BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

(Business Responsibility and Sustainability Reporting (BRSR) is the practice of companies disclosing information about their environmental, social and governance (ESG) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company's non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility and governance practices, aiming to promote transparency and accountability.)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2025-26
1	Corporate Identity Number (CIN) of the Listed Entity	L72300TN1997PLC037550
2	Name of the Listed Entity	Ramco Systems Limited
3	Year of incorporation	February 19, 1997
4	Registered office address	No. 47, P.S.K Nagar, Rajapalayam – 626 108
5	Corporate address	No. 64, Sardar Patel Road, Taramani, Chennai 600 113
6	E-mail	investorrelations@ramco.com
7	Telephone	044 2235 4510
8	Website	www.ramco.com
9	Financial year for which reporting is being done	April 01, 2025 to March 31, 2026
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11	Paid-up Capital	Rs. 374,970,330/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mithun V, Company Secretary & Compliance Officer, investorrelations@ramco.com 044-2235 4510
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	Standalone Basis
14	Name of assurance provider	NA
15	Type of assurance obtained	NA

II. Products/services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Information and Communication	Computer programing, consultancy and related activities	100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Writing, modifying, testing of computer program to meet the needs of a particular client excluding web page designing	62011	99.98%
2	Providing software support and maintenance to the clients	62013	0.01%
3	Data processing, hosting and related activities; Data processing activities including report writing	63111	0.01%

*Company is in the business of development and sale of Enterprise Resource Planning (ERP) software and providing related software services, including hosting and managing payroll services. The Company considers it as only one operating segment i.e. Software Solutions & Services. However, the breakup given above is only to facilitate inputting the data for the purpose of filing in XBRL format.

III. Operations

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

Location	Number of plants	Number of offices	Total
National	0	6	6
International	0	4	4

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	4
International (No. of Countries) *	20

* No. of countries include locations where the Company has direct presence and presence through subsidiaries.

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

70%

c. A brief on types of customers

Ramco partners with forward-looking enterprises to enable transformation through advanced, cloud-based and mobile-enabled software solutions. Its clientele is primarily B2B, spanning diverse industries where operational complexity requires intelligent automation. The Company serves:

- Global Payroll and HR, offering scalable and compliant SaaS-based platforms, solutions, and services for managing multi-country workforces
- Enterprise Resource Planning (ERP), designed for asset-intensive industries such as manufacturing, maintenance, and logistics service providers
- Aviation Maintenance and Engineering (M&E) and MRO, catering to the specialized requirements of commercial airlines, defence organisations, MRO providers, helicopter operators, and emerging urban air mobility segments, including eVTOL and drone operators.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male No. (B)	% (B / A)	Female No. (C)	% (C / A)
			EMPLOYEES			
1	Permanent (D)	1,442	871	60.40%	571	39.60%
2	Other than Permanent (E)	64	32	50.00%	32	50.00%
3	**Total employees (D + E)**	1,506	903	59.96%	603	40.04%
			WORKERS*			
4	Permanent (F)	NA				
5	Other than Permanent (G)	NA				
6	**Total workers (F + G)**	NA				

* The company does not have any staff in the "workers" category.

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b. Differently abled Employees and workers:

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
	DIFFERENTLY ABLED EMPLOYEES					
1	Permanent (D)	5	5	100.00%	0	0.00%
2	Other than Permanent (E)	0	0	0.00%	0	0.00%
3	**Total differently abled employees (D + E)**	5	5	100.00%	0	0.00%
	DIFFERENTLY ABLED WORKERS*					
4	Permanent (F)	NA				
5	Other than Permanent (E)					
6	**Total differently abled workers (F + G)**					

* The company does not have any staff in the "workers" category.

21. Participation/Inclusion/Representation of women

Particular	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	8	1	12.50%
Key Managerial Personnel	3	0	0.00%

22. Turnover rate for permanent employees and workers

Particular	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.31%	15.53%	17.22%	22.15%	17.82%	20.47%	26.03%	32.88%	29.42%
Permanent Workers*	NA	NA	NA	NA	NA	NA	NA	NA	NA

* The company does not have any staff in the "workers" category.

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

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
1.	Ramco Systems Corporation, 100 Overlook Center, 2nd Floor Princeton, NJ 08540	Subsidiary	98%	No
2.	Ramco Systems Ltd, Dorfplatz 3, CH – 4418, Reigoldswil Switzerland	Subsidiary	100%	No
3.	Ramco Systems Pte. Ltd. 79 Anson Road, #15-04/05, Singapore – 079906	Subsidiary	100%	No
4.	Ramco Systems Sdn. Bhd. 3B-5-3, Block 3B, Level 5 Plaza Sentral, Jalan Stesen Sentral 5, Kuala Lumpur – 50470 Malaysia	Subsidiary	100%	No

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business responsibility initiatives of the listed entity? (Yes/No)
5.	RSL Enterprise Solutions (Pty) Ltd. 2nd Floor, Suite 56 & 03, 102 Stephen Dlamini Road. Musgrave, Durban-4001, South Africa	Subsidiary	100%	No
6.	Ramco Systems Canada Inc. (100% subsidiary of Ramco Systems Corporation, USA) 1111 West Georgia Street, 20th Floor, Suite 2019, Vancouver, BC – V6E 4G2, Canada	Subsidiary	98%	No
7.	Ramco Systems FZ-LLC. Suite No.210, 2nd Floor, BT Building, EIB 04, Dubai Internet City, PO Box: 500189, Dubai – U.A.E.	Subsidiary	100%	No
8.	R S L Software Co. Ltd. House number 306, Second Floor, Block 21, Riyadh, Khartoum, Sudan	Subsidiary	100%	No
9.	Ramco Systems Australia Pty Ltd. Level 17, 60, City Road, Southbank, Melbourne, VIC 3006, Australia	Subsidiary	100%	No
10.	Ramco System Inc. 17th Floor, BDO Equitable Tower, 8751 Paseo de Roxas Makati, (Pty.), 1227 Metro Manila, Philippines	Subsidiary	100%	No
11.	Ramco Systems (Shanghai) Co. Ltd. Room 214, Building 4, No. 110-120, Guangling 4th Road, Hongkou District, Shanghai.	Subsidiary	100%	No
12.	PT Ramco Systems Indonesia The Executive Center, Suite 28 at Level 30, South Tower, Sampoerna Strategic Square, Jl. Jend. Sudirman Kav. 45-46, South Jakarta 12930, Indonesia	Subsidiary	100%	No
13.	Ramco System Vietnam Company Limited Room 24, 16th Floor, Saigon Tower, 29 Le Duan Boulevard, District 1, Ho Chi Minh City	Subsidiary	100%	No
14.	Ramco Software Japan Limited 3-2-5-704, Ebisu, Shibuya-ku, Tokyo.	Subsidiary	100%	No
15.	Ramco Systems Defence and Security Incorporated (100% subsidiary of Ramco Systems Corporation, USA) 545 E John Carpenter FWY, Suite 900, Irving TX75062	Subsidiary	98%	No
16.	Ramco Middle East for Information Technology Hamad Tower, 4th Floor, King Fahd Branch Road, Al Olaya, Riyadh 12212, Kingdom of Saudi Arabia	Subsidiary	100%	No
17.	Ramco System Korea Company Limited #6036, 584, Gangnam-daero, Gangnam-gu, Seoul, Korea	Subsidiary	100%	No
18.	CityWorks (Pty.) Ltd. (Associate of RSL Enterprise Solutions (Pty) Ltd., South Africa, holding 30%) No 5, Walnut Road, 3rd Floor, SmartXchange Building, Durban-4001, South Africa	Associate	30%	No

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**Ramco Systems Macau Limited, Macao* has undergone voluntary withdrawal of its license effective November 07, 2025, and *Ramco System LLC., Qatar* has been closed pursuant to voluntary withdrawal of its license effective October 30, 2025. All other listed entities continue to operate as subsidiaries or associate as indicated above.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

No

a. Turnover (in Rs.)	3,629,202,008
b. Net worth (in Rs.)	8,019,793,300

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) *	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	0	0	An email can be written to wecare@ramco.com and the matters shall be taken care of from there.	0	0	An email can be written to wecare@ramco.com and the matters shall be taken care of from there.
Investors (other than shareholders)	Yes	0	0	An email can be sent to Investorrelations@ramco.com and the designated official for assisting and handling Investor and Shareholder grievances will handle the same.	0	0	An email can be sent to Investorrelations@ramco.com and the designated official for assisting and handling Investor and Shareholder grievances will handle the same.
Shareholders	Yes	1	0	An email can be sent to Investorrelations@ramco.com and the designated official for assisting and handling Investor and Shareholder grievances will handle the same	0	0	An email can be sent to Investorrelations@ramco.com and the designated official for assisting and handling Investor and Shareholder grievances will handle the same
Employees and workers	Yes	0	0	An email can be written to respective HR Heads and the matters shall be taken care of from there.	0	0	An email can be written to respective HR Heads and the matters shall be taken care of from there.

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes	1	1	The Company has an online tracking system to track all technical consumer issues during the lifecycle of the contract/ agreement with the Company. An escalation mechanism is set up to track all technical consumer issues.	0	0	The Company has an online tracking system to track all technical consumer issues during the lifecycle of the contract/ agreement with the Company. An escalation mechanism is set up to track all technical consumer issues.
Value Chain Partners	Yes	0	0	Any Value Chain Partner who has a grievance with the Company may send a notice to the e-mail ID - legal@ramco.com, provided as a part of the Value Chain Partner Contract.	0	0	Any Value Chain Partner who has a grievance with the Company may send a notice to the e-mail ID - legal@ramco.com, provided as a part of the Value Chain Partner Contract.

* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	https://www.ramco.com/investor-relations/corporate-governance/policies-and-codes
Investors (other than shareholders)	
Shareholders	
Employees and workers	
Customers	
Value Chain Partners	
Other (please specify)	

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Management	R	Even if they are not directly producing items, the software and IT industries require energy to operate their equipment and facilities. As a result, a Company's decisions regarding how much energy it consumes and where it originates from can influence how well it works and how dangerous its operations are.	At Ramco Systems, the Company emphasizes energy efficiency and the transition towards renewable energy sources. These efforts help reduce carbon emissions while also lowering operational costs. As part of its broader objective to achieve carbon neutrality, the Company is taking targeted steps to minimize both total and specific energy consumption.	Negative
2.	Climate Change	R	Climate change events, such as rising sea levels and harsher storms, pose physical hazards. They also introduce transitional issues, such as the need for additional renewable energy. These developments have the potential to have an impact on enterprises. Hence, it's critical to identify and mitigate these risks.	Ramco Systems aims to achieve Net Zero emissions while developing technology-driven solutions to support customers in addressing climate-related challenges.	Negative
3.	Diversity, Equity and Inclusion	O	When a Company's workforce is diverse and inclusive, it demonstrates that employees are respected and treated properly. Furthermore, having more diversity and inclusion allows businesses to advocate for marginalized groups, resulting in a positive reputation in the community.	-	Positive

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Human Rights	R	Companies that embrace human rights demonstrate their commitment to developing long-term, constructive connections with everyone affected by their operations, including consumers, communities, employees, and investors. This means they care about the individuals they interact with and strive for mutual benefit.	Ramco Systems has implemented a robust Human Capital Management (HCM) system to strengthen its HR processes. This tool supports more effective competency planning and workforce allocation.	Negative
	* Valid until November 25, 2027 **Recertification done and valid until June 28, 2028 *** Valid until May 04, 2027				
5.	Digital Talent Empowerment	O	Empowering digital talent at work is vital because it provides people with new skills and chances to participate effectively, resulting in increased engagement and performance	-	Positive
6.	Talent Acquisition, Development & Retention	R	A Company's high worker retention rates indicate that its rules and practices are effective. In contrast, a high attrition rate implies low employee satisfaction, which may concern investors. Taking care of employee wellbeing can enhance morale while lowering the costs of hiring and training new employees.	Ramco Systems aims to build a motivated workforce that enhances overall organisational performance. The Company relies on skilled talent to meet client requirements, sustain business operations, and drive future growth.	Negative
7.	Education and Skill Development	O	Employee reskilling enables businesses to stay up with changing technological needs and continue growth. It produces a workforce that is adaptable, fast to learn, and ready to take on new duties as required by the firm.	-	Positive
8.	Customer Relations	R	Customer satisfaction is critical to business success because it indicates how well a Company meets or exceeds customer expectations. A negative customer experience can cost a firm a customer and damage its reputation, resulting in reduced sales and revenue.	Ramco Systems recognizes that its success depends on building and maintaining strong client trust. The Company continuously works to strengthen customer relationships and has dedicated customer service and quality teams in place to ensure a high level of client satisfaction.	Negative

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Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9.	Risk Management	R	To stay ahead in a fast-moving market, we must be prepared to face unforeseen obstacles. Inefficient risk management practices could often result in fines from regulators, lost revenue from loss of customers, increased cost due to higher employee turnover, or lower stock values from a damaged reputation.	By implementing a comprehensive enterprise risk management framework, the Company effectively manages both financial and non-financial risks while sustaining its competitive position in the market.	Negative
10.	Business Ethics and Compliance	R	An area of concern in corporate ethics is how issues such as fraud, executive misconduct, unethical practices, money laundering, and antitrust violations are handled by organizations. Ethics infractions can result in police investigations, large fines, settlements, and reputational damage.	Adherence to the laws and regulations of the countries and regions in which the Company operates is essential to safeguarding its business interests.	Negative
11.	Data Privacy and Security	R	Companies are evaluated based on extent of personal data collected, their compliance with privacy regulations, the risk of data breaches and the measures to protect data.	Ramco Systems implements robust data protection practices to safeguard customer information. The Company has processes certified under ISO/IEC 27001 to ensure effective information security management.	Negative
12.	Corporate Governance	R	Companies are evaluated on important governance metrics such as ownership, Board compensation, accounting, ethics, and tax transparency. This examination also investigates how Company governance and ethical policies affect shareholders and other investors.	Ramco Systems has established strong corporate governance practices to mitigate reputational and legal risks. These measures align the Company's interests with those of its stakeholders, supporting its long-term strategic objectives.	Negative
13.	Innovation	O	Innovative firms keep ahead of the competition and maintain relevance. They add value to their industry, answer clients wants and grow their market share.	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURESTHIS SECTION IS AIMED AT HELPING BUSINESSES DEMONSTRATE THE STRUCTURES, POLICIES AND PROCESSES PUT IN PLACE TOWARDS ADOPTING THE NGRBC PRINCIPLES AND CORE ELEMENTS

Sr. No	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/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	b Has the policy been approved by the Board? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
	c Web Link of the Policies, if available	https://www.ramco.com/investor-relations/corporate-governance/policies-and-codes								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.	-	ISO 9001: 2015* & ISO 20000-1:2018**	-	-	-	-	-	-	ISO 27000:2022***
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Ramco is dedicated to delivering cutting-edge enterprise solutions that drive organizational transformation. Our focus on customer delight together with our commitment to innovation and fostering a culture of excellence sets us apart in the marketplace. As an organization, we have already implemented numerous best practices recommended by NGRBC. We have adopted BRSR reporting and conducted initial stages of materiality assessment, we aim to establish well-defined objectives and targets in the upcoming reporting period.								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	NA								

Governance, leadership and oversight	
7	Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)
	Dear Stakeholders, At Ramco Systems Limited, responsible business conduct is not a framework we have recently adopted, it is a conviction that underpins how we operate, grow, and create long-term value. We continue to advance our Environmental, Social, and Governance (ESG) agenda as an integral part of our business strategy, with a consistent focus on building a responsible, transparent, and resilient organization while strengthening execution across key areas during the year.

	Our most significant investment this year has been in our people. We recognize that in a knowledge-driven enterprise, capability is the single most critical differentiator. Accordingly, we have reoriented our learning and development approach to focus on outcomes, relevance, and impact, moving beyond participation metrics to building real, deployable skills. These initiatives have reached a large proportion of our workforce, equipping employees with the skills required to navigate an evolving technology landscape. We are also proud to have been recognized as a 'Best Organization for Women', an acknowledgement that reflects a sustained and deliberate effort to build an inclusive and equitable workplace. From an environmental standpoint, while our direct emissions footprint remains relatively modest, our approach is guided by the principle that scale does not diminish responsibility. We have maintained transparency in our emissions disclosures and initiated steps to better understand and monitor our value chain impacts. Our ESG approach remains aligned with internationally recognized frameworks, and the United Nations Sustainable Development Goals, ensuring consistency and credibility across our operations in key markets such as India, USA, APAC, ANZ, and the Middle East. Our responsibility extends beyond organizational boundaries. Through our CSR initiatives, we have continued to engage meaningfully with communities across geographies, supporting education, digital inclusion, and social welfare programs. These initiatives are not positioned as obligations, but as a natural extension of our role as a global enterprise contributing to the ecosystems in which we operate. Importantly, a strong governance continues to anchor our ESG journey. Our Board remains directly engaged in overseeing ESG risks and opportunities, including ethical conduct, data privacy, and environmental considerations. We have maintained a workplace free from reportable safety or discrimination incidents during the year and will continue to build on these foundations. Sustainability, at its heart, is about stewardship. I remain personally committed to ensuring that Ramco Systems honors that responsibility, not because the regulations require it, but because it is the right way to build an enduring institution. On behalf of the Board, I thank you for your continued trust and support. Warm regards, P R Venketrama Raja Director, Ramco Systems Limited (DIN:00331406)	
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	
	Mr. P R Venketrama Raja (DIN:00331406) Chairman of the Board, Non-Executive Non-Independent Director and Promoter Mr. Raghuveer Sandesh Bilagi President & Chief Operating Officer, Business Responsibility Head	
9	Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).	Yes
	If Yes please provide details	
	CSR Committee consists of: 1. Mr. P R Venketrama Raja (Chairman/Non-Executive Non-Independent Director) 2. Justice P P S Janarthana Raja (Retd.) (Member/Non-Executive Independent Director) 3. Mr. Sankar Krishnan (Member/Non-Executive Non-Independent Director)	

10 Details of Review of NGRBCs by the Company

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

		P1	P2	P3	P4	P5	P6	P7	P8	P9
11	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No).	No	Yes	No	No	No	No	No	No	Yes
	If yes, provide name of the agency.		ISO 9001: 2015 & ISO 20000-1:2018 is certified by TUV Rheinland							ISO/ IEC 27001: 2022 is certified by TUV Rheinland

		P1	P2	P3	P4	P5	P6	P7	P8	P9
12	**If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:**									
	The entity does not consider the Principles material to its business (Yes/No)	NA								
	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA								
	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA								
	It is planned to be done in the next financial year (Yes/No)	NA								
	Any other reason (please specify)	NA								

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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.

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations and financial reporting, as well as be accountable for their actions)

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	Recent statutory pronouncements and business updates	100%
Key Managerial Personnel	4	Recent statutory pronouncements, business updates, Compliance updates - ESG and BRSR awareness sessions	100%
Employees other than BOD and KMPs	156	Behavioural, leadership, technical, functional, Artificial intelligence, process and certification	90.43%
Workers*	NA	NA	-

* The company does not have any staff in the "workers" category.

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**

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

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

* No such cases were reported during the reporting year.

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	

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No)

Yes

If Yes, provide details in brief

The Company has established a global Anti-Corruption, Anti-Bribery Policy and a Whistleblower Policy. All employees are required to comply with applicable national and international anti-corruption laws and regulations. The Company is committed to preventing, deterring, and detecting fraud, bribery, and all forms of corrupt business practices.

If Yes, provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place

https://www.ramco.com/investor-relations/corporate-governance/policies-and-codes

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

Particular	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

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

Case Details	FY 2025-26		FY 2024-25	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	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.

No such cases/issues requiring corrective action were reported during the year.

8. Number of days of accounts payables in the following format:

Particular	FY 2025-26	FY 2024-25
Number of days of accounts payables	83	87*

*The previous year's figure has been revised to conform with the current year's calculations.

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26	FY 2024-25*
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	0	0
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0.19%	0.18%
	b. Number of dealers / distributors to whom sales are made	1	1
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	100%	100%

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Parameter	Metrics	FY 2025-26	FY 2024-25*
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	12.38%	12.89%
	b. Sales (Sales to related parties / Total Sales)	61.05%	60.40%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d. Investments	100%	93.80%

*The previous year's figure has been revised to conform with the current year's calculations.

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

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimize the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

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.**

Sr. No.	Particular	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
1	R&D	22.94%	23.43%	These investments enable software product development which in turn help the customers to attain their sustainability goals.
2	Capex	0.28%	0.18%	Capital investments in infrastructure, including energy efficiency and other environmental initiatives.

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

No

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

NA

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)	As a provider of cloud and mobile-enabled software solutions, the Company does not manufacture physical products such as plastics; accordingly, product-related aspects are not applicable to its operations. To ensure the responsible reclamation, reuse, recycling, and disposal of assets at the end of their lifecycle, the Company has established an e-waste disposal system. Servers, network equipment, storage devices, desktops, and laptops that have become obsolete or are declared end-of-life by manufacturers are identified as e-waste assets. These assets are either replaced or disposed of through certified e-waste disposal partners, with appropriate records maintained for traceability and compliance. The Company remains focused on minimizing its environmental footprint through sustainable digital operations and the efficient utilization of cloud resources.
(b)	E-waste	
(c)	Hazardous waste	
(d)	Other waste	

4. a **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No)**

No

b **If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?**

NA

c **If not, provide steps taken to address the same**

NA

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

(This principle emphasizes the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

Essential Indicators

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

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	871	871	100%	871	100%	NA	NA	871	100%	0	0%
Female	571	571	100%	571	100%	571	100%	NA	NA	0	0%
Total	1,442	1,442	100%	1,442	100%	571	100%	871	100%	0	0%
Other than permanent employees											
Male	32	0	0%	0	0%	NA	NA	0	0%	0	0%
Female	32	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	64	0	0%	0	0%	0	0%	0	0%	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	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than permanent workers											
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

* The company does not have any staff in the “workers” category.

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	1.14%	1.67%

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

Benefits	FY 2025-26			FY 2024-25*		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers*	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%		Yes	100%		Yes
ESI**	0%		NA	0%		NA
Others – please specify***	13.80%		Yes	12.86%		Yes

* The company does not have any staff in the "workers" category.

**None of the employees are eligible for coverage under ESI.

*** In addition to the above, the Company has Superannuation Scheme and National Pension Scheme, the participation in which, by the employees is optional and voluntary. The figure for FY 2024-25 has been updated to align with FY 2025-26 methodology.

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?

Yes*

If not, whether any steps are being taken by the entity in this regard.

NA

*The company's premises are generally friendly to all disabled visitors and employees. The company periodically reviews the requirements and takes necessary initiatives for improvement.

4. **Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?**

Yes

If so, provide a web-link to the policy.

The same is outlined in the employee handbook as well as the BRSR Policy.

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

Gender	Permanent Employees		Permanent Workers*	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	86%	NA	NA
Female	25%	83%	NA	NA
Total	63%	85%	NA	NA

* The company does not have any staff in the "workers" category.

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	If Yes, then give details of the mechanism in brief
Permanent Workers	No	NA*
Other than Permanent Workers	No	
Permanent Employees	Yes	The Anti-corruption and Anti-bribery policy mentions the employee grievance redressal mechanism, which states that any Company personnel should raise their concern directly to the Chief Human Resource Officer (CHRO) or shall be contacted via email at COCcompliance@ramco.com.
Other than Permanent Employees	Yes	

* The company does not have any staff in the "workers" category.

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

Category	FY 2025-26			FY 2024-25		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C.)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent employees	1,442	0	0%	1,508	0	0%
Male	871	0	0%	920	0	0%
Female	571	0	0%	588	0	0%
Total Permanent Workers*	0	0	0%	0	0	0%
Male	0	0	0%	0	0	0%
Female	0	0	0%	0	0	0%

* The company does not have any staff in the “workers” category.

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (C / D)
					Employees					
Male	871	841	96.56%	636	73.02%	920	306	33.26%	920	100%
Female	571	548	95.97%	405	70.93%	588	459	78.06%	588	100%
Total	1,442	1,389	96.32%	1,041	72.19%	1,508	765	50.73%	1,508	100%
					Workers*					
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

* The company does not have any staff in the “workers” category.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
			Employees			
Male	871	843	96.79%	920	849	92.28%
Female	571	547	95.80%	588	558	94.90%
Total	1,442	1,390	96.39%	1,508	1,407	93.30%
			Workers*			
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

* The company does not have any staff in the “workers” category.

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10. Health and safety management system

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

Yes

If Yes, the Coverage such systems?

The Company places significant importance on Occupational Health and Safety (OHS) measures, with health and safety aspects integrated into its corporate governance framework. Wellness camps and Employee Assistance Programmes (EAP) are conducted to support employee well-being. In addition, fire drills are regularly carried out, while hygiene and sanitation standards are maintained and managed by the Administration function.

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

Regular workplace inspections are conducted by supervisors to identify physical, chemical, ergonomic, and psychosocial hazards. The Company also encourages employees to periodically report any work-related hazards to the Administration and/or HR departments, following which immediate corrective measures are undertaken to address the concerns.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/ No)

Yes

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

Yes*

*The employees are covered by a comprehensive health insurance benefit including coverage of pre-existing ailments that provides access to healthcare.

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	NA	NA
Total recordable work-related injuries	Employees	0	0
	Workers	NA	NA
No. of fatalities	Employees	0	0
	Workers	NA	NA
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	NA	NA
*Including in the contract workforce			

* The company does not have any staff in the “workers” category.

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

The entity has implemented a comprehensive health and safety framework to ensure the physical and psychological well-being of employees, contractors, and visitors across global operations. These measures include integrating health and safety principles across all operational areas, including remote work environments, establishing safe work procedures, ensuring that equipment and facilities comply with safety standards, and supporting employee mental health through Employee Assistance Programmes (EAPs), flexible work arrangements, and mental well-being initiatives.

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

Particulars	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

14. Assessment for the year:

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

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

No health and safety incidents were reported during the current reporting period; accordingly, no corrective actions were required.

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

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

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

The Company's stakeholder identification process involves systematically identifying and evaluating individuals and groups that are affected by its operations or have a significant influence on its performance. Key stakeholders include customers, employees, investors, suppliers, regulatory authorities, local communities, and the environment.

The Company actively evaluates its impact on these stakeholders through initiatives such as delivering innovative IT solutions, creating employment opportunities, promoting digital inclusion, and ensuring responsible data management, all aligned with the Sustainable Development Goals (SDGs).

This stakeholder-centric approach enables the Company to effectively address stakeholder expectations while supporting long-term, sustainable value creation.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employee	No	Email, SMS, Meetings, Website, social media, Circulars, etc.	Regular	Regular employee engagement including training and awareness, concern and queries, performance appraisals etc
Customers	No	Email, SMS, Meetings, Website, Business interactions, Advertisement	Regular	Information about the product, hearing and resolving concerns and questions

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Stakeholder Group	Whether identified as Vulnerable & Marginalized Group	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders and Investors	No	Community Meetings, Annual General Meeting, Investors Meet, Email, Website, Newspaper, Stock Exchange Filings, Letters etc	Periodic	Performance of the Company and major highlights of the year and upcoming year
Suppliers & Vendors	No	Email, SMS, Business Meetings	Regular	Compliance, service quality, deadlines and due dates, concerns and queries
Government & Regulatory bodies	No	Email, Meetings, Website, Annual Report, Stock Exchange Filings, Industry Body Representations	As and when required	Periodic compliances
Local communities	Yes	Community Meetings, Direct engagement through project teams	Regular	CSR Project Implementation and Success

PRINCIPLE 5 Businesses should respect and promote human rights.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

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**

Benefits	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	1,442	58	4.02%	1,508	25	1.66%
Other than permanent	64	7	10.94%	160	0	0%
Total Employees	1,506	65	4.32%	1,668	25	1.50%
Workers*						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

* The company does not have any staff in the “workers” category.

2. **Details of minimum wages paid to employees and workers**

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B /A)	No. (C)	% (C /A)		No. (E)	% (E /D)	No. (F)	% (F /D)
Employees										
Permanent										
Male	871	0	0%	871	100%	920	0	0%	920	100%
Female	571	0	0%	571	100%	588	0	0%	588	100%
Total	1,442	0	0%	1,442	100%	1,508	0	0%	1,508	100%
Other than Permanent										
Male	32	0	0%	32	100%	86	0	0%	86	100%
Female	32	0	0%	32	100%	74	0	0%	74	100%
Total	64	0	0%	64	100%	160	0	0%	160	100%
Workers*										
Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

* The company does not have any staff in the “workers” category.

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

a. **Median remuneration / wages:**

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	7	5,00,000	1	4,50,000
Key Managerial Personnel**	3	18,16,636	0	-
Employees other than BOD and KMP	903	9,53,421	603	6,03,186
Workers***	-	-	-	-

**Key Managerial Personnel (KMP) includes Executive Directors.

*** The company does not have any staff in the “workers” category.

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

Particulars	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	28.28%	27.61%

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*

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*The ESG Committee is responsible for addressing Human Rights impacts or issues caused or contributed by the business. An email can be written to esg@ramco.com.

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

Ramco Systems encourages the reporting of any suspected or identified incidents related to modern slavery and human rights violations. The Company has established confidential reporting channels and mechanisms to ensure individuals feel safe and supported while raising concerns. All reported matters are thoroughly investigated, and appropriate actions are taken in response to substantiated findings of modern slavery or human rights violations. The Company also cooperates with relevant authorities and extends support to affected individuals, wherever appropriate.

Ramco provides multiple reporting channels for employees, consultants, suppliers, and business partners. All stakeholders are encouraged to raise concerns and report actual or potential incidents of modern slavery or human rights violations through the following channels:

a. Reporting concerns to a supervisor or designated Ramco contact

b. Reaching out to the Head of ESG through the following mechanisms:

   i. Submitting concerns via email at esg@ramco.com (non-anonymous reporting)

   ii. Sending anonymous communications by mail addressed to the Head of ESG

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

Particulars	FY 2025-26			FY 2024-25		
	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	Nil	0	0	Nil
Discrimination at workplace	0	0	Nil	0	0	Nil
Child Labour	0	0	Nil	0	0	Nil
Forced Labour / Involuntary Labour	0	0	Nil	0	0	Nil
Wages	0	0	Nil	0	0	Nil
Other human rights related issues	0	0	Nil	0	0	Nil

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

Particulars	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

- Confidentiality: The confidentiality and privacy of the complainant are protected throughout the process. Where considered necessary, support measures such as counselling, leave of absence, or reassignment to another department or location may also be provided.
- Disciplinary Actions: In cases where a complaint is substantiated, appropriate disciplinary action is initiated against the respondent. Depending on the severity of the misconduct, such actions may include formal warnings, suspension, or termination of employment.

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

Yes

10. Assessments for the year:

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

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

There were no such cases/issues arising from the assessments, where taking corrective action was required.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

(This principle emphasizes the importance of environmental stewardship. Companies should minimize their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2025-26 (in Giga Joules)	FY 2024-25 (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C.)	0	0
Total energy consumed from renewable sources (A+B+C)	**0**	**0**
From non-renewable sources		
Total electricity consumption (D)	10,202.70	10,098.80
Total fuel consumption (E)	2,996.59	2,797.32
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	**13,199.28**	12,896.12
Total energy consumed (A+B+C+D+E+F)	**13,199.28**	12,896.12
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.0000036370	0.0000039677
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) * [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.0000739759	0.0000819727
Energy intensity in terms of physical output [Total energy consumed (in GJ) / FTE]	9.1534535368	8.5518066575
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No
If yes, name of the external agency.		NA

**The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2026, which is 20.34.*

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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? (Yes/No)**

   No

   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.

   The Company does not have any sites/ facilities/ offices which are identified as designated consumers under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	7,629	9,432
(iv) Seawater / desalinated water	0	0
(v) Others – Drinking water from Third party vendor	361	373
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	**7,990**	9,805
Total volume of water consumption (in kilolitres)*	**1,598**	1,961
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.0000004403	0.0000006033
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.0000089561	0.0000122717
Water intensity in terms of physical output [Total water consumption (in KL) / FTE]	1.1081830791	1.3003978780
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)		No
If yes, name of the external agency.		NA

*During the reporting year, the Company adopted the methodology proposed in the Urban Wastewater Scenario in India study (August 2022), which considers a 20% water loss factor while calculating water consumption. To ensure consistency and comparability across reporting periods, the revised methodology has been applied retrospectively, and the previous year's figures have been restated accordingly.

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

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(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	6,392	7,844

Parameter	FY 2025-26	FY 2024-25
With treatment – please specify level of treatment	-	-
(v) Others		
No treatment	-	-
With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	**6,392**	**7,844**
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.		NA

5. **Has the entity implemented a mechanism for Zero Liquid Discharge?**

No

If yes, provide details of its coverage and implementation.

Considering the nature of the business, Zero Liquid Discharge Treatment does not apply to the Company.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Nox	-	-	-
Sox	-	-	-
Particulate matter (PM)	-	-	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency			NA

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

Parameter	Unit	FY 2025-26*	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	175.64	195.29
Total Scope 2 emissions (Break-up of the GHG into CO2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	2,012.20	2,039.40
Total Scope 1 and Scope 2 emissions per rupee of turnover [Total Scope 1 and Scope 2 GHG emissions (in $MTCO_2e$) / Revenue from operations (in rupees)]		0.0000006028	0.0000006875
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 (in $MTCO_2e$) / Revenue from operations in rupees adjusted for PPP]		0.0000122618	0.0000142038
Total Scope 1 and Scope 2 emission intensity in terms of physical output [Total Scope 1 and Scope 2 GHG emissions (in $MTCO_2e$) / FTE]		1.5172260749	1.4818870606

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Parameter	Unit	FY 2025-26*	FY 2024-25
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.			NA

*Source of emission factors used - EPA's GHG Emission Factors Hub, CEA's CDM - CO_2 Baseline Database User Guide Version 21 has been used for the purpose of GHG Emissions calculations.

8. **Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)**

No

If Yes, then provide details.

NA

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.098	0.50
E-waste (B)	0.68	2.78
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste	0	0.45
Other Non-hazardous waste generated (H). **Please specify, if any.** (Break-up by composition i.e. by materials relevant to the sector)	10.87	15.68
Newspaper waste	1.52	0.65
Waste paper, Tissue & other related Waste etc	9.35	15.03
Total (A+B + C + D + E + F + G + H)	**11.65**	**19.41**
Waste intensity per rupee of turnover [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.0000000032	0.0000000060
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.0000000653	0.0000001240
Waste intensity in terms of physical output Total waste generated (in MT) / FTE	0.0080790569	0.0128713528
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2025-26	FY 2024-25
(i) Recycled	0.68	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0.68	0

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

Category of waste	FY 2025-26	FY 2024-25
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	10.97	0
Total	10.97	0
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.	NA	

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.

A structured e-waste disposal system has been implemented to ensure the responsible recovery of equipment for reuse, recycling, or safe end-of-life disposal. Obsolete or end-of-life assets, including servers, network equipment, storage devices, desktops, and laptops as identified by manufacturers, are replaced or disposed of through certified e-waste management partners. All disposal activities are properly documented to ensure compliance and traceability.

Additionally, the Company's operations do not involve the handling or use of hazardous or toxic chemicals in any of its products.

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

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any
NA*				

*The company does not operate in such locations.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA*					

*No such assessments were undertaken during the reporting year.

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/NA).

Yes

If not, provide details of all such non-compliances, in the following format:

Specify the law/regulation/ guidelines which was not complied with	Provide details of the non- compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NA			

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

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

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

   5

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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/ International)
1	Australian Payroll Association (APA), Australia	National
2	Global Payroll Association (GPA), United Kingdom	International
3	National Association of Software and Service Companies (NASSCOM), India	National
4	The Association for Payroll Specialists	National
5	Singapore Business Federation	National

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

Name of authority	Brief of the case	Corrective action taken
NA*		

*No such incidents occurred during the reporting year.

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

(This principle emphasizes the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalized groups. They should also contribute to the development of local communities and support social and economic empowerment.)

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NA*					

*No such assessments were conducted during the reporting year.

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In INR)
NA*						

*There are no projects for which Rehabilitation and Resettlement (R&R) is being undertaken by the company; hence, this disclosure is not applicable.

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

   An email can be written to wecare@ramco.com and the matter will be addressed by the appropriate team under the Corporate Social Responsibility Committee.

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

Particular	FY 2025-26	FY 2024-25*
Directly sourced from MSMEs/ small producers	13.43%	11.75%
Directly from within India	73.77%	53.83%

*The previous year's figure has been revised to conform with the current year's calculations.

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**

Particular	FY 2025-26	FY 2024-25
Rural	0	0
Semi-urban	0	0
Urban	0	0
Metropolitan	100%	100%
(Place to be categorized as per RBI Classification System - rural / semi-urban / urban/metropolitan)		

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

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

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

   1. The Company has implemented an online tracking system, "rTrack," to monitor and manage all technical customer issues throughout the lifecycle of the contract or agreement.
   2. An escalation mechanism is established to track and address technical customer issues effectively.
   3. Reports on technical issues raised and the corresponding resolutions are periodically shared with customers.

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

Particular	As a percentage to total turnover*
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

*Not applicable considering the nature of the Company's business.

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

Particular	FY 2025-26		Remark	FY 2024-25		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	Nil	0	0	Nil
Advertising	0	0	Nil	0	0	Nil
Cyber-security	0	0	Nil	0	0	Nil

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Particular	FY 2025-26		Remark	FY 2024-25		Remark
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Delivery of essential services	0	0	Nil	0	0	Nil
Restrictive Trade Practices	0	0	Nil	0	0	Nil
Unfair Trade Practices	0	0	Nil	0	0	Nil
Other	1	1	Nil	0	0	Nil

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

Particular	Number*	Reason for recall
Voluntary recalls	NA	NA
Forced recalls	NA	NA

*Not applicable considering the nature of the Company's business.

5. **Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)**

Yes

If available, provide a web link of the policy

https://www.ramco.com/privacy-policy

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

No instances were reported during the reporting period that required corrective actions relating to advertising, delivery of essential services, cyber security and data privacy, recurrence of product recalls, or penalties/actions imposed by regulatory authorities concerning the safety of products or services.

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

a.	Number of instances of data breaches along-with impact	0
b.	Percentage of data breaches involving personally identifiable information of customers	0%
c.	Impact, if any, of the data breaches	No instances