

Date: 05-08-2025

To, The Manager Listing Department BSE Limited Phiroze Jeejeebhoy Towers Dalal Street Mumbai- 400001 Scrip Code: 543945	To, The Manager Listing Department National Stock Exchange of India Limited Exchange Plaza, Bandra Kurla Complex Bandra East, Mumbai- 400051 Scrip Code: NETWEB
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Sub.: Business Responsibility and Sustainability Report for the Financial Year 2024-25

In terms of the provisions of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the report on Business Responsibility and Sustainability Reporting of Netweb Technologies India Limited for the Financial Year 2024-25.

This is for your information and record.

Thanking You,
Yours faithfully

For Netweb Technologies India Limited

Lohit
Chhabra

Digitally signed by
Lohit Chhabra
Date: 2025.08.05
16:55:15 +05'30'

Lohit Chhabra

Company Secretary & Compliance Officer

M. No A36610

Netweb Technologies India Limited

**Plot No. H-1, Block-H, Pocket No. 9, Faridabad Industrial Town, Sector-57, Faridabad, Haryana
121004**

Tel. No. : +91-129-2310400

Website : www.netwebindia.com ; E-mail : complianceofficer@netwebindia.com



NETWEB
TECHNOLOGIES
INDIA LIMITED

Business Responsibility and Sustainability Report for FY2025

Section A:

GENERAL DISCLOSURES

I - Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L72100HR1999PLC103911
2. Name of the Listed Entity	NETWEB TECHNOLOGIES INDIA LIMITED
3. Year of incorporation	1999-09-22
4. Registered office address	Plot No. H-1, Block-H, Pocket No. 9, Faridabad Industrial Town, Sector-57, Faridabad, Haryana 121004
5. Corporate address	Plot No. H-1, Block-H, Pocket No. 9, Faridabad Industrial Town, Sector-57, Faridabad, Haryana 121004
6. E-mail	Complianceofficer@netwebindia.com
7. Telephone	+91 0129 2310400
8. Website	www.netwebindia.com
9. Financial year for which reporting is being done	2024-2025
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited (NSE) and BSE Limited
11. Paid-up Capital	₹11,33,07,736
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report.	Lohit Chhabra Company Secretary & Compliance Officer 0129-2310400 complianceofficer@netwebindia.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).	Standalone basis
14. Name of the Assessment or Assurance Provider.	Not applicable
15. Type of Assessment or Assurance obtained.	Not applicable

II - Products and Services

16. 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	Manufacturing computing machinery and equipment such as servers and workstations.	Manufacturing computers and peripheral equipment	100.00

Note: ₹59.4 million was deducted from total revenue due to PLI incentives in nature

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Supercomputing/High Performance Computing	262	35.29
2	Private cloud and Hyperconverged Infrastructure	262	35.05
3	AI and Enterprises Work Solutions	262	14.74
4	High Performance Storage Solutions	262	2.39
5	Data Centre Servers	262	3.25
6	Software and Services for HCS Offerings	262	3.96
7	Network Switches	262	1.07
8	Others - Spares Sales	262	3.73

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

Location	Number of plants	Number of offices	Total
National	2	16	18
International	0	0	0

19. Markets served by the entity:

A. Number of locations:

Locations	Number
National (No. of States)	22
International (No. of Countries)	5

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

5.40%

C. A brief on types of customers

Netweb is India's leading providers of high-end computing solutions (HCS), with fully integrated design and manufacturing capabilities. Its HCS offering comprises HPC, Private cloud and (HCI), AI systems and enterprise workstations, High performance storage (HPS), GPUs and data centre servers. With over 300 successful HPC installations, Netweb Technologies serves customers across varied sectors such as higher education and research, space and defence, IT & ITEs, and finance (high frequency trading).

IV - Employees**20. Details at the end of the financial year**

A- Employees and workers (including differently abled):

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Employees						
1	Permanent (D)	441	366	82.99	75	17.01
2	Other than Permanent (E)	48	48	97.92	0	0.00
3	Total Employees (D + E)	489	414	84.46	75	15.54
Workers						
1	Permanent (D)	0	0	0.00	0	0.00
2	Other than Permanent (E)	0	0	0.00	0	0.00
3	Total Workers (D + E)	0	0	0	0	0

B- Differently abled employees and workers:

S No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total Differently Abled Employees (D + E)	0	0	0	0	0
DIFFERENTLY ABLED WORKERS						

1	Permanent (D)	0	0	0	0	0
2	Other than Permanent (E)	0	0	0	0	0
3	Total Differently Abled Workers (D + E)	0	0	0	0	0

21. Participation/Inclusion/Representation of women

	Total (A)	No. and % of females	
		No. (B)	% (B/A)
Board of Directors	8	1	12.50
Key Management Personnel	2	0	0.00

22. Turnover rate for permanent employees and workers

(Disclose trends for the past 3 years)

	FY2025 (Turnover rate in current FY)			FY2024 (Turnover rate in previous FY)			FY2023 (Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20.21	25.71	21.27	14.00	31.00	16.00	15.00	15.00	15.00
Permanent Workers	0	0	0	0.00	0.00	0.00	0.00	0.00	0.00

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

23a- 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	Netweb Foundation	Subsidiary	99	No

VI- CSR Details

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

Yes

24 ii- Turnover (in Rupees Crore)

₹1149.02 Crore

24 iii- Net worth (in Rupees Crore)

₹530.33 Crore

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 is in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY2025 Current Financial Year			FY2024 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	<p>Yes, https://netwebindia.com/investors/corporategovernance.php </p>	0	0	NA	0	0	NA
Investors (other than shareholders)		2	0	All complaints were resolved.	1136	0	The Company was listed on July 27, 2023. All complaints from investors were related to the IPO, such as unblocking of funds, non-allotment of shares, etc.
Shareholders		0	0	NA	0	0	NA
Employees and workers		0	0	NA	0	0	NA
Customers		0	0	NA	0	0	NA
Value Chain Partners		0	0	NA	0	0	NA
Other (please specify)		0	0	NA	0	0	NA

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:

Note: E – Environment

S – Social

G – Governance

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	G: Data privacy and information management	R	External attacks on network, malware, compromised credentials, business email compromise via phishing and other cyber security risks, may result in data loss and loss of reputation.	Netweb's systems are strongly secured, and the Company has received ISO 27001:2013 (Information Security Management System) certificates from International Benchmarking & Certifications	Negative: Introducing innovative technology often comes with increased operational costs due to investments in infrastructure and training.
2	G: Operational Risk Management	O	Proactive risk identification ensures business preparedness and continuity (e.g., during cyberattacks, regulatory changes, or client attrition) and builds investor trust.	NA	Positive: Operational stability, long-term value creation.
3	E: Waste management	R/O	Risk - Waste management remains a critical focus area for the Company, given the potential legal, financial, and reputational risks associated with improper disposal practices. A significant portion of the waste generated stems from electronic waste (e-waste) which, if not managed appropriately, can lead to severe environmental pollution and pose health hazards to humans and other living organisms. Opportunity - Sustainable handling of waste reduces cost, fosters circular economy, and enhances brand value	Netweb has partnered with one of the leading authorised e-waste recyclers to facilitate its customers to enable them to dispose e-waste products after end-of-life. The recycling partner has expertise in assisting producers in fulfilling their compliances related to EPR and E-waste management.	Negative: Additional operational cost in collection of e-waste. Positive: Additional income from waste to wealth projects; resource recovery.
4	G: Supply chain management	R	Geopolitical factors, logistical factors, quality, inaccessibility could disrupt our supply chain	We have a diverse base of suppliers situated both domestically and internationally. Additionally, we leverage efficient technology for inventory management and tracking	Negative: Additional operational cost.
5	S: Talent acquisition and retention	O	Skilled talent is core to delivery in IT services; attracting and retaining talent builds delivery strength, IP, and continuity. The Company's employees require constant upskilling and reskilling to ensure top services are delivered to our clients.	NA	Positive: Fostering a dedicated and motivated workforce, thus improving customer satisfaction.
6	S: Human capital development, retention and labour practices	O	In the dynamic landscape of the electronics industry, the Company firmly recognises its human capital as one of its most vital assets. Amid rapid technological advancements, the adaptability and continued	NA	Positive: Prioritising the development of human capital can yield significant positive financial outcomes for the organisation. By investing in initiatives that support employee well-being, offering competitive

			relevance of the Company are directly anchored to the capabilities of its skilled workforce. This dedicated team plays a pivotal role in driving sustainable growth. The Company's strategic roadmap integrates both short-term and long-term initiatives. In the short term, focused efforts are made through induction programmes, skill enhancement sessions, on-the-job training, and targeted technical instruction. The long-term vision is embodied in the development of a cutting-edge Centre of Excellence (CoE), designed to promote both theoretical and practical learning. These programmes not only foster holistic development but also contribute significantly to employee retention.		compensation, and providing comprehensive benefits, the Company fosters a strong and loyal relationship with its workforce. This not only enhances employee satisfaction and productivity but also contributes to improved retention, innovation, and overall organisational performance.
7	S: Human rights, health, and safety	R	Ensuring mental wellbeing, safety in office and zero tolerance to harassment is essential to ensure employee trust, satisfaction and enhances productivity and compliance.	Training on POSH, Company Policy, Whistleblower Policy, awareness session on employee wellbeing	Negative: Productivity loss, legal costs.
8	E: Climate action (energy management and emission reduction)	R/O	<p>Risk - High energy use in data centres and office spaces affects carbon footprint, increases operational costs, poor environmental performance, impacting overall ESG score.</p> <p>Opportunity - Improving energy efficiency and renewable use helps in cost savings, reducing carbon emissions, enhances environmental performance, attracts investors and stakeholders and align with client preference.</p>	The Company recognising the critical impact of greenhouse gas (GHG) emissions in accelerating climate change has proactively implemented a series of initiatives aimed at reducing its overall GHG footprint. These measures are aligned with global sustainability goals and reflect the Company's commitment to mitigating environmental risks associated with climate change. Through these actions, the Company reaffirms its dedication to environmental stewardship and its responsibility as a conscientious corporate citizen in addressing global climate challenges.	<p>Negative: High energy cost volatility, reduced investor attraction.</p> <p>Positive: While the initial investment in emerging climate technologies may be substantial, the long-term returns can yield significant economic, social, and environmental benefits. These investments not only support the transition to a low-carbon economy, they also enhance operational efficiency, foster innovation and strengthen the Company's resilience to future climate-related risks. Ultimately, this forward-looking approach positions the Company as a sustainable and responsible market leader.</p>
9	E: Water Management	O	Waste management remains a critical focus area for the Company, given the potential legal, financial, and reputational risks associated with improper disposal practices. A significant portion of the waste generated stems from electronic waste (e-waste), which, if not managed appropriately, can lead to serious environmental pollution and pose health hazards to humans and other living organisms. Recognising these risks, the Company is firmly committed to adopting and implementing comprehensive waste management strategies, with a special emphasis on responsible e-waste handling. This proactive	NA	Positive: While collaborating with government-certified recyclers may involve additional costs, the long-term environmental and social benefits significantly outweigh these expenditures. Such partnerships ensure responsible disposal of waste, particularly e-waste, thereby minimising ecological harm, enhancing regulatory compliance, and reinforcing the Company's commitment to sustainability and corporate responsibility.

			approach reflects the Company's dedication to environmental stewardship and its broader commitment to safeguarding ecological and human well-being.		
10	G: Corporate Governance & Business Ethics	R/O	<p>Risks - Weak governance can damage stakeholder trust and invite regulatory action, especially for listed or export-heavy tech companies.</p> <p>Opportunity - The Company recognises the critical importance of strong corporate governance as a foundational element of sustainable business operations.</p>	<p>The Company has instituted a robust corporate governance framework designed to ensure full compliance with all applicable laws and regulations. To reinforce this commitment, the Company has adopted a comprehensive suite of formal policies that promote ethical conduct, transparency, and accountability across all levels. In addition, to stay aligned with evolving legal and regulatory developments, the Company employs an in-house compliance management tool. Strengthened oversight, independent Board committees, ethics training, Whistleblower Policy, this platform plays a vital role in enabling the Company to effectively monitor, manage, and respond to compliance obligations in a timely and efficient manner.</p>	<p>Negative: Legal penalties, stock impact, legal battles, and monetary loss.</p> <p>Positive: This strong commitment to corporate governance is expected to yield favourable financial outcomes for the Company. It will also enhance the Company's reputation for regulatory compliance in the marketplace and foster greater trust and confidence among shareholders and other stakeholders.</p>
11	Product Design and Innovation	O	<p>In the dynamic landscape of the electronics industry, emerging technologies continuously disrupt the status quo, rendering existing systems and products obsolete at an accelerating pace. This ongoing transformation impacts not only the electronics sector but also adjacent industries, prompting a need for constant adaptation. To remain competitive and relevant amid this evolution, proactive measures are essential. These include the continual innovation of product designs and manufacturing processes to ensure they align with the latest technological advancements. In alignment with this vision, Company has made substantial investments to strengthen its Research and Development (R&D) capabilities. This strategic initiative is aimed at enhancing the Company's design expertise and operational efficiencies, ultimately placing Company at the forefront of industry innovation. Netweb's unwavering commitment to R&D reflects its dedication to anticipating market needs and leading through innovation in an ever-evolving industry environment.</p>	NA	<p>Positive: Embracing emerging technologies enhances product performance and operational efficiency, fostering greater customer trust and satisfaction. This, in turn, has the potential to drive positive revenue growth and strengthen the Company's market position. However, it is important to acknowledge that these advancements require significant upfront investment—both in infrastructure and capability building. Despite the initial costs, the long-term strategic benefits far outweigh the expenditure, positioning the Company for sustained innovation and growth.</p>

Section B:

MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1a- Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1b- Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
1c- Web Link of the Policies, if available	https://netwebindia.com/investors/corporategovernance.php								
2- Whether the entity has translated the policy into procedures. (Yes / No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3- Do the enlisted policies extend to your value chain partners? (Yes/No)	No	No	No	No	No	No	No	No	No
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.	<p>P1: ISO 9001, ISO 26000, ISO 37001, SA 8000,</p> <p>P2: ISO 9001, ISO 14001, ISO 45001, ISO 37001, BIS Certification (Workstation) AS PER IS 13252(Part 1):2010/ IEC 60950-1: 2005, BIS Certification (Storage) AS PER IS 13252(Part 1):2010/ IEC 60950-1 : 2005, BIS Certification (Automatic Data Processing Machine) AS PER IS 13252(Part 1):2010/ IEC 60950-1 : 2005/13252(Part 1):2010/ IEC 60950-1 : 2005.</p> <p>P3: ISO 45001, ISO 27001, SA 8000,</p> <p>P4: ISO 37001, ISO 37000, ISO 26000.</p> <p>P5: ISO 45001, ISO 26000, SA 8000.</p> <p>P6: 1. ISO 14001, ISO 45001, ISO 26000, ISO 50001, ISO 9001.</p> <p>P7: ISO 26000.</p> <p>P8: ISO 26000, SA 8000.</p> <p>P9: ISO 9001, ISO 27001.</p>								
5- Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<ul style="list-style-type: none"> • Increase usage of renewable energy to 5% of total energy consumption by 2030. • Gender diverse workforce, with more than 25% women representation by 2030 • 50+ average learning hours per employee • Facilitate best-in-class employee experience and being recognised as among the best employers in our key operating regions. • Recycle 50% of solid waste by 2030. • Focus on improving employees' safety. 								
6- Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.	<ul style="list-style-type: none"> • P1: The Company has conducted learning sessions of 40 hours per employee on an average. • P2: Embracing sustainability as a core value, we have set ambitious targets and are committed to transparently reporting our performance in the upcoming year. • P3: During the year, our women workforce representation reached 17%. • P4: Embracing sustainability as a core value, we have set ambitious targets and are committed to transparently reporting our performance in the upcoming year. • P5: The Company has achieved 70% score in e-NPS survey – a matrix used by organisations to measure employee satisfaction and loyalty. The tool uses a questionnaire focusing on wellbeing, inclusivity, and diversity in the organisation. • P6: The Company started moving towards usage of renewable energy by replacing petrol vehicles with electronic vehicles. • P7: Embracing sustainability as a core value, we have set ambitious targets and are committed to transparently reporting our performance in the upcoming year. 								

	<ul style="list-style-type: none"> P8: Embracing sustainability as a core value, we have set ambitious targets and are committed to transparently reporting our performance in the upcoming year. P9: Embracing sustainability as a core value, we have set ambitious targets and are committed to transparently reporting our performance in the upcoming year.
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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)	<p>“As a responsible company, we firmly believe that embracing sustainability isn’t just a choice, it’s a responsibility we owe to our planet and future generations. At our company, we recognise the urgent need to reduce our environmental footprint and operate with greater consciousness. We are committed to integrating sustainable practices into every aspect of our operations from sourcing materials to manufacturing and distribution. We strive to uplift communities, address social issues, and create a positive and lasting impact on the lives of those around us. Our corporate philosophy prioritises employee care. It provides employees and business associates with working conditions that are clean, safe, healthy, and fair.”</p> <p style="text-align: right;">Mr. Vivek Lodha, Whole Time Director & Chairperson – ESG Committee</p>
8- Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	<p>Chairperson of ESG Committee Telephone: 0129-2310400 Email: Complianceofficer@netwebindia.com Name: Vivek Lodha</p>
9- Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	<p>Yes, the ESG Committee comprising of Whole-time Director, CFO, HR head, Legal Head and Company Secretary is responsible for decision-making on sustainability related issues.</p>

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
Performance against above policies and follow up action	Committee of the Board								
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
Performance against above policies and follow up action	Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Annually								
11- Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No								
Note: The Company acknowledges that although external assessments are not currently undertaken, it has established a robust internal review mechanism. This includes an independent examination process that comprehensively examines the implementation of all key policies. By emphasising transparency and accountability, the Company ensures the effective execution of its policies.									

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principle 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)	Not Applicable								
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)	Not Applicable								
Any other reason (please specify)	Not Applicable								

Note: The Company has all relevant policies in place in relation to all the Principles; this question is therefore, not applicable to the Company.

Section C:

Principle-Wise Performance Disclosure

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

PRINCIPLE-1

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.

ESSENTIAL INDICATORS

1- Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of trainings and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programmes
Board of Directors	1	Familiarisation programmes and strategic meeting.	100.00%
Key Managerial Personnel	1	Familiarisation programmes and strategic meeting.	100.00%
Employees other than BoD and KMPs	10	Topics Covered - Code of Conduct, Insider Trading, Whistleblower Policy, payroll software mechanism, POSH, Freedom of Association & Collective Bargaining, Anti-Corruption and Anti-Bribery Policy, Dress Code Policy, Employee Grievance Redressal Policy, role-specific functional trainings i.e., SAP, Salesforce, Ricargo-Software related to reporting of Overall Compliances, ESG training, ZOHO ATS, etc.	100.00%
Workers	0	N/A	0%

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

Monetary

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

Non- Monetary

	NGRBC Principle	Name of the regulatory/enforcement agencies/ judicial institutions	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
NIL	NIL

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, Netweb Technologies has instituted a comprehensive Anti-Corruption and Anti-Bribery Policy, reinforcing its commitment to lawful and ethical conduct across all levels of the organisation. This Policy applies to all employees, including the Board of Directors, as well as third parties such as intermediaries, consultants, and representatives associated with Netweb. It outlines prohibited actions, provides clear guidelines for responsible and transparent business interactions, and serves as both a deterrent and a resource to prevent unethical practices. Additionally, Netweb implements training and awareness programmes to ensure all employees understand and adhere to the principles set forth in the Policy. The Policy is available at:

<https://netwebindia.com/investors/corporategovernance.php>

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

	FY2025 Current Financial Year	FY2024 Previous Financial Year
Directors	0	0
KMPs		
Employees		
Workers		

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

	FY2025 Current Financial Year		FY2024 Previous Financial Year	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	No complaints received.			
Number of complaints received in relation to issues of Conflict of Interest of the kmps				

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 corrective measures have been initiated or are in progress concerning fines, penalties, or similar issues, as there have been no complaints filed.

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

	FY2025 Current Financial Year	FY2024 Previous Financial Year
Number of days of accounts payable	78	76

Note: Accounts payables are calculated as the average of opening and closing of Accounts Payable.

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	FY2025 Current Financial Year	FY2024 Previous Financial Year
Concentration of purchases	a. Purchases from trading houses as % of total purchases	0%	Nil
	b. Number of trading houses where purchases are made from	0	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	Nil
Concentration of Sales	a. Sales to dealers /distributors as % of total sales	4.91%	19.42%*
	b. Number of dealers / distributors to whom sales are made	4	2*
	c. Sales to top 10 dealers / distributors as % of total sales to dealers /distributors	100%	100%*
Share of rpts in	a. Purchases (Purchases with related parties / Total Purchases)	0%	Nil
	b. Sales (Sales to related parties / Total Sales)	0%	Nil
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	Nil
	d. Investments (Investments in related parties / Total Investments made)	0%	Nil

Note: ₹59.4 million in PLI incentives (other operating revenue) has been excluded from total sales.

* Previous year data has been revised based on updated information.

LEADERSHIP INDICATORS

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners under the awareness programmes)
Nil		

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

Yes, the Company has a clearly defined Conflict of Interest Policy, embedded within its Code of Conduct for Directors and Senior Management. It prohibits involvement in activities that may create or appear to create a conflict with the Company's interests.

A robust framework governs Related Party Transactions (**RPTs**), aligned with the Companies Act, 2013, SEBI Listing Regulations, and the Company's RPT Policy. All RPTs are approved by the Audit Committee, Board, or shareholders, as applicable, ensuring full compliance.

The Code of Conduct also restricts misuse of Company assets, proprietary information, and influence for personal gain, and prohibits participation in competing business activities. Directors disclose their interests in other entities annually or upon any change.

PRINCIPLE-2

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

ESSENTIAL INDICATORS

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

	FY2025	FY2024	Details of improvements in environmental and social impacts
R&D	The Company is working towards establishing a system where this data can be categorically tracked, measured and reported.		
Capex			

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

Yes, the Company has a comprehensive Sustainable Sourcing Policy in place. The Policy underscores Netweb's commitment to responsible procurement practices. It is designed to integrate sustainability principles into all sourcing activities, ensuring that the Company minimises environmental impact, promotes ethical business practices, and supports local and diverse suppliers.

2b- If yes, what percentage of inputs were sourced sustainably?

The Company is actively monitoring and evaluating its supply chain. It is also in the process of assessing the percentage of sustainable sourcing, starting FY2026. However, the Company has a comprehensive Sustainable Sourcing Policy in place that underscores our commitment to responsible procurement practices. This policy is designed to integrate sustainability principles into all sourcing activities, ensuring that we minimize environmental impact, promote ethical business practices, and support local and diverse suppliers.

3- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (C) Hazardous waste and (d) other waste.

A. Plastics (including packaging)	Netweb Technologies India Limited has tied-up with Central Pollution Control Board (CPCB)-authorised waste recyclers for facilitating its customers to enable them to dispose of e-waste products after its end-of-life. The Company has 42 dedicated vendor-operated collection and drop points, available for its customers to choose from.
E-waste	
Hazardous waste	Not Applicable
Other waste	Not Applicable

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.

Yes, EPR is applicable to the entity's activities. The waste collection plan is in line with the EPR plan submitted to Pollution Control Boards.

LEADERSHIP INDICATORS

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

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

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 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Nil		

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:

	FY2025 Current Financial Year			FY2024 Previous Financial Year		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Nil					
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
Supercomputing/High Performance Computing.	Nil
Private Cloud and hyperconverged infrastructure	
AI and Enterprises Work Solution	

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High performance storage solution	
Data centre server	
Software and services for HCS offerings	
Network Switches	
Other- Spare Sales	

PRINCIPLE-3

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	366	366	100.00	366	100.00	0	0	366	100	366	100.00
Female	75	75	100.00	75	100.00	75	100	0	0.	75	100.00
Total	441	441	100.00	441	100.00	75	17.01	366	82.99	441	100.00
Other than Permanent employees											
Male	48	0	0.00	0	0.00	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	48	0	0.00	0	0.00	0	0	0	0	0	0

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

Category	% of workers 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	Not Applicable										
Female											
Total											
Other than Permanent workers											
Male	Not Applicable										
Female											
Total											

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

	FY2025 Current Financial Year	FY2024 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the company	0.12%	0.07%

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

Benefits	FY2025 Current Financial Year			FY2024 Previous Financial Year		
	No. Of employees covered as a % of total employees	No. Of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. Of employees covered as a % of total employees	No. Of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100	NA	Y	100	NA	Y
Gratuity	100		Y	100		Y
ESI	100		Y	100		Y
Others-Specify	0		N.A.	0		NA

Note: 100% of the Company's eligible employees receive retirement benefits.

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 is committed to fostering an inclusive and accessible workplace. All premises are progressively being made compliant with the Rights of Persons with Disabilities Act, 2016. Key measures such as accessible washrooms, portable ramps, designated signage, and other assistive infrastructure are being implemented across locations. The approach aligns with industry best practices to ensure equitable access for all employees and workers.

4- Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes, the entity has an Equal Opportunity Policy in line with the Rights of Persons with Disabilities Act, 2016.

We recognize and respect the diverse backgrounds and identities of our workforce and are committed to creating an inclusive environment that embraces these differences. We are committed to make reasonable accommodations, wherever necessary, to support qualified employees or job applicants with disabilities.

To ensure equal opportunities for all, we provide reasonable accommodation to ensure that individuals with disabilities can enjoy or exercise their rights equally and effectively alongside others. This commitment applies across all areas of employment, including recruitment, hiring, work environment, career development, and workplace accessibility.

The policy can be accessed at: <https://netwebindia.com/investors/Policy/Gender-Equality-and-Equal-Opportunity-Policy.pdf>

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	100.00%	100.00%	Not Applicable	
Female	100.00%	75.00%		
Total	100.00%	90.48%		

Note: For Retention rate- the Company has considered employees who remained with the organisation for 12 months after returning from parental leave.

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

	Yes/No	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	No	We don't have workers in our organisation.
Other than Permanent Workers	No	We don't have workers in our organisation.
Permanent Employees	Yes	Employees are provided with a dedicated email address for lodging any grievances. Additionally, they have the option to utilise channels like the Whistleblower Protection Program and the prevention of Sexual Harassment Act to confidentially report any concerns, and we have constituted an internal complaints committee dedicated to complaints of such nature. For POSH: posh@netwebindia.com For Grievance: grievance@netwebindia.com For Whistle blower: complianceofficer@netwebindia.com
Other than Permanent Employees	Yes	Employees are provided with a dedicated email address for lodging any grievances. Moreover, they have the option to utilise channels such as the Whistleblower Protection Program and the prevention of Sexual Harassment Act to confidentially report any concerns, and we have constituted an internal complaints committee dedicated to complaints of such nature. For POSH: posh@netwebindia.com For Grievance: grievance@netwebindia.com For Whistle blower: complianceofficer@netwebindia.com

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

Category	FY2025 Current Financial Year			FY2024 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	441	0	0.00	362	0	0.00
Male	366	0	0.00	297	0	0.00
Female	75	0	0.00	65	0	0.00

Total Permanent Workers	0	0	0.00	0	0	0.00
Male	0	0	0.00	0	0	0.00
Female	0	0	0.00	0	0	0.00

8- Details of training given to employees and workers.

Category	FY2025 Current Financial Year					FY2024 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	414	414	100.00%	414	100.00%	297	297	100.00%	297	100.00%
Female	75	75	100.00%	75	100.00%	65	65	100.00%	65	100.00%
Total	489	489	100.00%	489	100.00%	362	362	100.00%	362	100.00%
Workers										
Male	NA									
Female										
Total										

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

Category	FY2025 Current Financial Year			FY2024 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	414	414	100.00%	297	178	59.93%
Female	75	75	100.00%	65	35	53.85%
Total	489	489	100.00%	362	213	58.84%
Workers						

Male	NA
Female	
Total	

Note: 100% of the Company's eligible employees have received performance and career-development reviews.

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 of such system?

Yes, the Company actively implements its Health and Safety Policy through well-defined procedures and regular employee training. All facilities consistently follows systems that align with the principles and guidelines of the Occupational Health and Safety Management System. It is committed to protecting its workforce and upholding high safety standards across its operations, ensuring all its facilities and offices follow a robust Occupational Health and Safety Management System. In addition, the Company holds ISO 45001:2018 certification for all its manufacturing facilities and offices.

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 implements regular equipment inspections, hosts frequent safety awareness sessions, and provides specialised training programmes for its staff.

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

Not applicable

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

Yes, employees have access to non-occupational medical and healthcare services.

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

Safety Incident/Number	Category	FY2025 Current Financial Year	FY2024 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0.00
	Workers	0	0.00
Total recordable work-related injuries	Employees	0	0.00
	Workers	0	0.00
No. Of fatalities	Employees	0	0.00
	Workers	0	0.00
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0.00
	Workers	0	0.00

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

Following are the measures taken to ensure a safe and healthy workplace:

- Implementation of Safety Protocols:** Strict safety guidelines are followed at all operational levels to minimise risks and ensure workplace safety.
- Regular Risk Assessments:** Periodic evaluations are conducted to identify, assess, and mitigate potential health and safety hazards.

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3. **Employee Training Programs:** Comprehensive health and safety training is provided to employees to enhance awareness and preparedness in managing workplace risks.
4. **Regulatory Compliance:** All safety-related operations adhere to applicable legal standards and industry regulations to ensure accountability.
5. **Culture of Safety Consciousness:** Safety is promoted as a shared responsibility, embedded in the organisation's culture and day-to-day operations.
6. **Grievance Redressal Mechanism:** A dedicated email address is provided for employees to report health and safety concerns and seek timely resolution.

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

	FY2025 Current Financial Year			FY2024 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	NA	0	0	NA
Health & Safety	0	0	NA	0	0	NA

14- Assessments for the year.

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100.00
Working Conditions	100.00

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.

During the year, the Company experienced no incidents related to safety. Nonetheless, proactive measures have been adopted to mitigate safety-related incidents.

LEADERSHIP INDICATORS

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

A – Yes, the Company provides accidental insurance coverage upto ₹25 lakh.

B - Not Applicable

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

The Company engages with only those entities who comply with statutory requirements; any non-adherence that comes to the the Company's attention is viewed very seriously. The Company regularly deposits undisputed statutory dues to the appropriate authorities; and compliance of these are rigorously followed, including for all its vendors. These aspects are also reviewed as part of vendor compliance due diligence during the onboarding of new vendors.

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

	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	
	FY2025 Current Financial Year	FY2024 Previous Financial Year	FY2025 Current Financial Year	FY2024 Previous Financial Year
Employees	0	0	0	0
Workers	0	0	0	0

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

Yes. Guidance is provided during exit discussions to support career transitions. Discussions typically cover retirement benefits such as Provident Fund (PF), gratuity, and National Pension Scheme (NPS), as applicable. Additionally, employees are informed about final settlements, experience letters, future employability support and any applicable outplacement services.

5- Details on assessment of value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0
Working Conditions	0

Note: The Company has not started assessing its value chain partners yet.

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.

The Company has not begun assessing its value chain partners; hence, no risks have been identified and no corrective actions taken.

PRINCIPLE-4

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

ESSENTIAL INDICATORS

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

Netweb Technologies defines its stakeholders as all individuals, groups, organisations, and communities that are directly or indirectly impacted by its operations and value chain. Guided by its commitment to delivering sustained value, the Company places strong emphasis on fostering long-term relationships with its stakeholders.

Key stakeholders are identified through a materiality-driven approach, focusing on those who significantly influence or are affected by the Company's activities. These include customers, investors, regulatory bodies, employees, local communities, and various government entities.

Netweb actively engages with its stakeholders to understand their expectations and feedback, ensuring that its business practices and processes evolve in response to these insights. In line with emerging trends, the Company recognises ESG-focused investors and rating agencies as key stakeholders in shaping its sustainability agenda.

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

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors/shareholders	No	<ul style="list-style-type: none"> • Annual General Meeting • Company's website • Investor / analyst meet / calls • Annual Report 	Quarterly, annually and as per requirement	Compliance with statutory compliances and communicate them about the performance of the Company
Customers	No	E-mail	As per requirement	Business discussions
Business Partners (Suppliers, Dealers/ Distributors)	No	E-mail	As per requirement	Product/service purchase and sales
Employees & Workers	No	Performance review, trainings and employee engagement activities	As per requirement	Performance assessment, training & development
Regulatory Bodies	No	Regulatory Bodies – SEBI, Stock Exchanges, Ministry of Corporate Affairs, ROC. Through various Stock Exchange and ROC Filings, which includes intimation of events categorised under Reg 30 of SEBI LODR, other event-based compliances such as Corporate Governance Report, Filing of Financial Statements, etc.	As per requirement	Compliance

LEADERSHIP INDICATORS

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

The Company is committed to driving sustainable growth by protecting the environment and contributing meaningfully to the community. The Company engages with its broader stakeholder community through relevant functional teams, in close consultation with the Management. It has established dedicated Board Committees to provide oversight and strategic direction in the areas of risk management, Corporate Social Responsibility (CSR), and environmental sustainability.

These Committees meet periodically to assess ongoing initiatives, monitor progress, and identify potential risks or opportunities. The CSR Committee plays a pivotal role in reviewing and guiding the Company's social impact programmes. Similarly, the Risk Management Committee is responsible for identifying and mitigating risks that may affect the Company's operations or long-term sustainability. Each Committee's Chairman presents their respective reports and key findings to the Board of Directors, ensuring that the Board remains well-informed and aligned with the Company's strategic goals.

2- Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

Stakeholder consultation is paramount for Netweb in navigating an increasingly uncertain and dynamic world. To create long-term value, the Company takes steps to understand each stakeholder group's needs and priorities through several media, including direct engagement or via delegated committees and forums.

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

The Company has engaged with its stakeholder groups through our various CSR programmes such as contributions to girl's orphanage, contribution to charitable hospitals and further actively supported for vulnerable group of students.

PRINCIPLE-5

Businesses should respect and promote human rights.

ESSENTIAL INDICATORS

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

Category	FY2025 Current Financial Year			FY2024 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	441	441	100.00	362	362	100.00%
Other than permanent	48	48	100.00	36	0	0
Total employees	489	489	100.00	398	362	90.95
Workers						
Permanent	NA					
Other than permanent						
Total workers						

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

Category	FY2025 Current Financial Year					FY2024 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	441	0	0.00	441	100.00	362	0	0.00	362	100.00
Male	366	0	0.00	366	100.00	297	0	0.00	297	100.00
Female	75	0	0.00	75	100.00	65	0	0.00	65	100.00
Other than permanent	48	48	100.00	0	0.00	36	36	100.00	0	0.00
Male	48	48	100.00	0	0.00	36	36	100.00	0	0.00
Female	0	0	0.00	0	0.00	0	0	0.00	0	0.00
Workers										
Permanent	NA									
Male										
Female										
Other than permanent										
Male										
Female										

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

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	15628335	01	1125000
Key Managerial Personnel*	2	1767808	0	0
Employees other than bod and KMP	359	571734	75	451238
Workers	NA			

***Note:**

- The Company has calculated median of employees who are employed as on March 31, 2025.
- The Company has excluded MD and WTD from KMP, as their median is calculated in BOD categories.

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

	FY2025 Current Financial Year	FY2024 Previous Financial Year
Gross wages paid to females as % of total wages	10.82%	10.62%

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 ESG Committee comprising of – Whole-time Director, CFO, HR head, Legal Head and Company Secretary – is responsible for decision making on sustainability-related issues. The Company actively promotes diversity and equal opportunity across all levels. Human Rights protection at the workplace is embedded within the Company's HR Policy. Additionally, a robust Grievance Redressal Mechanism is in place to address complaints related to any matter, including violations of human rights.

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

The Internal Committee is designated as the primary entity within the Company. It is responsible for managing and resolving any matters related to human rights that arise as a direct result of business activities. The Committee functions as a responsive and authoritative body that employees and other stakeholders can approach with confidence when they have human rights concerns or grievances. It operates under a clear mandate to investigate allegations of human rights violations, take appropriate corrective action, and provide remedies when necessary. If an employee is not satisfied with the decision of the Committee, then they have the right to approach the regulatory forum.

Weblink of the policy: <https://netwebindia.com/investors/corporategovernance.php>

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

	FY2025 Current Financial Year			FY2024 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	0	0	No complaints received	0	0	No complaints received
Discrimination at workplace	0	0	No complaints received	0	0	No complaints received
Child Labour	0	0	No complaints received	0	0	No complaints received
Forced Labour/Involuntary Labour	0	0	No complaints received	0	0	No complaints received

Wages	0	0	No complaints received	0	0	No complaints received
Other human rights related issues	0	0	No complaints received	0	0	No complaints received

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

	FY2025 Current Financial Year	FY2024 Previous Financial Year
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.

1. POSH Mechanism:

The Company has implemented a strong Prevention of Sexual Harassment (POSH) mechanism that enables employees to report incidents of harassment or discrimination in a safe and confidential manner.

<https://netwebindia.com/investors/POSH%20Policy.pdf>

2. Whistleblower Policy:

A dedicated Whistleblower Policy is in place, allowing employees to raise concerns about unethical behaviour, harassment, or discrimination without fear of retaliation.

<https://netwebindia.com/investors/Whistle%20blower%20policy.pdf>

3. Zero-tolerance for Retaliation:

The Company maintains a zero-tolerance policy for any retaliation against individuals who raise complaints in good faith. Any form of retaliation is treated as misconduct and may lead to disciplinary action.

4. Grievance Redressal Channel:

Employees can report concerns by submitting a written complaint through a dedicated grievance email address, ensuring accessible and timely resolution.

5. Access to Management:

All employees are encouraged to approach the Management directly if they face any issues or feel uncomfortable using formal reporting channels.

6. Culture of Accountability and Respect:

Through these mechanisms, the Company fosters a safe, inclusive, and respectful workplace environment, where all employees are treated with dignity and fairness.

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

Yes, human rights requirements form an integral part of our business agreements and contracts, aligning with applicable laws and responsible business practices.

10- Assessments for the year.

	% of your plants and offices that were assessed by entity or statutory authorities or third parties)
Child Labour	100.00
Forced Labour/Involuntary Labour	100.00
Sexual Harassment	100.00
Discrimination at workplace	100.00
Wages	100.00

Others – please specify	0
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11- Provide details of any corrective actions taken or underway to address significant risks /concerns arising from the assessments at Question 10 above.

No actions have been initiated against the Company for any non-compliance. We adhere strictly to all applicable labour laws. Employees are encouraged to freely approach the Management with any concerns related to their work or workplace environment.

LEADERSHIP INDICATORS

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

No human rights grievances or complaints have been received during the reporting period; hence, no modifications to business processes were required.

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

The entity has mechanisms in place to assess human rights risks as part of its broader ESG due diligence process. Currently, no standalone human rights due diligence has been conducted.

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

Yes, the premises are accessible to differently abled visitors, in line with the Rights of Persons with Disabilities Act, 2016. Accessibility is supported through the use of portable ramps, lifts, and other necessary assistive infrastructure.

4- Details on assessment of value chain partners.

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	0
Discrimination at workplace	
Child Labour	
Forced Labour/Involuntary Labour	
Wages	
Others – please specify	

Note: The Company has not yet started assessing its value chain partners.

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

No significant risks or concerns have been identified from value chain partners during the reporting period; hence, no corrective actions were required.

PRINCIPLE-6

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

ESSENTIAL INDICATORS

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

Parameter	Unit	FY2025 Current Financial Year	FY2024 Previous Financial Year
From renewable sources			
Total electricity consumption (A)	Gigajoule (GJ)	0	0
Total fuel consumption (B)	Gigajoule (GJ)	0	0
Energy consumption through other sources (C)	Gigajoule (GJ)	0	0
Total energy consumed from renewable sources (A+B+C)	Gigajoule (GJ)	0	0
From non-renewable sources			
Total electricity consumption (D)	Gigajoule (GJ)	5469.74	2044.47
Total fuel consumption (E)	Gigajoule (GJ)	2106	333.4
Energy consumption through other sources (F)	Gigajoule (GJ)	0	0
Total energy consumed from non-renewable sources (D+E+F)	Gigajoule (GJ)	7575.74	2377.87
Total energy consumed (A+B+C+D+E+F)	Gigajoule (GJ)	7575.74	2377.87
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	Gigajoule (GJ) / Crores Rs.	6.59	3.28
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	-	136.2	73.56
Energy intensity in terms of physical output	Gigajoule (GJ)/FTE	15.49	5.97
Energy intensity (optional) – the relevant metric may be selected by the entity	Gigajoule (GJ)	0	0

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

No

The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

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

No, the Company has not recognised any of its sites or installation as designated consumers within the context of the performance achieved and trade (PAT) Framework. Nonetheless, as a responsible enterprise, it places considerable emphasis in integrating sustainability parameters into its corporate planning.

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

Parameter	FY2025 Current Financial Year	FY2024 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	9463.450	4069.44
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilo litres) (i + ii + iii + iv + v)	9463.45	4069.44
Total volume of water consumption (in kilo litres)	6315.435	2712.96
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (kilo litres / Crore Rs.)	5.49	3.74
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	113.55	83.92
Water intensity in terms of physical output	12.91	6.82
Water intensity (optional) – the relevant metric may be selected by the entity	0	0

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

No

4- Provide the following details related to water discharged.

Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment		
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment		
(iv) Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	3148.015	1356.48
- No treatment	3148.015	1356.48
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	3148.015	1356.48

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

The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

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

No, there is no such mechanism.

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

Parameter	Please specify unit	FY2025 Current Financial Year	FY2024 Previous Financial Year
NOx	µg/m3	0	0
SOx	µg/m3	0	0
Particulate Matter (PM)	µg/m3	0	0
Persistent Organic Pollutants (POP)	µg/m3	0	0
Volatile Organic Compounds (VOC)	µg/m3	0	0
Hazardous Air Pollutants (HAP)	µg/m3	0	0
Others – please specify	µg/m3	0	0

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

No

Note: The Company is monitoring ambient air quality parameters as per the State Pollution Control Board's (SPCB) / Central Pollution Control Board's (CPCB) criteria at plants and offices. All parameters remained within norms of SPCB's / CPCB's guidelines.

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

Parameter	Unit	FY2025 Current Financial Year	FY2024 Previous Financial Year
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes OF CO ₂ equivalent	147.05	117.05
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes OF CO ₂ equivalent	1104.58	406.62
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	Metric tonnes OF CO ₂ e / Crores	1.08	0.723
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	-	22.50	16.20
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes OF CO ₂ e / FTE	2.55	1.31
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	0	0

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

No

The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

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

No

The Company intends to initiate yearly plantation drives and installation of solar panels.

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

Parameter	FY2025 Current Financial Year	FY2024 Previous Financial Year
Total waste generated (in metric tonnes)		
Plastic waste (A)	6	6
E-waste (B)	92.56	147
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0.009	0.012
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. By materials relevant to the sector)	0	0
Total (A+B + C + D + E + F + G + H)	98.569	153.012
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations) (metric tonnes / Crore Rs.)	0.08	0.21
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	1.77	4.73
Waste intensity in terms of physical output	0.20	0.38
Waste intensity (optional) – the relevant metric may be selected by the entity	0	0
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	98.569	153.012
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	98.569	153.012
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	0	0
Total	0	0

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

*Last year's data has been revised based on updated information.

10- Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The Company has implemented a waste management system to efficiently handle waste generated during manufacturing processes and overall operations. The foundation of this approach rests on the 3Rs framework: Reduce, Reuse, and Recycle. The Company has partnered with CPCB- authorised waste collection centres; they collect the Company's waste and dispose it off in a safe manner. Additionally, Netweb embraces the concept of circularity by reusing its input material packaging for outbound products, thereby reducing packaging waste.

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.

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

12- Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the Current Financial Year.

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

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

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

LEADERSHIP INDICATORS

1- Water withdrawal, consumption and discharge in areas of water stress (in kilolitres).

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

(i) Name of the area

Not Applicable

(ii) Nature of operations

Not Applicable

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

Parameter	FY2025 Current Financial Year	FY2024 Previous Financial Year
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kilolitres)	0	0
Total volume of water consumption (in kilolitres)	0	0
Water intensity per rupee of turnover (Water consumed / turnover)	0	0
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	0	0
Water intensity in terms of physical output	0	0
Water intensity (optional) – the relevant metric may be selected by the entity	0	0
Parameter	FY 2024-2025 Current Financial Year	FY 2023-2024 Previous Financial Year
Water discharge by destination and level of treatment (in kilolitres)		
(i) Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0

- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilo litres)	0	0

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

No

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

Parameter	Unit	FY2025 Financial Year	FY2024 Previous Financial Year
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	353.04	0
Total Scope 3 emissions per rupee of turnover	Metric tonnes Of CO ₂ e / Crores	0.30	0
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes Of CO ₂ e / FTE	0.72	0

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

No

3- With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along -with prevention and remediation activities.

Not Applicable

4- If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format.

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
The company has not yet taken such initiative, however being the responsible entity company acknowledges to take resource efficient initiatives in its business operations.	Not Applicable	

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

Yes, the Company has a comprehensive Business Continuity and Disaster Management Plan in place to ensure the continuity of critical operations during unforeseen events, such as natural disasters, cyber incidents, or operational disruptions. The plan includes risk assessment, data backup and recovery protocols, alternate site arrangements, emergency response procedures, and regular testing and training. It is periodically reviewed and updated to align with evolving risks and best practices. The Business Continuity and Disaster Management plan be referred at <https://netwebindia.com/investors/corporategovernance.php>

6- Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

Netweb acknowledges potential environmental impacts from its value chain, including high energy usage, electronic waste generation, and emissions from logistics. To address these, the Company has implemented energy-efficient technologies, authorised e-waste recycling, optimised logistics to reduce carbon emissions, and continues to promote sustainable procurement practices. The Company is committed to minimising its environmental footprint and ensuring compliance with applicable environmental laws.

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

The Company has not yet conducted environmental impact assessment on its value chain partners.

8- Introduction of Green Credits Disclosure

8 i- Green Credits generated or procured by the listed entity.

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The Company has not generated or procured any Green Credits during the reporting period. It continues to evaluate opportunities to participate in green credit mechanisms as part of its long-term sustainability and environmental responsibility strategy.

8 ii- Green Credits generated or procured by the top ten value chain partners (based on purchase and sales value).

The Company has not yet conducted an assessment of green credits generated by its value chain partners.

PRINCIPLE-7

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

ESSENTIAL INDICATORS

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

4

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

S. No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/associations (State/National)
1	LIFE Membership Certificate, Association of Information Technology, Netweb Technologies Bengaluru is a LIFE member	National
2	MAIT Membership	National
3	AICRA- All India Council for Robotics & Automation	National
4	FICCI- Federation of Indian Chambers of Commerce Industry	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
Not Applicable		

LEADERSHIP INDICATORS

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

S. NO	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/Quarterly / Others – please specify)	Web Link, if available
1	Netweb engages with public policy matters primarily through its active participation in reputed industry associations. These platforms enable the Company to contribute to collective policy advocacy and dialogue with government bodies. While the Company does not independently advocate for specific public policy positions, it actively supports and contributes to initiatives that promote the growth of India's digital infrastructure, indigenous manufacturing under the "Make in India" initiative, sustainable technology practices, cybersecurity, and inclusive economic development. The Company also provides inputs to relevant government consultations through these associations, thereby reinforcing its commitment to innovation, sustainability, and nation-building.			Not Applicable	

PRINCIPLE-8

Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

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

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

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

Name of Project for which R&R is ongoing	State	District	No. Of Project Affected Families (PAF)	% of PAF covered by R&R	Amounts paid to PAF in the FY (In INR)
0					

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

As part of our Corporate Social Responsibility (CSR) initiatives, the Company actively interacts with local communities to understand and respond to their issues and concerns. This engagement is carried out through various CSR initiatives and related activities.

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

	FY2025 Current Financial Year	FY2024 Previous Financial Year
Directly sourced from MSMEs/ small producers	0.74%	1.24%
Directly from within India	43%	41.67%

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	FY2025 Current Financial Year	FY2024 Previous Financial Year
Rural	0.00%	0%
Semi-urban	0.00%	0%
Urban	0.00%	0%
Metropolitan	100.00%	100.00%

(Place to be categorised as per RBI Classification system- rural/ semi-urban/ urban/ metropolitan)

LEADERSHIP INDICATORS

1- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above).

Details of negative social impact identified	Corrective action taken
Not Applicable	

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

S. NO	State	Aspirational District	Amount spent (In INR)
1	The Company has not made CSR contribution in any of the aspirational district identified by the Niti Aayog	0	0

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

Yes, Company has a detailed Preferential Procurement Policy.

(b) From which marginalised /vulnerable groups do you procure?

Women owned enterprises, SC/ST-owned enterprises, MSME, PWD-led enterprises.

(c) What percentage of total procurement (by value) does it constitute?

12%

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
1	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.

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 & marginalised groups
1	Choti Si Asha - The Badalov Program was created with the vision of offering young learners a space where they can grow not just academically, but emotionally, physically, and socially.	25	100
2	Summer School Program by Society for Promotion of Science & Technology - promoting science and developing scientific temper in society, with a focus on children and youth.	138	100
3	Co Veda Integral Community - Skill development programmed for underprivileged children.	0	100

4	Sankhya Educational Society - Improving educational programmed.	0	100
5	Support to Mountaineer - Grant for training for nationally recognized sports.	0	100
6	Indian Institute of Technology, Roorkee - For promotion of education.	0	100
7	National Council for climate change & Sustainable development - Support and encouragement for the programmed related to rural development and Capacity Building of Rural Women and Technology Transfer for Marginal Farmers along with Climate Related Services.	0	100
8	Sanskriti Society for Education - For promotion of education.	0	100
9	Bharat Vikas Parishad - Running Charitable hospital.	0	100
10	Tata Medical Centre Trust - For providing concessional health services.	0	100
11	Tata Institute of Fundamental Research - For Promotion of education.	0	100
12	Saraswati Vedic Sanstha - Running girls orphanage providing quality life to orphan girls.	89	100
13	Jivan Jyot Foundation - Serve and enrich quality of life of patients suffering from diseases through the efficient development of technology and human expertise in caring and nurturing environment with greatest respect for human dignity and life.	0	100

Note: Given the nature and scope of the Company's CSR initiatives, accurately quantifying the exact number of beneficiaries remains challenging. However, the Company remains committed to ensuring that its CSR projects are strategically designed to address the needs of marginalised, underprivileged, and vulnerable communities.

PRINCIPLE-9:

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

ESSENTIAL INDICATORS

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

Customer escalations and complaints are treated with utmost importance in the organisation. The email address and contact number for submitting a complaint are easily accessible on the Company's website. The Company uses a ticketing system (Eagle, Zeroc) to manage customer complaints and feedback through a structured process that organises, prioritises, and resolves issues efficiently.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100.00 %
Safe and responsible usage	100.00 %
Recycling and/or safe disposal	100.00 %

3- Number of consumer complaints in respect of the following.

	FY2025 Current Financial Year			FY2024 Previous Financial Year		
	Received during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	Nil					
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive Trade Practices						
Unfair Trade Practices						
Other						

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

	Number	Reasons for recall
Voluntary recalls	NA	
Forced recalls		

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

Yes

<https://netwebindia.com/investors/corporategovernance.php>

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.

Not Applicable

7- Provide the following information relating to data breaches:

A. Number of instances of data breaches

0

B. Percentage of data breaches involving personally identifiable information of customers.

0

C. Impact, if any, of the data breaches

Not Applicable

LEADERSHIP INDICATORS

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

- <https://netwebindia.com/>
- <https://tyronesystems.com/index.php>
- <https://skyluscloud.com/>
- <https://kubytshub.com/>
- <https://tyronesystems.com/skylus.ai/>

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

The Company has taken several initiatives to ensure that its customers are well informed about safe responsible usage of its product and services, which are:

1. Clear labelling and instructions
2. Training and demonstration
3. Digital awareness campaign
4. Customer support channels
5. Proactive communication
6. Compliance and certification

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

The Company does not deal with essentials services. However, in case any disruption/discontinuation, the Company renders information through stock exchange announcement and various mass media platforms.

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

Yes, the Company complies with all applicable product labelling and disclosure requirements as mandated by local laws and regulations; and displays all product information as per statutory requirements. It conducts consumer satisfaction surveys and remains committed to engaging customers through feedback mechanisms, with a continuous focus on enhancing customer experience .