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**As a leading digital product engineering company, how is R Systems integrating sustainability principles into your technology solutions for clients?**

Sustainability should not be treated as a compliance topic, but as a lever for long-term value creation, risk mitigation, and differentiation.

At R Systems, we are weaving sustainability into how we build, operate, and grow. Whether we're modernizing legacy systems or designing AI-first architectures, we treat sustainability as a design and engineering principle. And we believe that the finance function can increasingly drive sustainable transformation by linking ESG initiatives to core business performance.

In cloud, we embed green architecture principles, like serverless designs and autoscaling to reduce emissions and infrastructure costs. These architectures enable both CapEx avoidance and lower energy consumption, supporting our clients' net-zero and digital goals. In AI, we

focus on energy-efficient models and computational optimization by building solutions that reduce training cycles and limit unnecessary compute load. And in automation, we're not just driving scale but also reducing waste by helping clients do more with less and do it responsibly.

This approach delivers two outcomes: measurable ESG impact for our clients, and stronger business value. Reduced infrastructure cost, eligibility for green finance, and improved operational efficiency.

**What key ESG metrics or frameworks does company use to track progress on environmental and social goals, and how do you ensure leadership accountability for these outcomes?**

We align our ESG tracking with globally recognized standards. Our strategic partnership with IIT Delhi is helping advance applied AI research focused on sustainability. From improving the efficiency of neural networks to building energy-aware architectures that can help enterprises reduce compute emissions at scale, it isn't just academic, it's already being translated into real-world applications through our client engagements.

On the people front, we've logged 3,643 hours of technical upskilling focused on AI, cloud, and

automation. This investment in talent ensures that the solutions we build are not just cutting-edge, but also designed with long-term impact and responsibility in mind. We're also making progress on diversity and scaling targeted hiring and inclusion initiatives, particularly in tier-2 and tier-3 locations.

From a governance perspective, we've established an internal ESG working group that brings together leaders from delivery, HR, and finance to track metrics and align decisions with long-term ESG goals.

**Can you share examples of how company collaborates with clients or ecosystem partners to drive scalable ESG impact across industries?**

One of the clearest examples of ESG impact in action comes from our work with real estate and asset management clients to transform ESG from a reporting function into a data-driven operations strategy. A key challenge has been utility data issues like duplication, lag, and manual inputs. Our team is helping clean and unify this data, enabling better tracking of energy use, carbon impact, and compliance.

We've also built and optimized dashboards for monitoring energy, EV charging, and waste, helping clients gain visibility to optimize controllable expenses and meet emerging regulatory expectations. ■