled through authorised recyclers registered with the Pollution Control Board to ensure compliance with applicable environmental regulations and minimise environmental impact. As a service-oriented organisation, the Company does not manufacture physical products or significantly utilise hazardous chemicals in its operations, thereby limiting hazardous waste generation, while wet and dry waste segregation practices are also implemented with segregated waste handed over to municipal authorities for recycling and disposal.

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:

NA

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

NA

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

Yes, the Company is compliant with the applicable environmental law/ regulations/ guidelines in India. The Company abides by all the sector specific laws, regulations and guidelines to comply with environmental protection.

Leadership Indicators

1. Water consumption, withdrawal and discharge in areas of water stress (in Kilo Litres) For each facility or plant located in the following areas, provide the following information

i) Name of area

ii) Nature of operations

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

<table>
<tr><th>Parameter</th><th>FY 2025-26
(Current Year)</th><th>FY 2024-25
(Previous Year)</th></tr>
<tr><td>Water withdrawal by source (in kilolitres)</td><td rowspan="27" colspan="2">As per the report by the Central Ground Water Board, Bangalore is categorized as 'Over-Exploited'. However, the Company operates in the service industry and primarily uses water for human consumption, requiring minimal water for its business activities. As the offices are situated in rental properties, the landlord manages water usage and recycling. Recycled water is designated for non-potable functions like toilet and urinal flushing, whereas fresh water is reserved for drinking and other potable needs. Although there is no system currently in place to monitor water consumption, the organization has implemented measures to promote responsible water use. These measures include the installation of aerator taps and sensor-based taps to reduce water wastage.</td></tr>
<tr><td>(i) Surface water</td></tr>
<tr><td>(ii) Groundwater</td></tr>
<tr><td>(iii) Third party water</td></tr>
<tr><td>(iv) Seawater / desalinated water</td></tr>
<tr><td>(v) Others</td></tr>
<tr><td>Total volume of water withdrawal (in kilolitres)</td></tr>
<tr><td>Total volume of water consumption (in kilolitres)</td></tr>
<tr><td>Water intensity per rupee of turnover (Water consumed / turnover)</td></tr>
<tr><td>Water intensity (optional) – the relevant metric may be selected by the entity</td></tr>
<tr><td>Water discharge by destination and level of treatment (in kilolitres)</td></tr>
<tr><td>(i) Into Surface water</td></tr>
<tr><td>No treatment</td></tr>
<tr><td>With treatment – please specify level of treatment</td></tr>
<tr><td>(ii) Into Groundwater</td></tr>
<tr><td>No treatment</td></tr>
<tr><td>With treatment – please specify level of treatment</td></tr>
<tr><td>(iii) Into Seawater</td></tr>
<tr><td>No treatment</td></tr>
<tr><td>With treatment – please specify level of treatment</td></tr>
<tr><td>(iv) Sent to third-parties</td></tr>
<tr><td>No treatment</td></tr>
<tr><td>With treatment – please specify level of treatment</td></tr>
<tr><td>(v) Others</td></tr>
<tr><td>No treatment</td></tr>
<tr><td>With treatment – please specify level of treatment</td></tr>
<tr><td>Total water discharged (in kilolitres)</td></tr>
<tr><td colspan="3">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</td></tr>
</table>

2. Provide details of scope 3 emissions & its intensity, in the following format:

The Company is not presently tracking Scope 3 emissions.

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.

Not Applicable

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

Sl. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Adoption of Emerging Technologies	The Company actively adopts emerging technologies and digital solutions to enhance overall user experience and improve operational efficiency across its services.	Improved customer experience, enhanced operational effectiveness, and strengthened digital service delivery capabilities.
2	Low Environmental Footprint Operations	The Company's service-oriented business model involves minimal environmental impact with negligible resource consumption, emissions, discharges, and waste generation.	Reduced environmental footprint and lower dependency on natural resources compared to resource-intensive industries.
3	Sustainable Waste Management Practices	Implemented sustainable waste handling mechanisms, including segregation of wet and dry waste and responsible disposal practices across office premises.	Improved waste management efficiency and promoted environmentally responsible workplace practices.
4	Energy Efficiency Measures	Adopted energy-efficient systems and infrastructure within office operations to optimise energy consumption.	Reduced energy usage and supported environmentally sustainable business operations.

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

Yes. OnMobile Global Limited has established a Business Continuity and Disaster Management framework as part of its overall risk management strategy to ensure operational resilience, uninterrupted service delivery, and protection of employees and business assets. The framework is designed to minimise disruptions arising from infrastructure failures, cyber threats, natural disasters, pandemics, or other unforeseen events through measures such as built-in redundancies, remote working capabilities, and a geographically diversified workforce. The Company also undertakes periodic business impact assessments and risk evaluations to identify and mitigate potential operational risks, thereby ensuring continuity of critical business functions and consistent delivery of services to customers and stakeholders.

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. As a provider of mobile entertainment services to mobile operators and not involved in manufacturing, OnMobile's value chain does not result in significant adverse environmental impacts. As a result, no specific mitigation or adaptation measures are required.

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

No Assessments done.

8. **Green Credit generated / procured by the company and top ten value chain partners.**

Not applicable for the industry.

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: 1**

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Bangalore Chamber of Industry and Commerce	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:**

   No adverse order was received by the Company from regulatory authorities during the financial year 2025-26, hence no corrective action was required to be taken.

Leadership Indicators

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

Sl. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
OnMobile Global Limited actively engages in public policy advocacy through its participation in industry associations and forums relevant to the mobile entertainment and digital services sector. The Company's leadership team and subject matter experts contribute to discussions, working groups, policy forums, and industry roundtables on matters relating to technology innovation, regulatory developments, industry standards, and digital ecosystem advancement. Through these engagements, the Company supports collaborative knowledge-sharing and contributes constructively towards the development of responsible industry practices, regulatory frameworks, and policies that promote sustainable sectoral growth and technological progress.					

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. Considering the nature of the business of the Company, no Social Impact Assessment (SIA) of project has been undertaken in FY 2025-26.					

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

Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	%age of PAFs covered by R&Rs	Amounts paid to PAFs in the FY (In INR)
Not Applicable. Considering the nature of the business of the Company, no Rehabilitation and Resettlement (R&R) for any project has been undertaken in FY 2025-26.					

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

The Company interacts with the community through its CSR teams. Grievances received, if any are addressed by the CSR team.

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

Particulars	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directly sourced from MSMEs/ Small Producers	Not Applicable. Since the Company caters to mobile entertainment services to mobile operators and not related to any manufacturing activity. All our otherwise procurements, viz. office stationery, equipment's and consumables of similar nature are from MSMEs/small producers.	
Directly from within India		

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 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Rural	0%	0%
Semi-Rural	0%	0%
Urban	100%	100%
Metropolitan	0%	0%

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	

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)
1.	Karnataka & Gujarat	Karnataka & Gujarat	211,000

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

Yes. OnMobile Global Limited follows a preferential procurement approach that encourages local sourcing and responsible procurement practices. While a significant portion of the Company's procurement relates to IT products and services sourced from established multinational OEMs and authorised distributors, the Company actively explores opportunities to engage local suppliers and service providers, including businesses from marginalised and vulnerable communities, wherever feasible. Through this approach, OnMobile aims to support local economic development, promote inclusive growth, and strengthen responsible supply chain practices.

(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.**

   Not Applicable

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:**

Sl. No.	CSR Project	No. of persons benefitted from CSR Projects	% Of beneficiaries from vulnerable and marginalized groups
1.	Educational Intervention Digital Literacy Program For Children with Hearing Impairment by VAANI and Gift vision surgeries by Sankara Eye Hospital	1050	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:**

   OnMobile Global Limited has established structured mechanisms to receive, monitor, and respond to customer complaints, service-related concerns, and operational feedback through a formal ticketing and support management process. As the Company primarily operates through telecom operator partnerships, end-customer interactions and initial complaint handling are managed by the respective telecom operators, who escalate technical issues and service-related concerns to OnMobile, wherever required. Such escalations are addressed by the Company's dedicated operations and support teams, ensuring timely resolution in accordance with defined service level agreements (SLAs) and operational protocols to maintain service quality and customer satisfaction.

2. **Turnover of products and/services as a percentage of turnover from ALL products/services that carry information about Environmental and Social Parameters relevant to the product, safe and responsible usage, recycling and/or safe disposal:**

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	NA
Safe and responsible usage	100%
Recycling and/or safe disposal	NA

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

Particulars	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Received during the year	Pending resolution at end of the year	Remarks	Received during the year	Pending resolution at end of the year	Remarks
Data Privacy	Nil	Nil	No Data Privacy Complaints Received	Nil	Nil	No data privacy consumer complaints received or identified
Advertising	Nil	Nil	White labelled products advertising per-se is not in our purview. But we pass on queries to our customer support team for further action.	Nil	Nil	White labelled products advertising per-se is not in our purview. But we pass on queries to our customer support team for further action.
Cyber security	Nil	Nil	No cyber security consumer complaints received or identified	Nil	Nil	No cyber security consumer complaints received or identified
Delivery of essential services	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Restrictive Trade Practices	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Unfair Trade Practices	Nil	Nil	Not Applicable	Nil	Nil	Not Applicable
Other (CRM, CCS, Sales, Brigade+)	1	1	We forward Facebook, LinkedIn, and website e-mail queries/complaints from consumers to the customer support team. This year, there was 1 complaint from LinkedIn, which was passed on to the relevant team. The other messages received were more career or partnership inquiries than complaints.	27	0	LinkedIn –11, Facebook-11,E-mail-5, We take care of Facebook, LinkedIn and e-mail queries from consumers by passing them on to the customer support team. The queries were all resolved

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

	Number	Reasons for recall
Voluntary recalls	Not Applicable	
Forced recalls		

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:**

OnMobile is dedicated to ensuring the security of data, preventing unauthorized or unlawful use of personally identifiable information, and maintaining strong data protection standards. To support this commitment, the Company has established and implemented appropriate physical, organizational, and technical safeguards and practices. In alignment with regulatory requirements and internal business needs, OnMobile continues to enhance its data protection framework with additional controls and technical measures as necessary.

The Data Protection Policy serves as a comprehensive guide to how OnMobile collects, processes, uses, and protects personal data. It outlines the principles and procedures in place to safeguard individual privacy and reinforces the Company's commitment to responsible data handling.

The Policy can be accessed via the following web links:

https://www.onmobile.com/home/privacy_policy

https://www.onmobile.com/sites/default/files/privacy/Data_Protection_Policy.pdf

The Company is committed to safeguarding all information assets by implementing robust management processes across the organization. Business information is protected through a combination of effective controls and proactive measures. These include the deployment of advanced security solutions such as firewalls, intrusion prevention systems, anti-malware tools, and dynamic URL filtering.

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 issues reported

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

   a. **Number of instances of data breaches:** 0

   b. **Percentage of data breaches involving personally identifiable information of customers:** 0

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

Leadership Indicators

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

Following are the links for information on products and services of the entity:

https://www.onmobile.com/products/tones , https://www.onmo.com/ , https://www.onmobile.com/products/challengesarena , https://www.onmobile.com/products/the-gaming-platform , https://gamize.com/ , https://www.onmobile.com/products/kids , https://www.onmobile.com/products/sports , https://www.onmobile.com/products/contests , https://www.onmobile.com/products/videos , https://www.onmobile.com/products/buzzmo

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

Operating within the mobile entertainment and digital industry, the Company acknowledges the importance of providing comprehensive information and education to its customers regarding its products and services. As part of this commitment, detailed information about the Company's offerings, including terms and conditions, refund policy, and frequently asked questions (FAQs), is readily available on its website.

It's noteworthy that for the Company's white-labelled business-to-business (B2B) products, customer interactions typically fall under the purview of telecom operators. Consequently, the Company relies on these operators to furnish information and education to end consumers on its behalf. This arrangement serves as a crucial component of the Company's communication and education efforts directed towards its customers.

Overall, the Company remains dedicated to equipping its customers with the necessary information and education to fully grasp and derive benefits from its products and services. Whether through its website or through collaborative efforts with telecom operators, the company endeavors to ensure that customers are well-informed and content with their engagements with ONMO. Notably, these web pages serve to inform consumers about ONMO's policies:

- Privacy Policy: https://www.onmo.com/privacy-policy/
- Terms & Conditions: https://www.onmo.com/terms-conditions/
- Refund Policy: https://www.onmo.com/refund-policy/
- FAQs: https://www.onmo.com/faqs
- https://gamize.com/privacy-policy/
- https://www.onmobile.com/home/privacy-policy

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

OnMobile Global Limited has established communication mechanisms to ensure timely notification and coordination in the event of any planned or unplanned service disruptions. Planned maintenance activities are communicated to telecom operator partners well in advance, generally with a minimum notice period of seven days, to enable appropriate preparedness and customer communication. In case of unplanned disruptions or service interruptions, relevant stakeholders are informed within agreed timelines through multiple communication channels, including email, phone calls, SMS, and operational alerts. The respective telecom operators manage communication with end consumers based on the nature, severity, duration, and criticality of the disruption, while the Company remains committed to ensuring service continuity and effective stakeholder communication.

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

Yes. OnMobile Global Limited, as a provider of mobile entertainment services including web applications, games, and digital content offerings, operates primarily through telecom operator partners under a business-to-business (B2B) model. Product-related information and customer-facing disclosures are managed through these telecom operators in accordance with applicable local laws and regulatory requirements. The Company works closely with its partners to support compliance with relevant consumer information and transparency requirements.

Yes, the Company also undertakes customer and partner engagement activities, including feedback mechanisms and service reviews, through its telecom operator partnerships and operational support processes to assess service quality, user experience, and customer satisfaction relating to its products and services.