



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

August 28, 2025

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 2024-25

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 2024-25, which is prepared on a voluntary basis and also forms part of the Annual Report for FY 2024-25.

Kindly take the same on record.

Thanking you,

Yours sincerely,
For OnMobile Global Limited

P V Varaprasad
Company Secretary
F5877

Encl: a/a

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURE

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L64202KA2000PLC027860
2	Name of the Listed Entity	ONMOBILE GLOBAL LIMITED
3	Year of incorporation	2000
4	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
5	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
6	E-mail	Investors@onmobile.com
7	Telephone	+91 80 4009 6000
8	Website	www.onmobile.com
9	Financial year for which reporting is being done	FY 2024-25 (01/04/2024 to 31/03/2025)
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited, National Stock Exchange of India Limited
11	Paid-up Capital	Rs. 1063.21 million
12	Contact Person	
	Name of the Person	P V Varaprasad, Company Secretary
	Telephone	T: + 91 80 4009 6000
	Email address	E: Investors@onmobile.com
13	Reporting Boundary	
	Type of Reporting- Select from the Drop-Down List	Disclosures made in this report are on a standalone basis and pertain only to OnMobile Global Limited.
	If selected consolidated:	NA
14	Name of Assurance Provider	-
15	Type of Assurance Provider	-

II. Product/Services

16 Details of business activities

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 and 3. Games	96%

17 Products/Services sold by the entity

S.No.	Product/Service	NIC Code	% of Total Turnover contributed
1.	Mobile Entertainment Services - Converged Value-Added Services	61900	49%
2.	Mobile Entertainment Services - Games	61900	35%
3.	Mobile Entertainment Services -Ring Back Tones	61900	12%

III. Operations

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

Location	Number of plants	No. of Offices	Total
National	NA	1	1
International	NA	10 [#]	10 [#]

19 Market served by the entity

a. No. 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? 90%

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 33 overseas subsidiaries and their 4 branch locations since BRSR is prepared on standalone basis.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently-abled)

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent Employees (A)	350	286	82%	64	18%
2	Other than Permanent Employees (B)	47	36	75%	11	25%
3	Total Employees (A+B)	397	322	81%	75	19%
Workers						
4	Permanent (C)	NIL	NIL	NIL	NIL	NIL
5	Other than Permanent (D)	NIL	NIL	NIL	NIL	NIL
6	Total Workers (C+D)	NIL	NIL	NIL	NIL	NIL

b. Differently abled employees and workers

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
7	Permanent Employees (E)	NIL	NIL	NIL	NIL	NIL
8	Other than Permanent Employees (F)	NIL	NIL	NIL	NIL	NIL
9	Total Employees (E+F)	NIL	NIL	NIL	NIL	NIL
Workers						
10	Permanent (G)	NIL	NIL	NIL	NIL	NIL
11	Other than Permanent (H)	NIL	NIL	NIL	NIL	NIL
12	Total Differently Abled Employees (G+H)	NIL	NIL	NIL	NIL	NIL

21. Participation/Inclusion/Representation of women

S. No.	Category	Total (A)	No. and % of females	
			No. (B)	% (B/A)
1	Board of Directors	6	2	33.33%
2	Key Management Personnel	3	1	33.33%

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

Category	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	36%	41%	33%	31%	36%	32%	21%	21%	21%
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether it is a holding / Subsidiary / Associate / or 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	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.
2.	OnMobile Europe BV	Subsidiary	100	
3.	OnMobile USA LLC	Subsidiary	100	
4.	Servicios De Telefonía 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 Ltda.	Subsidiary	100	
8.	OnMobile Global for Telecommunication Services	Subsidiary	100	
9.	OnMobile Uruguay SA	Subsidiary	100	
10.	OnMobile Senegal SARL	Subsidiary	100	

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether it is a holding / Subsidiary / Associate / or 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)
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 Global Italy SRL [#]	Subsidiary	100	
24.	OnMobile Turkey Telekomunikasyon Sistemleri Limited Şirketi	Subsidiary	100	
25.	OnMobile Telecom Burkina Faso, SARL	Subsidiary	100	
26.	ONMO Inc.	Subsidiary	98.82	
27.	2DayUK Limited	Subsidiary	100	
28.	OnMobile Global South Africa (RF) (PTY) Ltd.	Subsidiary	87.72*	
29.	ONMO Sweden AB	Subsidiary	100	
30.	OnMobile Bangladesh Technologies Private Limited	Subsidiary	100	
31.	9447-9029 Quebec Inc.(formerly known as "Les Productions Back to the Game Inc.) [§]	Subsidiary	100	
32.	Technologies rob0 Inc.	Subsidiary	100	
33.	OnMobile South Africa Technologies (PTY) Ltd.	Subsidiary	100	
34.	Mobile Voice Konnect Private Limited	Associate	50	

[#] OnMobile Global Italy SRL entity was closed effective 4th Oct 2024

^{*} Double X Investment Holdings (Pty) Limited, a South African shareholder holds 12.28% in the company as per the local legal requirements

[§] 9447-9029 Quebec Inc. entity was merged with Tech Rob0 effective 1st April 2024

VI. CSR Details

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

b. Turnover (in Rs.) 2393.13 million

c. Net worth (in Rs.) 7160.43 million

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) If Yes, then provide web-link for grievance redress policy	FY 2024-25 Current Financial Year			FY 2023-24 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. Shareholders 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 timelines.	-	-	-	16	-	The complaints were satisfactorily resolved
Employees and workers	Yes. Employees can send their complaints to whistleblower or POSH id or raise an EA. Mechanism is available on Company's Intranet	1	-	The complaint was satisfactorily resolved	-	-	-
Customers*	Yes. The company has a mechanism to handle and address customer complaints received through LinkedIn, e-mail, website and Facebook.	27	-	The complaints were satisfactorily resolved	23	-	The complaints were satisfactorily resolved
Value Chain Partners*	Yes.	-	-	-	-	-	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) If Yes, then provide web-link for grievance redress policy	FY 2024-25 Current Financial Year			FY 2023-24 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
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.	-	-	-	-	-	-

*Note- The company sells white labelled products to Telecom operators. The end consumer is a customer to telecom operator. The telecom operator is the link between the company and the end user. All customer complaints are managed and resolved by telecom operator, through different channels including call centers, voice response systems, SMS and web/app user interface. In case of technical issues that need the company's interventions are reported to operations team via a ticketing mechanism. These tickets are resolved by operations team as per the agreed SLAs. The complaints mentioned here are received in Social Media and recorded in the Social Media Issue Tracker.

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

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Employee well-being and Talent Management	Opportunity	A productive workforce is rooted in a healthy environment. By fostering a comfortable and supportive work atmosphere, OnMobile reduces job turnover, enhances job satisfaction, manages stress, and minimizes absenteeism. The company regularly engages in employee wellness initiatives, such as awareness programs and health checkups. OnMobile is committed to maintaining a fair workplace with strong policies supporting gender equality, diversity, and a harassment-free environment, as highlighted by its POSH Policy.	To support the overall well-being of its employees, OnMobile has partnered with YourDost to offer a 24/7 counseling service that is free and confidential. This platform also includes additional resources like community connections, lifestyle and mental wellness blogs, articles, and webinars focused on self-improvement and mental health.	Positive impact

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
		Talent management at OnMobile aligns the work culture with global standards, boosting employee loyalty and efficiency. Recruiting locally not only helps retain talent but also demonstrates the company's commitment to community development.	Additionally, OnMobile employs a Talent Acquisition Procedure to ensure the recruitment of highly skilled professionals capable of delivering top-tier services to clients worldwide.	
Customer Centricity	Risk/ Opportunity	OnMobile, as a provider of mobile entertainment products and solutions, can gain advantages by prioritizing customer-centricity. This involves tailoring products and services to match customer needs and preferences, which can help attract new customers and retain current ones. However, focusing on customer-centricity also comes with notable risks, such as the costs involved and the risk of users engaging in excessive mobile game usage.	By addressing the associated risks, OnMobile can capitalize on the benefits of customer-centricity and maintain its competitive position in the market. Our products cater to a diverse customer base, making it crucial to consistently simulate, evaluate, and refine our product development strategies to align with customer interests and engagement. OnMobile plans to introduce features that enable users to monitor and control their gaming time, along with providing resources on responsible gaming. Additionally, OnMobile is committed to strictly following mandated warnings and guidelines, including those pertaining to children's content, set by regulatory authorities for gaming companies where applicable.	Negative /Positive Impact
Data Security	Risk	At OnMobile, we recognise the growing threat of cyberattacks and the associated risks to data security, including breaches, loss, manipulation, and unauthorised exposure. As the digital landscape evolves, safeguarding sensitive information remains our top priority. We are committed to maintaining vigilance and implementing robust measures to ensure the integrity and security of our data, reinforcing our dedication to protecting the interests of our stakeholders.	Implementation of robust IT security measures to ensure operational efficiency. Adherence to ISO standards pertinent to IT security, reflecting our commitment to global best practices. Delivery of comprehensive training and orientation programmes to enhance awareness and preparedness among stakeholders.	Negative

Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
Diversity and Equal Opportunity	Opportunity	At OnMobile, we believe that workforce diversity significantly enhances organisational performance by bringing together individuals with varied perspectives and experiences. Equally, we are committed to fostering an inclusive work environment where human rights are upheld, and discrimination of any kind is actively prevented.	OnMobile believes that fostering equal opportunity employment and embracing diversity enhances creativity, fuels innovation, and strengthens workforce adaptability. We are unwavering in our commitment to upholding human rights and ensuring the respectful and dignified treatment of every individual across all our operations.	Positive

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:

P 1	Businesses should conduct and govern themselves with integrity in a manner that is ethical, transparent and accountable
P 2	Businesses should provide goods and services in a manner that is sustainable and safe
P 3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P 4	Businesses should respect the interests of and be responsive towards all its stakeholders
P 5	Businesses should respect and promote human rights
P 6	Businesses should respect, protect and make efforts to restore the environment
P 7	Businesses when engaging in influencing public and regulatory policy should do so in a manner that is responsible and transparent
P 8	Businesses should promote inclusive growth and equitable development
P 9	Businesses should engage with and provide value to their consumers in a responsible manner

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes										
1	a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
	c. Web Link of the Policies, if available	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

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
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.									

Governance, Leadership and Oversight

7	<p>Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements</p> <p>Dear Stakeholders,</p> <p>It is with great pleasure that I present the Business Responsibility and Sustainability Report for OnMobile Global Limited for the fiscal year 2024-25. Our commitment to integrating Environmental, Social, and Governance (ESG) principles deeply into our business operations and strategic decision-making continues to strengthen and evolve. We recognize the critical importance of these elements in sustaining business excellence and ethical practices.</p> <p>Commitment to Excellence and Sustainability</p> <p>At OnMobile, we are dedicated to maintaining the highest levels of quality, superior service management, robust information security, and sustainable business continuity. These pillars are fundamental to our operational integrity and success, ensuring we deliver exceptional value consistently to all our stakeholders.</p> <p>Environmental Initiatives</p> <p>Our environmental stewardship initiatives are more crucial than ever as we strive to minimize our impact on the planet. This year, we have enhanced our efforts by implementing advanced energy-efficient lighting systems, expanding our water conservation measures, and strengthening our waste management practices. These initiatives are designed not only to reduce our environmental footprint but also to set a benchmark in sustainable operations within our industry.</p> <p>Social Contributions</p> <p>We believe in empowering the communities in which we operate. This year, we have amplified our efforts to create a safe and healthy working environment for our employees and extended our community engagement initiatives. Our ongoing partnerships with the Sri Kanchi Kamakoti Medical Trust - Sankara Eye Foundation and VAANI Deaf Children's Foundation have enabled us to make significant contributions to healthcare and education. Additionally, we have expanded our skill-building programs, aiming to equip underprivileged youth with the necessary skills for a sustainable future.</p>
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Governance and Ethical Practices

Upholding rigorous standards of governance and transparency remains a top priority. We have strengthened our compliance mechanisms and internal controls, ensuring adherence to all applicable laws and regulations. Our robust whistle-blower policy continues to be a vital tool for maintaining transparency and addressing stakeholder concerns effectively.

Achievements and Future Goals

In the financial year 2024-25, we continued achieving several significant milestones in our ESG journey:

- We achieved a notable reduction in carbon emissions and implemented a comprehensive waste segregation and recycling program across all our offices.
- We Have implemented employee wellness program to promote health and well-being among our staff.
- We have improved our approach to ensure and adhere to legal standards and ethical practices.

Looking ahead to financial year 2025-26, we have set ambitious targets to further enhance our ESG performance:

Environmental Goals:

- **Reduce Carbon Emissions:** Aim to become carbon neutral by 2030 by using less energy, switching to renewable energy, and offsetting emissions.
- **Reduce Waste:** Set a goal to send zero waste to landfills by improving recycling and using eco-friendly materials.
- **Save Resources:** Reduce water use and adopt sustainable material procurement.

Social Goals:

- **Diversity and Inclusion:** Focus on increasing diversity in the workforce, promoting gender equality, and hiring people with disabilities.
- **Help Communities:** Expand partnerships with local organizations to improve education, healthcare, and skills for underprivileged communities.
- **Employee Well-being:** Improve health and safety standards, focusing on both physical and mental health for employees.

Governance Goals:

- **ESG Reporting:** Publish annual ESG reports that follow global standards and meet India's new reporting requirements.
- **Data Protection:** Improve cybersecurity and privacy policies to comply with India's new data protection laws.

We are resolute in our commitment to conducting our business operations in a responsible and sustainable manner. Our robust ESG initiatives are designed not only to benefit our stakeholders but also to ensure the long-term success and resilience of OnMobile Global Limited.

Thank you for your ongoing support and trust.

Warm regards,

Francois-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
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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 established a Risk Management Committee responsible for the continuous oversight, evaluation, and management of various risks, including sustainability concerns related to Environmental, Social, and Governance (ESG) issues. With the dissolution of the CSR Committee effective May 14, 2024, responsibilities related to CSR have been reassigned to the Board accordingly. The Audit Committee and the Nomination and Compensation Committee are also integral in guiding and supporting ESG-related policies. Department heads within the company ensure alignment of company policies with the guidance and decisions from these Board committee meetings.
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Note 1: https://www.onmobile.com/sites/default/files/cg_policy/Code_of_Conduct_to_regulate_monitor_and_report_trading_by_designated_persons.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

10. Details of Review of NGRBCs by the company:

	P1	P2	P3	P4	P5	P6	P7	P8	P9
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									
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.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances									
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
Performance against above policies and follow up action	Policies wherever stated have been approved by the Board/ Committee of the Board/Senior management of the Company or as required by regulations. The Board of Directors/ Committees of the Board / CEO assess the Business Responsibility performance of the Company periodically.								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances									

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.

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 (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	-	-	-	-	-	-	-	-	-
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	-	-	-	-	-	-	-	-	-
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 programmes on any of the Principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	<p>As part of the Familiarization Programme for Directors, the Board of Directors is regularly updated and informed about key regulatory developments, through presentations made during the meetings by the senior executives, auditors.</p> <p>The topics covered in the programme includes:</p> <ul style="list-style-type: none"> - Environment and Safety -P2 (Sustainable and Safe) and P6 (Environment Protection and Restoration) - Companies Act - P1 (Ethical, Transparent, and Accountable Governance) - SEBI Listing Regulations - P1 (Ethical, Transparent, and Accountable Governance) - Risk Management - P1 (Ethical, Transparent, and Accountable Governance) and P9 (Responsible Consumer Engagement) - Corporate Social Responsibility (CSR) - P8 (Inclusive Growth and Equitable Development) - Corporate Governance - P1 (Ethical, Transparent, and Accountable Governance) - ESG (Environmental, Social, and Governance) - P6 (Environment Protection), P4 (Stakeholder Responsiveness), and P8 (Inclusive Growth) - Sustainability - P2 (Sustainable and Safe), P6 (Environment Protection), and P8 (Inclusive Growth and Equitable Development). <p>Additionally, periodic one-on-one meetings were held between independent directors and senior functional heads to facilitate a deeper understanding of various business aspects and ESG issues.</p>	100%
Key Management Personnel Employees other than BODs and KMPs	POSH e-learning training (60 minutes) is conducted twice a year to cover all employees. IPR Training session (60 minutes) was conducted for all employees. Employees adhere to mandated training hours.	<p>Prevention of Sexual Harassment (POSH) - P5</p> <p>Code of Conduct - P1</p> <p>Anti-Bribery - P1</p> <p>Insider Trading - P1</p> <p>Data Privacy - P9</p> <p>Whistleblower - P1</p> <p>Information Security Awareness - P9</p> <p>IPR Training - P9</p>	100%
Workers	NA	NA	NA

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format.

a. Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Principle 1	Office Of The Commissioner Of Central Tax (Audit), Central Tax Audit-I Commissionerate	1,54,697	GST audit completed by the GST officer and levied penalty on Non-reversal of common ITC availed/utilized for exempted outward supply in terms of Rule 42 of CGST Rules, 2017.	No appeal has been filed. Considering the quantum of penalty and to avoid prolonged litigations Company has paid and closed the case
Settlement	Nil	NA	Nil	NA	No
Compounding fee	Nil	NA	Nil	NA	No

b. Non-Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil	NA	NA	No
Punishment	Nil	NA	NA	No

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
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:

Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	NIL	NIL
KMPs	NIL	NIL
Employees	NIL	NIL
Workers	Not Applicable	Not Applicable

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

Topic	FY 2024-25 (Current Financial Year)		FY 2023-24 (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 KMPs	Nil	NA	Nil	NA

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

Not Applicable

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

Topic	FY 2024-25 Current Financial Year	FY 2023-24 Previous Financial Year
Number of days of accounts payables	127 Days	185 Days

9. 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	Current Financial Year	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

Parameter	Metrics	Current Financial Year	Previous Financial Year
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	76.19 %	0.22 %
	b. Sales (Sales to related parties / Total Sales)	34.48 %	37.26 %
	c. Loans and Advances (Loans & advances given to related parties / Total loans & advances)	96.89 %	94.46 %
	d. Investments (Investments in related parties / Total Investments made)	85.65 %	85.65 %

LEADERSHIP INDICATORS

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

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in value chain covered by 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 a comprehensive 'Code of Conduct' that applies to the Board of Directors, Senior Management, and all stakeholders. The code can be accessed at the following link: [Code of Conduct](#). Each Board member is required to disclose any interest they hold in entities or arrangements, which are then brought to the attention of the Board. All related party transactions are subject to prior approval by the Audit Committee, and they are conducted at arm's length and in the ordinary course of business. The Code of Conduct also stipulates that stakeholders must avoid situations such as personal or romantic involvement with competitors, suppliers, or subordinate employees of the Company, as such relationships could compromise judgment and create conflicts of interest.

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvement in social and environmental aspects
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. As a company engaged in Mobile Entertainment Services, OnMobile acknowledges the importance of integrating sustainability into its procurement practices, even within the context of limited direct material sourcing. The company evaluates its suppliers based on a structured approach that includes need, quality, service, price, and adherence to sustainability criteria such as environmental performance, ethical practices, and compliance with applicable laws.

OnMobile promotes transparency and accountability in its supply chain by employing competitive bidding processes, where feasible, to ensure fair and responsible sourcing. Furthermore, the company requires suppliers to comply with non-disclosure agreements (NDAs) for any shared confidential information, safeguarding ethical collaboration.

OnMobile is also committed to exploring sustainable practices in its minimal procurement activities, such as sourcing eco-friendly office supplies or evaluating the carbon footprint of its service providers, to align with global sustainability goals. These measures demonstrate OnMobile's dedication to fostering a responsible and ethical supply 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.

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.

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 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 web-link
<p>The Company has not conducted any LCA for its services, it endeavors to have such assessments in the coming years to the extent possible/ applicable.</p> <p>At OnMobile, we are committed to integrating sustainability into every facet of our operations, including conducting a comprehensive Life Cycle Assessment (LCA) to minimise our environmental footprint. As part of our future initiatives, we aim to evaluate the energy consumption of our data centers, office operations, and user devices to identify opportunities for optimization. We will focus on sourcing raw materials responsibly, managing e-waste effectively, and reducing emissions from transportation and operational activities.</p> <p>Key focus areas include adopting renewable energy for our data centers, enhancing app performance to reduce server loads, and partnering with environmentally responsible service providers. Tools such as SimaPro or OpenLCA will be employed to analyse our impacts, particularly on carbon footprint, energy use, and water consumption. Transparency and accountability will remain paramount, as we plan to share our findings through sustainability reports and implement eco-friendly practices across our value chain.</p> <p>This initiative aligns with our long-term vision of embedding sustainability into our operations, fostering digital innovation responsibly, and contributing positively to global environmental goals.</p>					

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	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).

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:

5.

	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
	Reused	Recycled	Safely Disposed	Reused	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						

6. 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	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	286	286	100%	286	100%	NA	NA	286	100%	0	0%
Female	64	64	100%	64	100%	64	100%	NA	NA	0	0%
Total	350	350	100%	350	100%	64	100%	286	100%	0	0%
Other than Permanent Employees											
Male	36	36	100%	36	100%	NA	NA	36	100%	0	0%
Female	11	11	100%	11	100%	11	100%	NA	NA	0	0%
Total	47	47	100%	47	100%	11	100%	36	100%	0	0%

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No.(D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
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

Cost incurred on well-being measures as a % of total revenue of the company	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
		Nil

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

Sr. No.	Benefits	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	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 worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	-	Y	100%	-	Y
2	Gratuity	100%	-	Y	100%	-	Y
3	ESI	NA	-	NA	NA	-	NA
4	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 and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, OnMobile is deeply dedicated to promoting diversity and ensuring fair treatment for all employees. Our core aim is to cultivate an inclusive workplace that embraces individuals from varied backgrounds. Our Equal Opportunity Policy is fully compliant with the provisions of The Rights of Persons with Disabilities Act, 2016. Our facilities include lifts and elevators equipped with features such as braille buttons, auditory announcements, and wheelchair accessibility, with

wheelchairs readily available for use as needed. We remain committed to enhancing our infrastructure to improve accessibility and foster inclusivity for employees with disabilities across all aspects of our organisation.

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 and workers that took parental leave.

Gender	Total number of people returned after parental leave in FY	Total Number of people who took parental leave in FY	Return to work rate	Total Number of people retained for 12 months after returning from parental leave	Total number of people returned from parental leave in prior FY	Retention Rate
Permanent Employees						
Male	10	10	100%	10	10	100%
Female	1	1	100%	1	1	100%
Total	11	11	100%	11	11	100%
Permanent Workers						
Male	NA					
Female						
Total						

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

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	-	Not Applicable
Other than Permanent Workers	-	Not Applicable
Permanent Employees	Yes	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 department 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	

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

The company upholds the rights of employees to associate, communicate, and engage in collective representation, ensuring these rights are exercised within the framework of its policies. Beyond merely meeting these basic requirements, the company fosters open dialogue by grouping employees and encouraging them to voice their opinions freely in internal meetings or one-on-one discussions, providing an equal platform for presenting their concerns to the management.

While OnMobile does not currently have employee associations, the company fully acknowledges the right to freedom of association and does not discourage collective bargaining efforts.

Category	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
	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)
Permanent Employees						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA
Permanent Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

a. Details of Skill training given to employees and workers.

Category	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who received Skill Training (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who received Skill Training (D)	%(D/C)
Permanent Employees						
Male	286	286	100%	364	364	100%
Female	64	64	100%	82	82	100%
Total	350	350	100%	446	446	100%
Permanent Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

b. Details of training on Health and Safety given to employees and workers.

Category	FY 2024-25(Current FY)			FY 2023-24 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who received training on Health and Safety (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who received training on Health and Safety (D)	%(D/C)
Permanent Employees						
Male	286	286	100%	364	364	100%
Female	64	64	100%	82	82	100%
Total	350	350	100%	446	446	100%
Permanent Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

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

Category	FY 2024-25 (Current FY)			FY 2023-24 (Previous FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	%(D/C)
Permanent Employees						
Male	286	267	93.35%	364	344	94.5%
Female	64	60	93.75%	82	75	91.4%
Others	-	-	-	-	-	-
Total	350	327	93.42%	446	419	93.9%
Permanent Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Others	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)

Yes

What is the coverage of such system?

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 workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

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

d. Do the employees/ worker 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 Medclaim insurance, providing protection against unforeseen medical emergencies.

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

Safety Incident/Number	Category	FY 2024-25 (Current FY)	FY 2023-24 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

As OnMobile is a service-based industry, due to the nature of business and systems in place there are no recordable instances of injury/incidents

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:

Topic	FY 2024-25 (Current Financial Year)			FY 2023-24 (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	Nil	Nil		Nil	Nil	
Health & Safety	Nil	Nil		Nil	Nil	

14. Assessments for the year:

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of all 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 & 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).

- a. Employees (Yes/No): Yes
- b. Workers (Yes/No): NA

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 rehabilitated and placed in suitable employment or whose family -members have been placed in suitable employment:

Category	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	
	Current FY 2024-25	Previous FY 2023-24	Current FY 2024-25	Previous FY 2023-24
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 actively interacts with a wide array of stakeholders to enhance its understanding of their needs and expectations, allowing the company to formulate sustainable strategies for the short, medium, and long term. Engaging with stakeholders is also crucial for identifying and managing potential risks and opportunities within the company's business operations, ensuring that OnMobile remains responsive and proactive in its strategic planning and execution.

The processes for identifying key stakeholder groups include:

- **Stakeholder Mapping:** OnMobile conducts a stakeholder mapping exercise to categorise stakeholders based on their influence, interest, and relevance to the business. This includes analysing relationships across internal and external groups.
- **Engagement Mechanisms:** The company uses structured surveys, workshops, and consultations with internal teams and external entities to identify key stakeholders.
- **Feedback and Reporting:** Regular feedback loops, through mechanisms such as employee feedback sessions, customer satisfaction surveys, and vendor assessments, help refine the identification process.
- **Collaboration with Management:** Management actively participates in identifying stakeholders, leveraging their insights into operational and strategic priorities.
- **Review and Revision:** The stakeholder list is periodically reviewed and updated to reflect changing business needs and external environments.

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.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
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 is committed to engaging its stakeholders proactively to address economic, environmental, and social topics, aligning with voluntary disclosure of BRSR and ongoing efforts to strengthen its environmental and social pillars.

a. Processes for Consultation:

Stakeholder Identification and Engagement: Inputs from shareholders, telecom businesses, employees, suppliers, customers, governments, NGOs, and local communities are gathered via town halls, surveys, meetings, and feedback forms on key topics such as economic performance, sustainability, and social responsibility.

b. Committee Involvement:

- The Risk Management Committee evaluates ESG risks and opportunities.
- The Stakeholders Relationship Committee addresses grievances and reviews engagement measures.
- The Nomination and Compensation Committee ensures alignment with long-term goals.

c. Feedback Mechanism: Feedback is summarised, reviewed by relevant committees, and presented to the Board during quarterly meetings to inform strategic decisions. OnMobile integrates stakeholder concerns into Board discussions, reinforcing its commitment to sustainability and inclusive growth.

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.

Stakeholder input plays a critical role in identifying the material topics for OnMobile. The development of our policies and procedures is influenced by ongoing feedback from these engagements.

The selection of material topics for OnMobile was achieved through careful discussions with a range of stakeholders, including top executives, and also by addressing potential risks identified in the risk register.

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 2024-25 Current Financial Year			FY 2023-24 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	350	350	100%	449	449	100%
Other than permanent	47	47	100%	63	63	100%
Total Employees	397	397	100%	512	512	100%

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 2024-25 Current Financial Year					FY 2023-24 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	350	0	0	350	100%	449	0	0	449	100%
Male	286	0	0	286	100%	367	0	0	367	100%
Female	64	0	0	64	100%	82	0	0	82	100%

Category	FY 2024-25 Current Financial Year				FY 2023-24 Previous Financial Year					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Other than Permanent	47	0	0	47	100%	63	0	0	63	100%
Male	36	0	0	36	100%	53	0	0	53	100%
Female	11	0	0	11	100%	10	0	0	10	100%

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

a) Median remuneration/salary/wages paid

	Male		Female	
	Number	Median remuneration/salary/ wages of respective category (Rs)	Number	Median remuneration/salary/ wages of respective category (Rs)
Board of Directors (BoD)	4	22,13,562	2	91,07,185
Key Managerial Personnel	2	50,53,648	1	1,55,28,205
Employees other than BoD and KMP	319	14,84,000	74	13,39,000
Workers	NA	NA	NA	NA

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous financial year)
Gross wages paid to females as % of total wages	20.7%	12.39%

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 encompasses the reporting of grievances through the local HR grievance reporting process. To address these grievances, the company has established an Internal Complaints Committee (ICC), empowered with the authority of a civil court to gather evidence as per the Code of Civil Procedure (1908).

Additionally, the Audit Committee, as per its terms of reference, conducts periodic reviews of the whistle blower mechanism on a quarterly basis. It also examines complaints related to the prevention and redressal of sexual harassment of women at the workplace (POSH policy), even in cases where there are no complaints.

The company is vigilant about addressing violations, whether actual or suspected, including fraudulent financial activities, harassment, grave misconduct, substantial mismanagement of company resources, or any other violations of law or company policies. Concerns can be reported through various 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:**

	FY 2024-25 Current Financial Year			FY 2023-24 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
Sexual Harassment	0	0	-	0	0	-
Discrimination at workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	0	0	-	0	0	-

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

	FY 2024-25 (Current Year)	FY 2023-24 (Previous Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	Nil	Nil

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

The Company's Whistleblower Policy governs mechanisms that enable stakeholders to report concerns or issues without fear of retaliation. This policy encourages reporting of any inappropriate behaviours or conduct, whether they are actual, potential, or suspected.

Additionally, the Company's Code of Conduct underscores the company's commitment to maintaining a workplace free from unlawful harassment. This Code explicitly prohibits harassment based on factors such as pregnancy, childbirth or related medical conditions, race, religion, creed, gender, color, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, or any other category protected under local law or regulation.

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	
Others – please specify	

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 has 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 of our entity are accessible to differently-abled visitors in alignment with the requirements of the Rights of Persons with Disabilities Act, 2016. Our facilities include lifts and elevators equipped with braille buttons for visually impaired individuals, auditory announcements to assist with navigation, and wheelchair-friendly access points to ensure smooth mobility. Wheelchairs are also readily available for use when needed. These features reflect our commitment to fostering inclusivity and ensuring accessibility for all.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Child labour	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.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

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	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous financial year)
From renewable sources		
Total electricity consumption (A)	-	-
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	5633 GJ	5821 GJ
Total fuel consumption (E)	283 GJ	174 GJ
Energy consumption through other sources (F)	0 GJ	0 GJ

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous financial year)
Total energy consumed from non- renewable sources (D+E+F)	5916 GJ	5995 GJ
Total energy consumed (A+B+C+D+E+F)	5916 GJ	5995 GJ
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	2.47 GJ/million rupees	3.59 GJ/million rupees
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP*) (Total energy consumed / Revenue from operations adjusted for PPP)	51.03 GJ/million rupee	73.29 GJ/million rupees
Energy intensity in terms of physical output		
Energy intensity in terms of physical output (Total energy consumed in GJ/Employee)	14.86 GJ/Employee	11.71 GJ/Employee
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? No		

* The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor for India published by IMF for the year 2025, which is 20.66.

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous financial year)
Water withdrawal by source (in kilolitres)	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.	
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)		
Total volume of water consumption (in kilolitres) *	4394 KL	6075 KL
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	1.84 KL/ million rupee	3.64 KL/ million rupee
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	37.93 KL/ million rupee	74.27 KL/ million rupee
Water intensity in terms of physical output		
Water intensity (optional) – per employee	11.30 KL/employee	11.25 KL/Employee
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : No		

*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.

4. Provide following details related to water discharged:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous financial year)
Water discharge by destination and level of treatment (in kilolitres)	The organisation, operating in the service industry, uses minimal water for its business activities, with the primary consumption being for human needs. Situated in rented offices, the landlord oversees water usage and recycling, ensuring fresh water is allocated for potable needs while recycled water is utilised for non-potable purposes like flushing toilets and urinals. Although water consumption is not currently monitored, the organisation has implemented initiatives such as aerator and sensor-based taps to minimise wastage, with waste water treated in a Sewage Water Treatment Plant and reused for flushing.	
(i) To Surface water		
No treatment		
- With treatment – please specify level of treatment		
(ii) To 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 kilolitres)		

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) : No

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

As the Company restricts water usage to human consumption only and has not adopted a zero liquid discharge system. The office of the Company is housed in a leased building alongside other tenants. All wastewater generated on the property is processed at a shared Sewage Treatment Plant (STP), which is controlled by the landlord. After treatment, the water is recycled and repurposed for domestic use within the building. The landlord oversees the complete maintenance and operation of the STP, ensuring the wastewater is treated and recycled effectively.

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

Not applicable

7. Please provide details of green house gas emissions (Scope 1 & Scope 2) and its intensity in the following format:

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous financial year)
Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	tCO ₂ e	21.0	12
Total Scope 2 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available)	tCO ₂ e	1137	1158
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/million rupee	0.48	7.001
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)	tCO ₂ e/million rupee	10.00	14.30

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous financial year)
Total Scope 1 and Scope 2 emission intensity in terms of physical output		1240	
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	tCO ₂ e/ Employee	2.91	2.29

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

The organisation undertook various energy efficiency and waste management initiatives to reduce greenhouse gas emissions and optimise operations. Conventional lighting was replaced with energy-efficient LED lights, significantly reducing electricity consumption and heat generation. HVAC systems were upgraded, and smart thermostats were installed to ensure optimal temperature control based on occupancy, complemented by regular maintenance for improved efficiency. In the server room, servers were consolidated and virtualised, with energy-efficient equipment deployed to lower power usage.

Waste management efforts included establishing a formal e-waste recycling system in partnership with certified recyclers and adopting digital document management practices to minimise paper usage. Application code was streamlined to decrease processing power and server load, further lowering emissions. These initiatives not only reduced the environmental impact but also enhanced operational efficiency and cost savings, reinforcing the organisation's commitment to sustainability.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous financial year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	12.70 t	13.02 t
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B + C + D + E + F + G + H)	12.70 t	13.02 t
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.0053 t/million rupees	0.0078 t/million rupees
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.11 t/million rupees	0.16 t/million rupees
Waste intensity in terms of physical output		
Waste intensity (optional) – per employee	0.032 t/employee	0.025 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	-	-
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous financial year)
Category of waste (e-waste)		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations (sent to recycler)	12.70 t	13.02 t
Total	12.70 t	13.02 t

- 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.**

The company demonstrates a strong commitment to waste recycling and reduction by implementing strategies to eliminate single-use plastics. Actions include replacing plastic cups with paper alternatives and introducing glass bottles in meeting rooms and office spaces. The organisation's primary waste streams consist of e-waste, including items such as computers, printers, switches, and scanners.

E-waste collection bins are strategically placed to encourage responsible disposal by both employees and visitors. Certified Recycler, registered with the Pollution Control Board, are engaged to handle, recycle, and dispose of e-waste in compliance with regulatory standards, ensuring minimal environmental impact. As a service-oriented company, OnMobile does not produce physical goods or utilise hazardous chemicals, further reducing its ecological footprint. Additionally, wet and dry waste segregation is prioritised, with the segregated waste handed over to municipal authorities for recycling.

- 11. If the entity has operation 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**

Not Applicable

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

Not Applicable.

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

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**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous financial year)
Water withdrawal by source (in kilolitres)		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.
(i) Surface water		
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kilolitres)		
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)		
Water intensity (optional) – the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water		
No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater		
No treatment		
- With treatment – please specify level of treatment		
(iii) Into 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 kilolitres)		
Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - No		

2. **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:

S I. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Waste Segregation and Recycling	Implemented wet and dry waste segregation within office premises. Ensured waste disposal aligned with municipal guidelines. Partnered with certified recyclers for responsible e-waste management.	Improved waste recycling efficiency, reduced landfill contributions, and promoted a culture of responsible waste management.
2	Energy Efficiency Measures	Installed energy-efficient LED lighting, optimised HVAC systems for reduced energy consumption, and implemented water-saving plumbing fixtures.	Achieved significant reductions in energy consumption and operational costs while enhancing environmental sustainability.
3	Technology-Driven Resource Efficiency	Leveraged advanced digital tools and infrastructure to optimise resource utilisation in service delivery, reducing dependency on physical resources.	Enhanced operational efficiency with a minimal environmental footprint, aligning with sustainability objectives.
4	Sustainable Practices Promotion	Engaged employees through awareness campaigns on energy conservation and sustainable office practices.	Fostered a sustainability-focused work culture, resulting in proactive participation in green initiatives.

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

The Company emphasizes the significance of a Business Continuity Plan framework within its risk management strategy. This framework is crucial for ensuring the resilience and uninterrupted operation of its key products and services, maintaining a business-as-usual stance in the market, and safeguarding its workforce. The plan is designed to prevent any disruptions from external influences or failures within the company's infrastructure or systems, enabling the company to uphold 100% operational efficiency through strategies like built-in redundancies, a remote work setup, and a geographically diverse workforce.

To support this, the Company regularly conducts business impact analyses and risk assessments to identify the potential effects of various adverse events, including natural disasters, pandemics, cyber-attacks, and administrative measures like lockdowns.

Overall, the Company is dedicated to upholding a robust Business Continuity Plan framework as a key component of its extensive risk management policy. By preparing for and responding to potential disruptions, the Company ensures continuous delivery of value to its customers and stakeholders, while protecting its employees' well-being.

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.

The Company is a member of one trade and industry chambers/ associations.

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 2024-25, hence no corrective action was required to be taken.

Name of Authority	Brief of the case	Corrective action taken
NIL		

LEADERSHIP INDICATORS

Details of public policy positions advocated by the entity

The Company actively participates in public policy advocacy through its membership in industry forums and associations, contributing to the advancement of the mobile entertainment sector. The company's leadership and subject matter experts engage in discussions during forums, working committee workshops, and policy roundtables, focusing on critical areas such as technological innovation, adoption strategies, regulatory frameworks, and standardisation. These interactions facilitate knowledge-sharing and collaboration, enabling the company to contribute constructively to the formulation of policies and frameworks that drive sectoral growth and align with industry best practices.

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)	Resulted communicated in public domain	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 2024-25.					

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

S No.	Name of project for which R&R is ongoing	State	District	No of Project Affected Families	% of PAF covered by RAR	Amount 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 2024-25.						

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 local or small-scale suppliers:

	FY 2024-25 Current Financial Year	FY 2023-24 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.	
Sourced 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	Current FY	Previous FY
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):

Not Applicable

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

S. No.	State	Aspirational District	Amount Spent in INR
Not Applicable. The Company has implemented various Corporate Social Responsibility (CSR) initiatives. However, it has not undertaken any CSR projects or activities in the designated aspirational districts that have been identified by government bodies.			

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 has a preferential procurement policy that emphasizes local sourcing and sustainability. While the company primarily procures IT-related goods and services from large multinational OEMs and their distributors, it actively seeks opportunities to engage with local suppliers, including those from marginalized and vulnerable communities, for other procurement needs. The company gives preference to local suppliers of goods and services to help create economic opportunities locally.

- (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.

S. No.	CSR Project	No of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalized group
1	VAANI - Health-New Born Screening	3322 neonates were screened and 3322 mothers were counselled on the hearing milestones and ear hygiene.	100%
2	VAANI - Educational Intervention- Foundational, Elementary and Secondary Education	<ol style="list-style-type: none"> 1. Successfully reached 144 Children with Hearing Impairment (CHWI) and their 288 parents through 5,902 educational sessions. 5417 Center based Sessions and 1385 virtual Sessions. 2. 20 story videos on school readiness, were created in English with Indian Sign Language 3. 45 teachers of VAANI Outreach center received STEM Education Training. 4. 10 VAANI DCF teachers received Puppetry workshop- storytelling through puppets 	100%
3	VAANI - Skill building Training for Hearing Impaired Children	<ol style="list-style-type: none"> 1. 40 students (CHWI) were trained in both basic and advanced tailoring skills. 2. 70 students (CHWI) trained through self-defense sessions. (Karate) - 30 Students earned White Belt level, 30 Students earned Yellow Belt level, 10 Students earned Orange Belt level 	100%
4	Sankara Eye Foundation – Corneal Topography Machine – Sankara Eye Hospital Ludhiana – 14th Aug 2024	115 persons benefited	100%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner

ESSENTIAL INDICATORS

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

OnMobile has an established mechanism to address technical issues reported by its telecom operator partners, who manage end-customer interactions and complaints. When technical support is required, telecom operators escalate the issues to OnMobile via a structured ticketing system. These tickets are then handled by OnMobile’s dedicated operations team, ensuring resolution within the stipulated service level agreements (SLAs).

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

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

	FY 2024-25 Current Financial Year			FY 2023-25 Previous Financial Year		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	Nil	Nil	No data privacy consumer complaints received or identified.	Nil	Nil	No data privacy consumer complaints received or identified.
Advertising	Nil	Nil	Refer Note 1	Nil	Nil	Refer Note 1
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	NA	Nil	Nil	NA
Restrictive Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Unfair Trade Practices	Nil	Nil	NA	Nil	Nil	NA
Others	27 (LinkedIn – 11, Facebook –11, E-mail-5)	Nil	Refer Note 2	23 (Facebook -19, E-mail -4)	Nil	Refer Note 2

Note 1: White labelled products advertising per-se is not in our purview. But we pass on queries to our customer support team for further action.

Note 2: 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 account of safety issues

	Number	Reason 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:

- [Privacy Policy](#)
- [Data Protection Policy](#)

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 the safety of products / services.

No issues reported

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches – No issues Reported
- b. Percentage of data breaches involving personally identifiable information of customers – Not Applicable
- 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/challengesarena>

<https://www.onmobile.com/products/videos>

<https://www.onmobile.com/products/tones>

<https://www.onmobile.com/products/contests>

<https://www.onmo.com/>

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: [Link](#)
- Terms & Conditions: [Link](#)
- Refund Policy: [Link](#)
- FAQs: [Link](#)

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

The Company's critical services were not disrupted during the year, and planned maintenance work is communicated to telecom operators seven days in advance. Any unplanned disruptions are communicated to relevant stakeholders via phone, email, SMS, and other channels within an agreed timeframe. Telecom operators decide how to inform end consumers based on the severity, duration, and criticality of the disruption. Overall, the Company is committed to maintaining its services and communicating effectively with stakeholders.

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.

As a mobile entertainment service provider, OnMobile's products include web applications, games, and tones, which are delivered through its telecom operator partners. Since OnMobile operates as a business-to-business (B2B) entity, interactions with end-users, including the display of product information, are managed by the telecom operators. Consequently, compliance with information display requirements is ensured through telecom partners, aligning with local legal mandates.

5. 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)

No. OnMobile does not conduct direct consumer surveys, as customer interactions and satisfaction assessments are facilitated by its telecom operator partners, who directly manage end-user engagements. This arrangement allows telecom operators to gauge consumer feedback while OnMobile focuses on delivering high-quality products and services to its partners.