Business Responsibility and Sustainability Report

Foreword

At MPS Limited, we continue to strengthen our commitment to sustainability by integrating responsible business practices into our strategy, operations, and decision-making. Guided by our purpose of enabling smarter learning for everyone, we remain focused on creating long-term value for all our stakeholders through innovation, technology-led solutions, ethical governance, and a culture of continuous learning.

We are pleased to present our fourth Business Responsibility and Sustainability Report for FY 2025-26. This report reflects our ongoing efforts to strengthen our Environmental, Social and Governance (ESG) framework, enhance the quality and transparency of our disclosures, and embed sustainability into the way we conduct our business.

During FY 2025-26, we continued to make steady progress on our sustainability journey by deepening stakeholder engagement, strengthening governance processes, expanding internal awareness initiatives, and advancing the integration of ESG considerations into our business practices. While we acknowledge that our sustainability journey is evolving, we remain committed to building a resilient, inclusive, and responsible organization that creates sustainable value over the long term.

This report provides a transparent account of our progress during the year, the initiatives undertaken, and the priorities that will guide us in the years ahead. We remain committed to continuously improving our sustainability performance in line with evolving stakeholder expectations, global best practices, and national priorities. We sincerely thank our employees, customers, shareholders, partners, and all other stakeholders for their continued trust, collaboration, and support as we move forward with purpose, accountability, and a shared vision for sustainable growth.

Business Responsibility and Sustainability Report

SECTION A: GENERAL DISCLOSURES

I Details of the listed entity

1	Corporate Identity Number (CIN) of the Listed Entity	L22122TN1970PLC005795
2	Name of the Listed Entity	MPS Limited
3	Year of incorporation	19 January 1970
4	Registered office address	Block-B6, 3rd Floor, Gateway Office Parks, No. 16, G.S.T Road, Perungalathur, Chennai, Tambaram, Kanchipuram, Tamil Nadu-600063
5	Corporate address	Windsor IT Park, A-1, Tower A, 4th Floor, Sector-125, Noida - 201303, Uttar Pradesh
6	E-mail	investors@mpslimited.com
7	Telephone	Tel: +91-120-4599750
8	Website	www.mpslimited.com
9	Financial year for which reporting is being done	FY 2025-26
10	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) National Stock Exchange of India Limited (NSE)
11	Paid-up Capital (INR in lacs)	1710.58
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Papinani Radha Rani General Counsel **Phone:** (+91-120-4599750) **E-mail:** investors@mpslimited.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together)	The disclosures made in this report are on a standalone basis i.e. MPS Limited ("MPS" or "the Company"). The Business Responsibility and Sustainability Report (BRSR) is in conformance with the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015.
14	Whether the Company has undertaken assessment or assurance of the BRSR Core?	Not Applicable
15	Name of assessment or assurance provider	Not Applicable
16	Type of assessment or assurance obtained	Not Applicable

II Products/Services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Research Solutions	Offering a comprehensive suite of AI first research solutions, including author services, editorial, and peer-review management, designed to support trusted and efficient scholarly publishing for academic societies, university presses, and research and knowledge organizations. The Company is recognized for its innovation in AI-driven research integrity and authenticity within the scholarly and STM domain.	69.67

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
2	Education Solutions	Delivering a full range of education content and learning solutions, including content development and multi-platform digital delivery, designed to enable engaging and accessible learning for ed-tech, learning companies and academic institutions, powered by proprietary technology and AI/ML-led production.	30.33

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Research Solutions	631	69.67
2	Education Solutions	631	30.33

III Operations

19 a. No. of locations where plants and/or operations/offices of the entity are situated:

Location	No. of plants	No. of offices	Total
National	NA	6	6
International	NA	2	2

** The Company has operations across key locations in India, including the Delhi NCR region (covering Noida and Gurugram), Dehradun, Chennai, Mumbai, and Bengaluru, enabling it to effectively serve customers across domestic and international markets.*

20 Markets served by the entity

a	No. of Locations	
	Location	**Number**
	National (No. of States)	5
	International (No. of Countries)	28
b	What is the contribution of exports as a percentage of the total turnover of the entity?	99.76%
c	A brief on types of customers	The Company provides services such as content development and production, editorial support, project management, creative design, digital conversion, technical services, Peer Review, licensing, hosting, and annual maintenance (AMC). These offerings primarily cater to research and educational institutions for academic publishing and content delivery purposes.

IV Employees

21 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						
	Permanent (D)	2,965	1,842	62.12	1,123	37.88
	Other than Permanent (E)	38	15	39.47	23	60.53
	Total employees (D + E)	3,003*	1,857	61.84	1,146	38.16

Note: The entire workforce is categorized as "Employees," with no individuals classified as "Workers." Therefore, the information required for the "Workers" category in all sections is not applicable.

** Employee count as at March 31, 2026.*

b. Differently abled Employees and workers:

MPS Limited has no differently abled employees and workers.

22 Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	6	3	50
Key Management Personnels*	3	1	33.33

Key Management Personnel (KMP) includes the Chief Executive Officer and Managing Director (CEO & MD), Chief Financial Officer (CFO), and Company Secretary (CS).

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

Category	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 previous FY)		
	CFY Male	CFY Female	Total of CFY [Male and Female]	PFY Male	PFY Female	Total of PFY [Male and Female]	PPFY Male	PPFY Female	Total of PPFY [Male and Female]
Permanent Employees	28.44	29.62	28.85	18	22	19.4	17	20	18
Permanent Workers	Not Applicable								

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

24 Names of holding/subsidiary/associate companies/joint ventures

S. No.	Name of the holding/ subsidiary/associate companies/joint ventures (A)	Indicate whether holding/Subsidiary/ Associate/Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	ADI BPO Services Limited	Holding Company	-	No
2	MPS North America, LLC	Subsidiary Company	100	No
3	MPS Interactive Systems Limited	Subsidiary Company	95.16	No
4	MPS Europa AG	Subsidiary Company	100	No
5	Topsim GmbH	Subsidiary Company	100	No

The aforementioned entities are direct subsidiaries of the Company. For a comprehensive list of all subsidiaries, including step-down subsidiaries, please refer to Form AOC-1 provided in this Integrated Annual Report.

VI CSR Details

25 a	Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
b	Turnover (INR in lacs)	43,826
c	Net worth (INR in lacs)	40,001.91

VII Transparency and Disclosures Compliances

26 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/NA) (If yes, then provide web-link for grievance redress policy)	FY (2025-26) (Current Financial Year)			FY (2024-25) (Previous Financial Year)			(If NA, then provide the reason)
		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[1]	Yes	0	0	No complaints received in the reporting year.	0	0	No complaints received in the reporting year.	-
Investors (other than shareholders)[2]	Yes	0	0	No complaints received in the reporting year.	0	0	No complaints received in the reporting year.	-
Shareholders[2]	Yes	6	0	The complaints related to non-receipt of dividend and annual report, which were promptly addressed and stood resolved at the end of the financial year.	1	0	Complaint received for the non-receipt of the Annual Report, resolved promptly.	-
Employees & Workers[3]	Yes	2	2	Complaints filed under POSH Act, 2013.*	0	0	No complaints received in the reporting year.	-
Customers[4]	Yes	0	0	No complaints received in the reporting year.	0	0	No complaints received in the reporting year.	-
Value Chain Partners	Yes	0	0	No complaints received in the reporting year.	0	0	No complaints received in the reporting year.	-
Others [Please specify]	-	-	-	-	-	-	-	-

[1]Under CSR programs, the NGO partners address the grievances of the community as and when it arises. In addition to this, they have regular interaction with the community to bring in more awareness about the program.

[2]Investors and shareholders may report concerns or grievances to the Compliance Officer through the dedicated email address: mailto:investors@mpslimited.com. Shareholders may also contact the Company's Registrar and Share Transfer Agent, M/s. Cameo Corporate Services Limited, at https://wisdom.cameoindia.com. Furthermore, complaints may be lodged through the SCORES Portal, that are promptly addressed by the Company, where details are readily available and in any case within maximum 21 days of receipt.

[3]The Company has a Whistle Blower Policy/Vigil Mechanism in place that enables employees, including directors to report genuine concerns. These policies provide adequate safeguards against victimization of whistle blowers and allows direct access to the Chairperson of the Audit Committee. The Whistle Blower Policy is available on the Company's website at https://www.mpslimited.com/Policies/Whistle-Blower-Policy.pdf

[4]The Company has a structured grievance redressal mechanism supported by a 24x7 customer support team through designated support channels. Customer issues are categorized by severity levels based on predefined contractual criteria, with resolution and response timelines governed by agreed Service Level Agreements.

**As of the date of this report, no complaints remain pending. All complaints received were resolved within 90 days of receipt.*

27 Overview of the entity's material responsible business conduct issues

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	**Data Security and Privacy**	Risk	MPS handles sensitive client, employee, and business information. Ensuring the confidentiality, integrity, and availability of data is critical to maintaining stakeholder trust and meeting contractual and regulatory obligations.	The Company has implemented robust security controls and policies to detect, prevent, and mitigate cyber threats. These controls are continuously strengthened through periodic audits and adoption of advanced security technologies. Risks related to data protection are addressed through an ISMS framework, GDPR-aligned practices, internal policies, role-based access controls, data minimization principles, and defined data retention and deletion protocols.	Negative: Data breaches or cybersecurity incidents may result in regulatory penalties, legal liabilities, business disruption, and reputational damage.
2.	**Human Capital**	Opportunity	MPS Limited's competitive advantage depends on a highly skilled workforce capable of delivering technology-enabled publishing, content, learning and platform solutions to global clients. As AI, automation and digital publishing reshape the industry, attracting, developing and retaining specialised talent is essential to innovation, service quality and long-term client relationships. High employee engagement and continuous capability building strengthen delivery excellence while reducing dependence on external hiring.	MPS invests in structured learning and development, leadership development, technical upskilling in AI and emerging technologies, performance management, employee engagement initiatives and career progression frameworks to build future-ready capabilities and improve retention.	Positive: Improved operational efficiency, reduced recruitment and training costs from lower attrition, enhanced client delivery capabilities, and strengthened competitive positioning.
3.	**Customer Well-Being**	Risk	Customer wellbeing is material for MPS Limited as the Company delivers mission-critical content, publishing platforms, e-learning solutions and technology services to global academic publishers, research organisations, educational institutions and enterprises. Clients depend on MPS for secure, accurate and timely delivery of services. Failure to meet service levels, protect customer data or deliver expected quality may adversely affect long-term relationships, contract renewals and business growth.	MPS manages customer-related risks through quality management systems, information security controls, customer feedback mechanisms, service governance, continuous platform enhancements, project monitoring and timely grievance resolution to maintain high service standards and client satisfaction.	Negative: Client attrition and reduced contract renewals directly impact revenue, while reputational damage from service failures can constrain new business acquisition. In a relationship-driven industry, loss of client trust is difficult and costly to rebuild, with long-term implications for revenue visibility and growth.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	**Business Ethics**	Opportunity	Business ethics is a strategic opportunity for MPS Limited because the Company operates in a trust-based, knowledge-intensive industry where global clients increasingly evaluate governance and ethical practices during vendor due diligence. Strong ethical conduct enhances credibility with international publishers, educational institutions and enterprise customers while strengthening corporate reputation and supporting sustainable business growth.	MPS promotes ethical conduct through its Code of Conduct and Whistle Blower Policy, which encourage integrity, transparency, accountability and confidential reporting of unethical practices. These frameworks support compliance with applicable laws and foster a culture of responsible business conduct across the organisation.	Positive: Improves eligibility for large global contracts, strengthens customer retention, enhances investor confidence, reduces compliance and litigation risks, supports premium market positioning and contributes to sustainable long-term revenue growth.
5.	**Board Governance**	Opportunity	Strong Board governance enables effective strategic oversight, transparent decision-making, regulatory compliance and responsible capital allocation. As MPS continues to expand its technology capabilities and growth initiatives, robust governance enhances stakeholder confidence, supports sustainable value creation and strengthens organisational resilience.	MPS has established an effective governance framework comprising independent directors, Board Committees, Board evaluations, succession planning, policies governing appointments and remuneration, oversight of material subsidiaries and regular governance reviews.	Positive: Improves investor confidence, supports access to long-term capital, enhances acquisition oversight and strategic decision-making, lowers governance-related uncertainties and strengthens long-term shareholder value.
6.	**Compliance**	Risk	MPS serves a diverse client base across multiple jurisdictions, each with distinct legal and regulatory compliance requirements, making adherence essential.	Regulatory compliance is managed through internal systems, risk registers, and process controls. The Company is also working to enhance ESG disclosures to improve transparency for all stakeholders.	Negative: Potential exposure to penalties, reputation, legal liability and implications for executed contracts.
7.	**Risk and Internal Control**	Risk	Risk and internal control are material due to MPS Limited's global operations, technology-enabled service delivery model, management of sensitive client content and data, cross-border engagements and third-party ecosystem. Weak internal controls or ineffective enterprise risk management may expose the Company to cybersecurity incidents, operational disruptions, financial reporting errors, regulatory non-compliance and business continuity challenges.	The Company maintains a risk management framework supported by internal financial controls, internal audits, cybersecurity controls, periodic risk assessments, whistleblower mechanisms and continuous monitoring to identify, assess and mitigate enterprise risks.	Negative: Internal control failures can result in financial misstatements, regulatory penalties, and reputational damage that erodes client and investor confidence. Inadequate risk management frameworks increase the likelihood of operational disruptions, fraud exposure, and compliance breaches, each of which carries direct financial and legal liability for the Company.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions		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	Policies, which are internal to the Company, are available on the intranet portal of the Company. Other policies are available on the website of the Company and can be accessed at https://www.mpslimited.com/corporate-governance/								
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)	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, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	1) ISO 9001:2015 2) ISO/IEC 27001:2022								
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	The Company is in the process of further developing its ESG approach and integrating ESG considerations into relevant business processes. During the reporting period, the Company identified key ESG focus areas and initiated efforts to establish governance structures, responsibilities, and monitoring mechanisms to support implementation. Work is ongoing to define priorities, assess relevant metrics, and develop a framework for tracking progress over time.								
6	Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	The Company is in the process of identifying areas where emissions-related considerations may be incorporated into operational decision-making and long-term planning. Further work is expected to support the development of an approach to emissions management that is aligned with the Company's business activities, material ESG priorities, and evolving regulatory expectations.								

Governance, leadership and oversight

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
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)	As a provider of content, publishing, learning, and platform solutions, MPS considers Environmental, Social, and Governance (ESG) factors as relevant to the long-term management of its business. The Company has initiated efforts to integrate ESG considerations into its governance processes, operational practices, and risk management framework. During the reporting period, MPS continued to identify priority ESG areas and strengthen internal processes to support the implementation, monitoring, and oversight of ESG-related initiatives. The Company also engages with employees, customers, investors, and other stakeholders to better understand evolving expectations and relevant industry developments.								
8	Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	The Board of Directors approves the Company's policies and entrusts their implementation to designated functional teams, ensuring appropriate oversight and effective execution.								
9	Does the entity have a specified Committee of the Board/Director responsible for decision making on sustainability related issues? (Yes/No/NA). If yes, provide details.	No. The Company does not have a separate Board Committee or designated Director for sustainability-related decision-making at present. These matters are currently handled collectively by the Board of Directors.								

10 Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director/Committee of the Board/Any other Committee									Frequency (Annually/Half yearly/Quarterly/Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	The Board of Directors undertake periodic internal review of performance against established policies, including evaluation of related systems and processes.									Quarterly								
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	The Company adheres to all applicable statutory requirements relevant to the principles and undertakes prompt corrective action in case of any identified non-compliances. The Board of Directors review compliance status on a quarterly basis or as and when required.									Quarterly								

		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). If yes, provide name of the agency.	Yes, For FY 2025-26, the Company's internal audit function was carried out on a quarterly basis by M/s. PricewaterhouseCoopers Services LLP (PwC). In addition, the annual Secretarial Audit was conducted by M/s. Sridharan & Sridharan Associates, Company Secretaries. These audits include a review of compliance with applicable laws, regulations, and selected internal policies and procedures. Audit observations and recommendations, where applicable, are reported to the relevant Management, Board of Directors and Regulatory Bodies for consideration and appropriate follow-up, supporting compliance with applicable requirements and the continual strengthening of internal processes and controls.								

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

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

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

P1 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	% of persons in respective category covered by the awareness programmes
Board of Directors	2	Familiarization programs* are conducted through detailed presentations that cover various key aspects of the Company's business, industry, regulatory environment, and governance framework.	100
Key Managerial Personnel	2		100
Employees other than BoD and KMPs	26	All employees regularly undergo training focused on skill enhancement, process orientation, soft-skill development, and workplace safety through both online learning and on-the-job programs. The training initiatives cover a wide range of areas, including ISO Awareness, Information Security Management System (ISMS) Awareness, Prevention of Sexual Harassment (POSH) sessions (both internal and external), Problem Solving and Critical Thinking, Leadership Development, Avaza Training, Functional Testing, QA Testing Processes, Health and Safety, and Business Communication skills.	100

*Familiarization Programme for Independent Directors:
https://www.mpslimited.com/Policies/Familiarization-Programme-for-Independent-Director.pdf

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

Monetary

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

Non-Monetary

Category	NGRBC Principle	Name of the regulatory/ enforcement agencies/judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil				
Punishment					

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

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

4	Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.	**Yes,** the Company has an Anti-Bribery and Corruption Policy that establishes a zero-tolerance approach towards bribery and corruption and reinforces its commitment to conducting business ethically, transparently, and in compliance with applicable laws. The policy applies to all employees, directors, officers, consultants, contractors, agents, business partners, and other associated persons across all geographies of operation. It prohibits the offering, giving, soliciting, or accepting of bribes or any undue advantage, and provides guidance on gifts, hospitality, facilitation payments, interactions with government officials, engagement of third-party intermediaries, due diligence requirements, record keeping, and reporting of concerns. The policy is aligned with applicable anti-corruption laws, including the Prevention of Corruption Act, 1988 (India), the U.S. Foreign Corrupt Practices Act (FCPA), and the UK Bribery Act 2010, and is reviewed periodically to ensure its continued relevance and effectiveness. The Company also addresses anti-bribery and anti-corruption expectations to the employees and board members through its code of conduct which is publicly available at https://www.mpslimited.com/Policies/Code-of-Conduct-Other-Employees.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 (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
Directors	Nil	Nil
KMPs		
Employees		
Workers		

6 Details of complaints with regard to conflict of interest

Category	FY (2025-26) (Current Financial Year)		FY (2024-25) (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	No complaints received	Nil	No complaints received
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	No complaints received	Nil	No complaints received

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.	As no complaints or actions related to corruption or conflicts of interest have been reported against the Board of Directors, Key Managerial Personnel, Senior Management, or other Employees during the financial year, no corrective actions were required to be taken.

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

	FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
Number of days of accounts payables	13.81	20.68

9 Open-ness of business:

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

Parameter	Metrics	FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made		
	c. Purchases from top 10 trading houses as % of total purchases from trading houses		
Concentration of Sales	a. Sales to dealer/distributors as % of total sales	NA	NA
	b. Number of dealers/distributors to whom sales are made		
	c. Sales to top 10 dealers/distributors as % of total sales to dealer/distributors		
Share of RPTs in	a. Purchases (Purchases with related parties as % of Total Purchases)	2.66	4
	b. Sales (Sales to related parties as % of Total Sales)	11.87	4
	c. Loans & advances given to related parties as % of Total loans & advances	99.96	100
	d. Investments in related parties as % of Total Investments made	92.66	86

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics/principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programmes
Not Applicable		

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,** the Company has established mechanisms to identify and manage potential conflicts of interest involving members of the Board. The Terms and Conditions of Appointment for Independent Directors require directors to exercise independent judgment and act in the best interests of the Company while taking into consideration the interests of relevant stakeholders. The Company's Code of Conduct applicable to Directors includes provisions relating to conflicts of interest and requires directors to avoid situations that may give rise to actual, potential, or perceived conflicts with the interests of the Company. Directors are also required to provide periodic affirmations of compliance with the Code of Conduct. Related Party Transactions are governed in accordance with the applicable provisions of the Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. Such transactions are subject to review and approval by the Audit Committee, and interested directors abstain from deliberations and voting where required. These measures form part of the Company's governance framework for promoting transparency, oversight, and accountability in decision-making. **Terms & Conditions for Independent Directors:** https://www.mpslimited.com/Policies/Terms-and-Conditions-for-Independent-Directors.pdf **Code of Conduct:** https://www.mpslimited.com/Policies/Code-of-Conduct-for-Directors-SMP.pdf **Related Party Transaction Policy:** https://www.mpslimited.com/Policies/Related-Party-Transaction-Policy.pdf

P2 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.

Category	FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
CapEx			

2a	Does the entity have procedures in place for sustainable sourcing? (Yes/No)	No. The Company does not presently have a formally documented sustainable sourcing policy or procedure in place. While environmental management practices are at varying stages of implementation, the Company continues to enhance its approach by integrating environmental considerations into its operations and engaging suppliers and value chain partners on related issues where relevant.
b	If yes, what percentage of inputs were sourced sustainably?	-

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)	MPS manages the disposal of IT assets through its Fixed Assets Disposal Policy. IT hardware is periodically assessed for usability and lifecycle status, and assets that are obsolete or beyond economical repair are identified for disposal. The Company engages authorized e-waste vendors for the collection and processing of such assets in accordance with applicable regulatory requirements. Relevant disposal or recycling certificates are obtained and maintained as part of the Company's records.
b	E-waste	
c	Hazardous waste	
d	Other waste	

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

LEADERSHIP INDICATORS

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

S. No.	NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/ No). If yes, provide the web-link.
	Not Applicable					

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.

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

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

Indicate input material	Recycled or re-used input material to total material	
	FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
NA	NA	NA

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:

Category	FY (2025-26) (Current Financial Year)			FY (2024-25) (Previous Financial Year)		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable as MPS Limited is a digital content and learning services company hence it does not manufacture any products.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
Not Applicable	

P3 Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1a 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	1,842	1,391	76	1,842	100	0	0	1,842	100	0	0
Female	1,123	774	69	1,123	100	1,123	100	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	2,965	2,165	73	2,965	100	1,123	38	1,842	62	0	0
Other than Permanent Employees											
Male	15	0	0	0	0	0	0	0	0	0	0
Female	23	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0
Total	38	0	0	0	0	0	0	0	0	0	0

1b Details of measures for the well-being of workers:

The entire workforce is categorized as "Employees," with no individuals classified as "Workers." Therefore, the information required for the "Workers" category in all sections is not applicable.

1c Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format –

	FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
Cost incurred on wellbeing measures as a % of total revenue of the Company	0.32	0.34

2 Details of retirement benefits, for Current and Previous FY

Benefits	FY (2025-26) (Current Financial Year)			FY (2024-25) (Previous Financial Year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
PF*	100	-	Y	100	-	Y
Gratuity&	100	-	Y	100	-	Y
ESI	27	-	Y	30	-	Y
Others - please specify	-	-	-	-	-	-

Note: All regular employees who completed 4.7 (Four Years and 240 days) years of continuous tenure of their service are eligible for Gratuity

** 100 % has been calculated on total number of permanent employees. Out of 38 other than permanent employees, PF is deducted for only 3 employees.*

& 100 % has been calculated on total number of permanent employees. Gratuity is not deducted for any of the 38 other than permanent employees.

3 Accessibility of workplaces

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.	Yes, the Company's premises and offices are accessible to differently abled employees, in compliance with the Rights of Persons with Disabilities Act, 2016. Facilities such as wheelchairs are also made available upon request.

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 a Diversity, Equity, and Inclusion (DEI) Policy that ensures equal opportunities for persons with disabilities in recruitment, compensation, benefits, professional development, training, and promotions. The policy is accessible to all employees via the Company's intranet.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100	100	NA	
Female	100	100		
Total	100	100		

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 Other than Permanent Workers Permanent Employees Other than Permanent Employees	The Company has established a grievance redressal mechanism through which employees may raise workplace-related concerns for resolution through appropriate channels, including informal discussions or formal escalation processes, depending on the nature of the concern. The Whistle Blower Policy enables employees to report suspected violations of the Code of Conduct, unlawful activities, financial reporting concerns, or other instances of misconduct through designated reporting channels, including email or directly to the Ombudsperson. Whistle Blower Policy: https://www.mpslimited.com/Policies/Whistle-Blower-Policy.pdf

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

Category	FY (2025-26) (Current Financial Year)			FY (2024-25) (Previous Financial Year)		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
Male	1,842	17	0.92	1,776	19	1
Female	1,123	19	1.69	927	20	2
Total Permanent Workers						
Male	NA			NA		
Female						
Other						

8 Details of training given to employees and workers:

Category	FY (2025-26) (Current Financial Year)					FY (2024-25) (Previous Financial Year)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	1,842	224	12	728	39.5	1,776	757	43	547	31
Female	1,123	178	16	581	51.7	927	275	30	242	26
Total	2,965	402	13.5	1,309	44.1	2,703	1,032	38	789	29

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

Category	FY (2025-26) (Current Financial Year)			FY (2024-25) (Previous Financial Year)		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Total Permanent Employees						
Male	1,842	1,842	100	1,776	1,776	100
Female	1,123	1,123	100	927	927	100
Total	2,965	2,965	100	2,703	2,703	100

10 Health and safety management system:

a	Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, the coverage such system?	MPS Limited has adopted a Health and Safety Policy applicable to employees, contractors, consultants, vendors, and visitors. In line with the Company's office-based operations, the policy establishes measures to maintain a safe and healthy workplace, including safe use and maintenance of equipment, housekeeping practices, adequate lighting and ventilation, fire safety arrangements, emergency evacuation procedures, first-aid provisions, and periodic fire drills. The policy also assigns health and safety responsibilities, provides for employee awareness and training, and encourages reporting of safety incidents and workplace hazards to support timely corrective action.
b	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?	The Company conducts regular safety training sessions to enhance employee awareness of workplace hazards and promote proactive risk management. Emergency exits are clearly marked, and periodic fire drills are conducted to strengthen emergency preparedness. Office facilities are equipped with fire detection systems, firefighting equipment, designated assembly points, and clearly identified evacuation routes. In addition, workspaces are maintained in a clean, safe, and ergonomically appropriate manner to support the identification and mitigation of work-related risks.
c	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)	Employees are encouraged to promptly report any work-related hazards through established internal channels, including direct communication with the administration or HR teams. The Health and Safety policy states that the staff are to report any current or potential situation at work that is a threat to personal safety. All incidents or situations are to be reported to the management.
d	Do the employees/worker of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes. The entity provides employees/workers access to non-occupational medical and healthcare services through medical insurance coverage, regular preventive health check-ups conducted at office premises, and quarterly health & wellness awareness sessions.

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

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

12	Describe the measures taken by the entity to ensure a safe and healthy workplace.	The Company has established processes to identify and manage work-related hazards through defined health and safety procedures supported by regular employee awareness initiatives. Department Heads and the Administration team are responsible for implementing and monitoring health and safety measures across the workplace. Routine assessments include regular housekeeping inspections to ensure aisles, emergency exits, and evacuation routes remain unobstructed, maintenance of appropriate indoor conditions through adequate ventilation, lighting, temperature control, and noise management, and enforcement of a no-smoking policy within the premises. Emergency preparedness is supported through routine fire safety awareness programmes, periodic fire drills, clearly designated assembly points, and the availability of firefighting equipment. In addition, first-aid kits and basic medical support are maintained at all times. These measures are periodically reviewed through internal checks to support the continuous management of workplace health and safety.

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

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

14 Assessments for the year:

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties
Health & 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.	The Company has not reported any safety-related incidents at its office premises during the year. However, various preventive measures have been implemented to promote a safe and secure work environment and minimize potential risks: 1. Workplace safety remains an important focus area at MPS, with an emphasis on fostering a culture of safety awareness, responsibility, and accountability among employees. 2. Informational posters, safety signages, and emergency instructions are displayed at appropriate locations across the premises to reinforce safety practices and awareness. 3. Regular fire and safety mock drills are conducted to ensure employee preparedness and an effective response in emergency situations. 4. Safety equipment and emergency response systems are periodically inspected and maintained to support workplace safety. 5. Employees are encouraged to promptly report any potential hazards or safety concerns to facilitate timely corrective action.

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).	The Company complies with the provisions of the Employees' Compensation Act, 1923 and provides statutory compensation in cases where death or injury arises out of and in the course of employment, as applicable under the Act. In addition, the Company provides Group Personal Accident (GPA) Insurance for its permanent employees. The policy provides financial protection to the employee or the nominated beneficiary against the risks associated with accidents resulting in bodily injury, disability, or death.

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 has established processes to promote compliance with applicable statutory and regulatory requirements across its value chain. Vendor onboarding includes obtaining relevant statutory registrations and declarations, as applicable. The Company incorporates compliance obligations into contractual agreements with value chain partners and undertakes periodic reviews of statutory compliance documents, including tax and other applicable statutory filings, where relevant. Payments to vendors are processed in accordance with applicable laws after ensuring necessary statutory deductions and compliance requirements are met.

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

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

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/NA)**	No

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

Category	% of value chain partners (by value of business done with such partners) that were assessed
Health & safety practices	No assessment of value chain partners was conducted.
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.	NA

P4 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.	MPS follows a structured approach to identifying and engaging with stakeholders who may be affected by its operations or who have the ability to influence its business activities and long-term performance. The Company's stakeholder groups include employees, customers, investors, shareholders, suppliers, regulatory authorities, business partners, and other relevant stakeholders with whom it maintains operational, contractual, financial, or regulatory relationships. Stakeholder identification is informed by the nature of the Company's interactions, the relevance of stakeholder perspectives to its business operations, and the potential impact of business activities on different stakeholder groups. The Company engages with stakeholders through various formal and informal channels, including customer interactions, employee communication platforms, investor engagements, supplier discussions, regulatory filings, and other business interfaces. Feedback received through these engagements is considered, as appropriate, in business planning, operational decision-making, risk management, and the development of relevant policies and practices. This approach enables the Company to better understand stakeholder expectations, address material issues, and support the effective management of its business activities.

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

S. No.	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
1	Investors	No	a) Investors' meetings and conference b) General Meetings c) Newspaper Publications d) Website Updates e) Stock Exchange filings (NSE & BSE)	As and when required	Engagements focus on business strategy and execution, operational and financial performance, corporate governance and CSR initiatives. In addition, these engagements facilitate discussions on long-term value creation, sustainability priorities, regulatory developments, and industry trends. They also serve to understand investor expectations, address any concerns, ensure transparency and strengthen investor confidence.

S. No.	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
2	Employees	No	a) Meetings b) Emails c) SMS d) Notice Board	Ongoing	Engagements include performance and career development discussions, training and learning opportunities, skill enhancement initiatives, and leadership development programmes. They also provide structured feedback and communication channels to support employee growth and align individual development with organisational objectives.
3	Customer/ Client	No	a) Emails, b) Phone calls c) Meetings, as required, and through the website	As and when required	Engagements with customers and clients include the collection of feedback and testimonials to enhance service quality and strengthen long-term relationships. These inputs are used to improve offerings, address concerns, and ensure continuous improvement in service delivery.
4	Communities	No	a) Meetings with associations/ NGOs b)Local community interactions	Ongoing	Engagements related to CSR initiatives and community development efforts.
5	NGOs, government, regulatory bodies (SEBI, stock exchanges, etc.)	No	a) Meetings b) Emails c) Seminars d) Press releases	As and when required (at least annually)	To ensure adherence to applicable legal and regulatory requirements.
6	Suppliers	No	a) Meetings b) Emails c) Seminars	As and when required	MPS collaborates with suppliers and service providers, ensuring adherence to the Code of Conduct.

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.	Yes, the Company has established structured processes to facilitate stakeholder consultation on economic, environmental, and social (EES) topics. These processes ensure stakeholder concerns and expectations are considered in decision-making. a) **Policy on Determination of Materiality of Events or Information:** The Company has adopted a Policy on Determination of Materiality of Events or Information to identify, assess, and disclose material events in compliance with applicable regulatory requirements. b) **Stakeholder Engagement:** The Company regularly engages with employees, clients, investors, vendors, and regulators through meetings, surveys, questionnaires, and feedback sessions. It also responds to ESG-related client questionnaires covering environmental, social, ethical, procurement, compliance, and certification-related aspects. c) **Materiality Assessment:** Periodic materiality assessments are conducted to identify and prioritize key EES issues based on stakeholder inputs. d) **Internal Escalation:** Stakeholder feedback is consolidated by relevant functions and reviewed by Management. e) **Board Reporting:** Key stakeholder insights and recommendations are presented to the Board or its committees to support strategic decisions. f) **Community/Social Engagement through CSR:** Community concerns are addressed through CSR initiatives implemented by partner agencies, with quarterly progress updates shared with the Board.
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	MPS uses stakeholder feedback to shape its environmental and social approach. Inputs from employees have helped strengthen workplace safety and well-being policies. Feedback from investors has guided the Company's focus on responsible business conduct. These inputs are reflected in the Company's policies and BRSR reporting.
3	Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.	MPS Limited engages with vulnerable and marginalized communities through its CSR programs focused on Education and Healthcare. Key initiatives during FY 2025-26 include: • **Girl Child Education – IIMPACT:** Supported 67 learning centres for underprivileged girls from disadvantaged communities, providing quality primary education and facilitating their mainstreaming into regular schooling. • **Mental Health – Sambandh Health Foundation**: Supported mental health awareness and recovery programs in urban villages of Gurugram, helping individuals and families overcome stigma associated with mental illness. • **Children with Special Needs – Prem Charitable Trust:** Supported homes for mentally and physically challenged children, including provision of physiotherapists, occupational therapists, and special educators. • **Philosophy & Values Education – Vedanta Cultural Foundation & Vedanta Institute Delhi:** Supported educational programs in Vedanta philosophy, promoting value-based living among diverse communities across India. • **Merit-based Scholarships – Indian School of Business (ISB):** Provided scholarships to deserving students under the Young Leaders programme, enabling access to quality higher education.

P5 Businesses should respect and promote human rights

ESSENTIAL INDICATORS

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

Category	FY (2025-26) (Current Financial Year)			FY (2024-25) (Previous Financial Year)		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	2,965	1,004	33.8	2,703	890	33
Other than permanent	38	-	-	57	-	-
Total	3,003	1,004	33.4	2,760	890	32

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

Category	FY (2025-26) (Current Financial Year)					FY (2024-25) (Previous Financial Year)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees Permanent										
Male	1,842	81	4	1,761	96	1,776	204	11	1,572	89
Female	1,123	74	7	1,049	93	927	148	16	779	84
Other than permanent										
Male	15	0	0	15	100	25	-	-	25	100
Female	23	0	0	23	100	32	-	-	32	100

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

a. Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (INR lacs)	Number	Median remuneration/ salary/wages of respective category (INR lacs)
Board of Directors (BoD)	Refer to Annexure B of the Director's report			
Key Managerial Personnel				
Employees other than BoD and KMP	1,840	3.34	1,122	3.34

3b Gross wages paid to females as % of total wages paid by the entity, in the following format:

	FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
Gross wages paid to females as % of total wages	31%	28%

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 Chief People Officer is the focal point for human rights-related issues at the Company level. Further, the Company has constituted a dedicated committee responsible for addressing and resolving human rights related issues. It ensures that appropriate measures are implemented to manage and mitigate any adverse impacts.

5	Describe the internal mechanisms in place to redress grievances related to human rights issues.	The Company has established mechanisms for employees to raise and seek resolution of workplace-related concerns, including matters relating to fair treatment, dignity, and respect in the workplace. Employees may report concerns through designated grievance redressal channels, which provide for both informal resolution and formal review processes, depending on the nature of the issue. In addition, the Company's Whistle Blower Policy enables employees and other stakeholders, as applicable, to report suspected misconduct, unethical behaviour, violations of law or Company policies, and other concerns without fear of retaliation. Reported concerns are reviewed and addressed in accordance with established procedures. The Company is also committed to maintaining a workplace free from sexual harassment and has adopted a Policy for the Protection of Women's Rights at the Workplace in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. An Internal Committee has been constituted to address complaints received under the policy and to support compliance with applicable legal requirements.

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

Category	FY (2025-26) (Current Financial Year)			FY (2024-25) (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	2*	Closed	Nil		
Discrimination at workplace	Nil					
Child Labour						
Forced Labour/Involuntary Labour						
Wages						
Other human rights related issues						

As of the date of this report, no complaints remain pending. All complaints received were resolved within 90 days of receipt.

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

	FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	
Complaints on POSH as a % of female employees/ workers	0.2%	Nil
Complaints on POSH upheld	Not Applicable*	

**As of the date of this report, both complaints have been resolved. Of the two complaints received, one complaint was upheld following the inquiry process.*

8	Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.	The Company has implemented a Policy on Prevention of Sexual Harassment (POSH) applicable to all employees. The policy provides a mechanism for the prevention and redressal of sexual harassment complaints through an Internal Complaints Committee (ICC) constituted in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. It also provides protection against retaliation for employees reporting concerns in good faith, with any instances of retaliation addressed through the Company's disciplinary process. For more details refer to the policy: https://www.mpslimited.com/Policies/POSH-Policy.pdf
9	Do human rights requirements form part of your business agreements and contracts? **(Yes/No)**	Yes. MPS incorporates clauses in its business agreements and contracts requiring compliance with all applicable laws and regulations. These requirements extend to customers, vendors, and other business partners, as applicable.

10 **Assessments for the year:**

Category	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	MPS internally monitors compliance with all relevant laws and policies pertaining to these issues.
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.	The Internal Complaints Committee (ICC) took prompt action to address the issues. To promote awareness and sensitivity, a mandatory online POSH training was implemented to educate all employees and workers on their rights and responsibilities.

P6 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 (2025-26) (Current Financial Year)	FY (2024-25) (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)	**-**	**-**
From non-renewable sources		
Total electricity consumption (D)	10,270.72	14,141.12
Total fuel consumption (E)	763.44	583.11
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**11,034.17**	**14,724.23**
Total energy consumed (A+B+C+D+E+F)	**11,034.17**	**14,724.23**
Energy intensity per rupee of turnover (GJ/INR lacs)	0.25	0.42
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ/USD Million)	51.21	86.79
Energy intensity in terms of physical output	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	-	-
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? **(Y/N)** If yes, name of the external agency.	No independent assessment/evaluation/assurance has been carried out by an external agency.	

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

The Company does not have any sites that 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:**

S. No.	Parameter	FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
	Water withdrawal by source (in kilolitres)		
i	Surface water	0	-
ii	Groundwater	0	-
iii	Third party water	260	260
iv	Seawater/desalinated water	0	-
v	Other	0	-
	Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	260	260
	Total volume of water consumption (in kilolitres)	260	260

S. No.	Parameter	FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
	Water intensity per rupee of turnover (Water consumed/revenue from operations) (KL/INR lacs)	0.006	0.007
	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL/USD Million)	1.21	1.532
	Water intensity in terms of physical output	NA	NA
	Water intensity (*optional*) – the relevant metric may be selected by the entity	-	-
	Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? **(Y/N)** If yes, name of the external agency.	No independent assessment/evaluation/assurance has been carried out by an external agency.	

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

Parameter		FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)			
To Surface water	No treatment	0	-
	With treatment – please specify level of treatment	0	-
To Groundwater	No treatment	0	-
	With treatment – please specify level of treatment	0	-
To Seawater	No treatment	0	-
	With treatment – please specify level of treatment	0	-
Sent to third parties	No treatment	64	64
	With treatment – please specify level of treatment	0	-
Others	No treatment	0	-
	With treatment – please specify level of treatment	0	-
	Total water discharged (in kilolitres)	64	64
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 independent assessment/evaluation/ assurance has been carried out by an external agency.	

5	Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation	A Zero Liquid Discharge (ZLD) system is currently not applicable to MPS Limited, as its operations generate negligible process wastewater.

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) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
NOx	gm/kw-hr	0.559	0.075
SOx	gm/kw-hr	0.131	0.084
Particulate matter (PM)	gm/kw-hr	0.202	0.098
Persistent organic pollutants (POP)	gm/kw-hr	NA	NA
Volatile organic compounds (VOC)	gm/kw-hr		
Hazardous air pollutants (HAP)	gm/kw-hr		
Others – please specify	gm/kw-hr	-	-
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 independent assessment/evaluation/assurance has been carried out by an external agency.		

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

Parameter	Unit	FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	CO2e in MT	126.80	110.85
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	CO2e in MT	2,025.62	2,855.72
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	CO2 in MT/ INR lacs	0.05	0.08
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/USD Million)	tco2e/USD Million	10	17.487
Total Scope 1 and Scope 2 emission intensity in terms of physical output	CO2e in MT/ton of production	NA	NA
Total Scope 1 and Scope 2 emission intensity *(optional)* – per ton of production		NA	NA

Parameter	Unit	FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
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 independent assessment/evaluation/assurance has been carried out by an external agency.		

8	Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.	As a service-sector company, the Company's environmental footprint primarily arises from the operation of its office facilities, several of which are located in leased premises. In line with its defined organisational boundary, the Company is currently in the process of establishing GHG emission reduction targets. During the reporting year, the Company recorded a decline in its Scope 2 and Scope 3 GHG emissions, reflecting its continued efforts to improve operational efficiency, optimise resource consumption, and strengthen environmental stewardship. The Company remains committed to integrating sustainable practices across its operations and continuously enhancing its environmental performance through responsible resource management and emissions reduction initiatives.

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

Parameter	FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	-	-
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)	-	-

Parameter	FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
Waste intensity per rupee of Turnover (Total waste generated/Revenue from operations)	-	-
Waste intensity per rupee of turnover adjusted Purchasing for Power Parity (PPP) (Total Revenue waste from generated/operations adjusted for PPP)	-	-
Waste intensity in terms of physical output	-	-
Waste intensity (*optional*) – the relevant metric may be selected by the entity	-	-

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 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
i. Recycled	-	-
ii. Reused	-	-
iii. Other recovery operations	-	-
Total	-	-

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

Category of waste	Plastic waste & Other non-hazardous waste	
i. Incineration	-	-
ii. Landfill	-	-
iii. Other disposal methods	-	-
Total	-	-
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 independent assessment/evaluation/assurance has been carried out by an external agency.	

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.	MPS, being an IT services organization, does not manufacture physical products and therefore does not use hazardous or toxic chemicals in its processes. Waste generated at the Company's establishments is primarily non-hazardous in nature, such as paper, packaging material, and e-waste. Waste is segregated at source and disposed of responsibly through authorized channels. E-waste is handed over to certified recyclers in compliance with applicable regulations. Further, the facilities operated by the Company are managed in buildings where waste management practices are fully compliant with local regulatory requirements. This includes door-to-door collection of municipal solid waste, along with its scientific handling, segregation, storage, and transportation to designated waste processing and disposal sites by authorized agencies.

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

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	No, the Company doesn't have any offices in/around ecologically sensitive areas.		

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

S. No.	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
				No		

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

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

LEADERSHIP INDICATORS

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

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

(i) Name of the area	-
(ii) Nature of operations	-

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

<table>
<tr><th colspan="2">Parameter</th><th>FY (2025-26) (Current Financial Year)</th><th>FY (2024-25) (Previous Financial Year)</th></tr>
<tr><td colspan="4">Water withdrawal by source (in kilolitres)</td></tr>
<tr><td colspan="2">To Surface water</td><td rowspan="20">NA</td><td rowspan="20">NA</td></tr>
<tr><td colspan="2">To Groundwater</td></tr>
<tr><td colspan="2">To Seawater</td></tr>
<tr><td colspan="2">Sent to third parties</td></tr>
<tr><td colspan="2">Others</td></tr>
<tr><td colspan="2">Total volume of water withdrawal (in kilolitres)</td></tr>
<tr><td colspan="2">Total volume of water consumption (in kilolitres)</td></tr>
<tr><td colspan="2">Water intensity per rupee of turnover (Water consumed/ turnover)</td></tr>
<tr><td colspan="2">Water intensity (optional) – the relevant metric may be selected by the entity</td></tr>
<tr><td colspan="2">Water discharge by destination and level of treatment (in kilolitres)</td></tr>
<tr><td rowspan="2">To Surface water</td><td>NA</td></tr>
<tr><td>NA</td></tr>
<tr><td rowspan="2">To Groundwater</td><td>No treatment</td></tr>
<tr><td>With treatment – please specify level of treatment</td></tr>
<tr><td rowspan="2">To Seawater</td><td>No treatment</td></tr>
<tr><td>With treatment – please specify level of treatment</td></tr>
<tr><td rowspan="2">Sent to third parties</td><td>No treatment</td></tr>
<tr><td>With treatment – please specify level of treatment</td></tr>
<tr><td rowspan="2">Others</td><td>No treatment</td></tr>
<tr><td>With treatment – please specify level of treatment</td></tr>
<tr><td colspan="4">Total water discharged (in kilolitres)</td></tr>
<tr><td colspan="2">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.</td><td colspan="2">No independent assessment/evaluation/ assurance has been carried out by an external agency.</td></tr>
</table>

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

Parameter	Unit	FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	$MTCO_2e$	28.28	-
Total Scope 3 emissions per rupee of turnover	CO_2e in MT/ INR lacs	0.001	-
Total Scope 3 emission intensity **(optional)** – the relevant metric may be selected by the entity	tCO_2e/USD Million	0.13	-
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 independent assessment/evaluation/assurance has been carried out by an external agency.		

3	With respect to the ecologically sensitive areas reported at Question 10 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.	The Company does not have any offices or operational facilities located in or adjacent to ecologically sensitive areas. Accordingly, MPS Limited does not have any significant direct or indirect impacts on biodiversity in such areas. Therefore, no specific biodiversity prevention or remediation measures are required at present. The Company remains committed to conducting its operations in an environmentally responsible manner and complying with all applicable environmental regulations.

P7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

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

1b 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, in the following format.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Services Export Promotion Council (SEPC)	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.

S. No.	Name of authority	Brief of the case	Corrective action taken
No adverse order received in the previous financial year.			

P8 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.

S. No.	Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable						

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

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

3	Describe the mechanisms to receive and redress grievances of the community.	MPS has established a feedback portal to receive complaints or critiques from the community. All agreements between MPS and stakeholders include clauses regarding the handling of grievances and disputes. Furthermore, the Company actively engages with the community by partnering with CSR agencies to make contributions in identified areas, focusing on enhancing education and healthcare facilities.

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

Category	FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
Directly sourced from MSMEs/small producers	Not Applicable	
Directly from within India		

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

Location	FY (2025-26) (Current Financial Year)	FY (2024-25) (Previous Financial Year)
	iii) % of Job creation	iii) % of Job creation
Rural	-	-
Semi-urban	-	-
Urban	-	-
Metropolitan	100	100

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):

S. No.	Details of negative social impact identified	Corrective action taken
Not Applicable		

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

S. No.	State	Aspirational District	Amount spent (In INR)
Not Available			

3a	Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)	At present, the Company doesn't have a preferential procurement policy.
b	From which marginalized/vulnerable groups do you procure?	Not Applicable
c	What percentage of total procurement (by value) does it constitute?	

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

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

S. No.	Name of authority	Brief of the Case	Corrective action taken
Not Applicable			

6 Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	The Community Mental Health Programme in Villages-Sambadh	19,340	65
2	IIMPACT Girl Child Education Program	15,433	100
3	Education on Intellectual Development and Higher Values-Vedanta Cultural Foundation	5,000+	NA
4	Prema Vasam	130	100
5	Vedanta Institute Delhi	4,252	4.28
6	Education on Intellectual Development and Higher Values-Indian School of Business	3	0