

SUSTAINABILITY REPORT FY25-26

*Environmental, Social and Governance performance for period of
1st April 2025 to 31st March 2026, prepared with reference
to the GRI Standards*



Statement of Use

Mogli Labs (India) Pvt. Ltd. has reported the information cited in this GRI content index for the period 1 April 2025 to 31 March 2026 with reference to the GRI Standards.

GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI Sector Standard currently exists for the software/technology sector; none applied
External assurance	Not obtained for this reporting cycle

About this Document

This Sustainability Report has been prepared by Mogli Labs (India) Pvt. Ltd. with reference to the GRI Standards issued by the Global Reporting Initiative. It covers the reporting period 1 April 2025 to 31 March 2026 and the entity Mogli Labs (India) Pvt. Ltd., including references to its holding and subsidiary structure and global operations where relevant.

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SECTION 01

Message from Leadership

Setting the tone for our sustainability journey

SECTION 01

Message from Leadership

At **Mogli Labs (India) Pvt. Ltd.**, sustainability is not a program that runs alongside our business, it is a lens through which we evaluate how we grow, how we source, how we operate, and how we create value for the businesses that rely on our platform every day. As a technology-driven B2B commerce and supply-chain company, we recognize that our influence extends well beyond our own operations: through our platforms and solutions, we help businesses streamline procurement, improve supply-chain efficiency, optimize resources, reduce waste, and build more responsible operations. We remain committed to growing our business responsibly while creating lasting value for our people, customers, partners, communities, and the planet.

Our **Sustainability Policy** remains our blueprint for responsible growth, one that brings together business performance, social responsibility, and environmental stewardship. We are committed to improving resource and energy efficiency, reducing waste and emissions, and advancing responsible sourcing across our operations and supply chain. Socially, we focus on creating an inclusive and safe workplace, respecting human rights, supporting employee development, and contributing to the communities in which we operate. On governance, we hold ourselves to high standards of transparency, ethical conduct, data protection, and accountability, reflecting the trust our customers, suppliers, employees, and partners place in us every day.

This report provides a transparent account of our governance approach, the environmental and social priorities that matter most to our stakeholders, and the performance data that underpins our sustainability commitments from energy and emissions to responsible sourcing, employee well-being, and human rights. This progress is made possible by the dedication of our employees, the trust of our customers and suppliers, and the continued oversight of our leadership. We remain committed to strengthening our sustainability journey and creating long-term value for our stakeholders, our communities, and the planet. We invite you to read on and explore our progress and commitments.

Mr. Rahul Garg
Founder & CEO
Mogli Labs (India) Pvt Ltd



Mr. Rahul Garg
Founder & CEO
Mogli Labs (India) Pvt Ltd

"We pledge to monitor progress, educate, and innovate towards a balanced world where human prosperity thrives in harmony for our precious planet."

About the Report

This report presents Mogli Labs (India) Private Limited's Environmental, Social and Governance (ESG) performance and has been prepared with reference to the Global Reporting Initiative (GRI) Standards - the world's most widely adopted framework for sustainability disclosure. It is intended to give our customers, employees, investors, and other stakeholders a transparent and comprehensive view of how sustainability is embedded in our governance, our operations, and our culture.

Reporting Scope and Boundary

Reporting entity	Mogli Labs (India) Pvt Ltd
Reporting period	1 April 2025 to 31 March 2026
Reporting frequency	Annual
Restatements of information	Not applicable – this is our first GRI-referenced disclosure
External assurance	Not obtained for this reporting cycle



Unless otherwise stated, data in this report reflects the operations of Mogli Labs (India) Pvt Ltd, headquartered in Noida, Uttar Pradesh, India, and its facilities across the countries in which it operates, including its holding company, Mogli Labs (India) Private Limited, and subsidiaries Khatema Fibres Private Limited, DIGIMRO Distribution (India) Private Limited, DRG Industries Private Limited, Brisk Electronics Private Limited, and DIGIMRO Distribution Services Private Limited.

Reporting Principles

In preparing this report, we have sought to follow the GRI reporting principles for defining report content and quality:

Principle	How we have applied it
Accuracy	Data presented reflects figures collected and verified internally during the reporting period.
Balance	We report both positive performance and areas — such as year-on-year emissions growth — that reflect ongoing challenges.
Clarity	Disclosures are presented in plain language, supported by charts and tables rather than technical jargon alone.
Comparability	Where a prior-year baseline is not yet available, this is stated explicitly rather than left ambiguous.
Completeness	This report aims to cover all disclosures identified as material through our stakeholder engagement process.
Sustainability context	Performance is presented against our broader Sustainable Development Policy and, where relevant, the UN SDGs.
Timeliness	This report is published annually, covering the preceding calendar year.
Verifiability	Underlying data is retained internally to support future external assurance processes.

How to read this Report

Each disclosure section in this report follows a consistent structure: a short narrative describing our approach and management of the topic, followed by the relevant performance data — presented as charts, key-performance-indicator call-outs, or tables — and were useful, forward-looking commentary on our priorities. The GRI Content Index near the end of this report provides a complete, disclosure-by-disclosure map from the GRI Standards to the corresponding section of this document, for readers who wish to navigate directly to a specific topic.

Alignment with the UN Sustainable Development Goals

This report is structured around the GRI Standards. The material topics that emerged from our stakeholder engagement — spanning workforce diversity, climate action, responsible consumption, decent work, and strong governance — align most closely with the following five goals:



These goals are not exhaustive of our impact but reflect the areas where our current initiatives — described throughout this report- are most directly contributing to global sustainable development priorities.

SECTION 03

About Mogli Labs (India) Pvt. Ltd.

Who we are and how we create value

About Mogli Labs (India) Pvt Ltd

Moglix is a technology-driven B2B commerce and supply-chain platform, enabling businesses across manufacturing, infrastructure, automotive, energy, and other industrial sectors with digital procurement, sourcing, and supply-chain solutions. Our platforms connect businesses with a broad supplier ecosystem and help organizations simplify complex procurement processes, improve visibility, optimize costs, and strengthen supply-chain efficiency. As businesses navigate an increasingly complex, competitive, and resource-conscious environment, Moglix continues to leverage technology, data, and automation to enable smarter procurement and more efficient, responsible business operations.

Organizational Profile

Legal name	Mogli Labs (India) Pvt. Ltd.
Ownership and legal structure	Private Limited Company
Holding company	Mogli Labs (India) Pvt. Ltd.
Subsidiary companies	Khatema Fibres Private Limited DIGIMRO Distribution (India) Private Limited DRG Industries Private Limited Brisk Electronics Private Limited DIGIMRO Distribution Services Private Limited
Headquarters	Noida, Uttar Pradesh, India
Countries of operation	India, Mexico, Singapore, and the UAE



Our Approach to Sustainability in our Core Business

As a technology-driven B2B commerce and supply-chain platform, we believe our greatest sustainability contribution often extends beyond our own operations: helping businesses streamline procurement, improve supply-chain efficiency, optimize resource utilization, and reduce waste through better data, digitalization, and automation. At the same time, we hold ourselves to the same standards we seek to promote across our ecosystem—embedding environmental, social, and governance considerations into how Moglix operates, how we engage with our suppliers and customers, and how we create value, as described throughout this report.

Our Business Lines

Our activities, value chain relationships, and broader product and service portfolio span the diverse procurement needs of businesses across industrial and commercial sectors. In summary, our solutions are organized around key areas of the B2B procurement and supply-chain value chain, enabling customers to source products, streamline procurement, manage suppliers, and improve operational efficiency through technology and data-driven solutions:

The full details described at - **www.business.moglix.com**



SECTION 03

Business Line	What it Delivers
Digital Procurement	End-to-end digital procurement solutions enabling businesses to streamline requisitions, sourcing, approvals, purchasing, and order management.
B2B Marketplace	Access to a broad portfolio of industrial and commercial products through a technology-enabled marketplace connecting businesses with suppliers.
Strategic Sourcing	Supplier discovery, RFQ management, competitive sourcing, and data-driven procurement solutions to improve sourcing efficiency and decision-making.
Supply Chain Solutions	Technology-enabled inventory, fulfillment, logistics, and supply-chain solutions designed to improve visibility, availability, and operational efficiency.
Enterprise Procurement	Customized procurement solutions for large organizations, helping centralize purchasing, manage suppliers, improve compliance, and drive procurement excellence.
Industrial & MRO Supplies	Sourcing and supply of industrial, electrical, mechanical, safety, tools, and MRO products supporting day-to-day business operations.
Supplier Network & Management	Digital supplier onboarding, engagement, performance management, and collaboration to strengthen supply-chain resilience and responsible sourcing.
AI & Technology Solutions	Analytics, automation, and technology-led insights that help businesses optimize procurement, improve spend visibility, and make more informed decisions.

In addition to these core business lines, our **Technology, Analytics & Digital Transformation capabilities** support customers through broader procurement and supply-chain transformation initiatives, helping organizations digitize processes, strengthen spend visibility, optimize operations, and build more agile and efficient supply chains.

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Our Global Presence

Headquartered in **Noida, Uttar Pradesh, India**, Mogli Labs (India) Pvt. Ltd. operates as part of the broader Moglix group, with a technology-enabled presence serving businesses across India and international markets. Our platform connects customers, suppliers, and partners across diverse industrial and commercial sectors, supporting organizations in simplifying procurement, strengthening supply chains, and improving operational efficiency.



Entity	Location / Coverage
Mogli Labs (India) Pvt. Ltd.(Reporting Entity)	Noida, Uttar Pradesh, India — global headquarters and primary delivery center
Mogli Labs (India) Pvt Ltd	Holding company
Mogli Labs General Trading Ltd	Dubai, UAE
Credlix IFSC PVt Ltd	Mexico City, Mexico
Mogli Labs Pvt Ltd	Singapore, Republic of Singapore

Our Workforce

As of the end of the reporting period, our workforce and governance body were composed as follows:

642

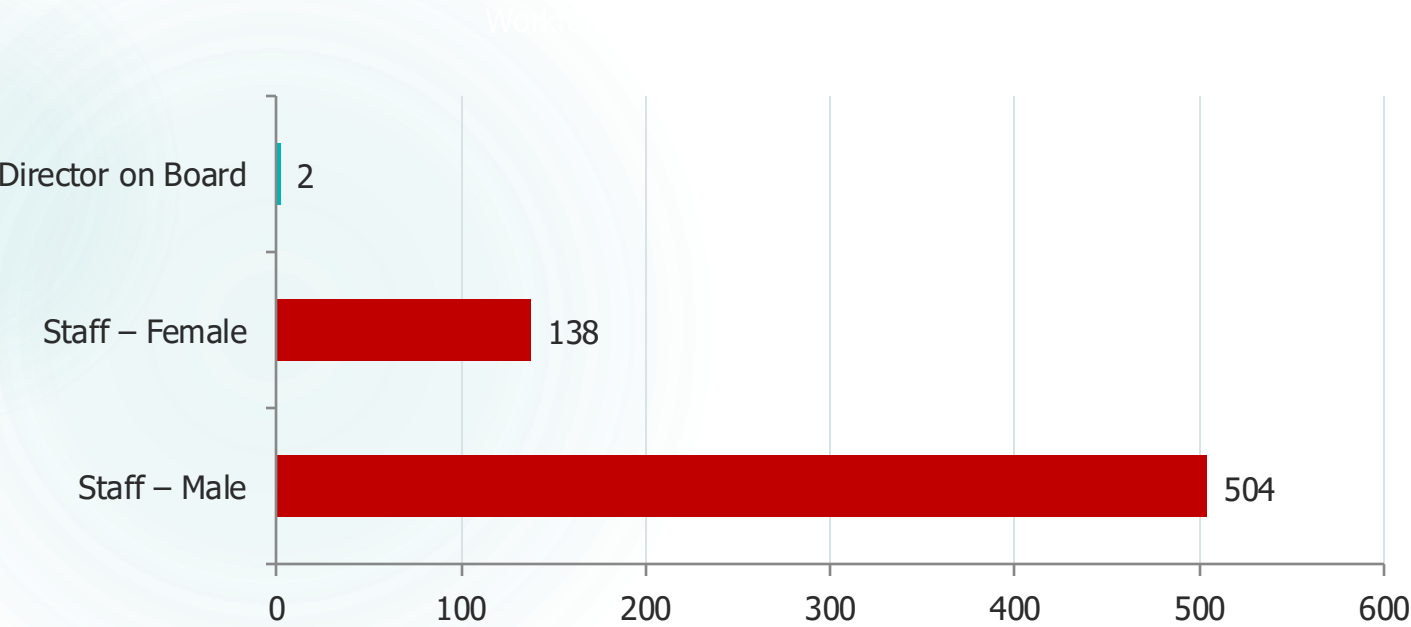
Total Directors & Staff

97

Workers who are not employees

4

Countries of operation



This reflects a total employee base of 640 staff plus 2 directors (both males) 504 male and 138 female staff supplemented by 97 non-employee workers such as contractors and agency staff. Workforce diversity, hiring, benefits and training are discussed further in the Social Performance section of this report.

Sustainability Performance at a Glance

A snapshot of our key Environmental, Social and Governance indicators for FY2025

ENVIRONMENTAL

1,304,040 KWh	3,834 KL	357.53 tCO₂e	362.37 MT	0.56 tCO₂e
Total energy consumption	Total water consumed	Total GHG emissions (Scopes 1 & 2)	Waste diverted from disposal	GHG emission intensity per employee

SOCIAL

642	257	40%	100%	9 hrs	100%
Directors & staff	New hires in FY2025	Employee attrition	Employees covered by OHS management system	Average training hours / employee	Employees receiving performance reviews

GOVERNANCE

0	0	0	100%	99%	5
Conflict of Interest, Fraud, Money laundering incidents	Corruption incidents	Information Security Breach Incidents	Operations assessed for corruption risk	Procurement spend with local suppliers	Independent security & quality certifications

These figures represent our first year of consolidated, GRI-referenced ESG measurement. Full context, methodology, and disclosure-by-disclosure detail for every metric above is provided in the sections that follow.

SECTION 04

Governance

The structures and principles that guide our business

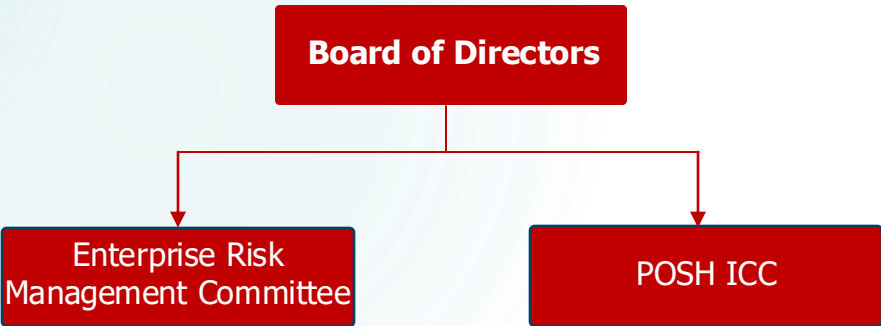
Governance

Sound governance underpins our ability to deliver on our sustainability commitments. Our Board of Directors and its committees provide oversight of strategy, risk, ethics, information security and the management of our economic, environmental and social impacts.



Board of Directors and Committees

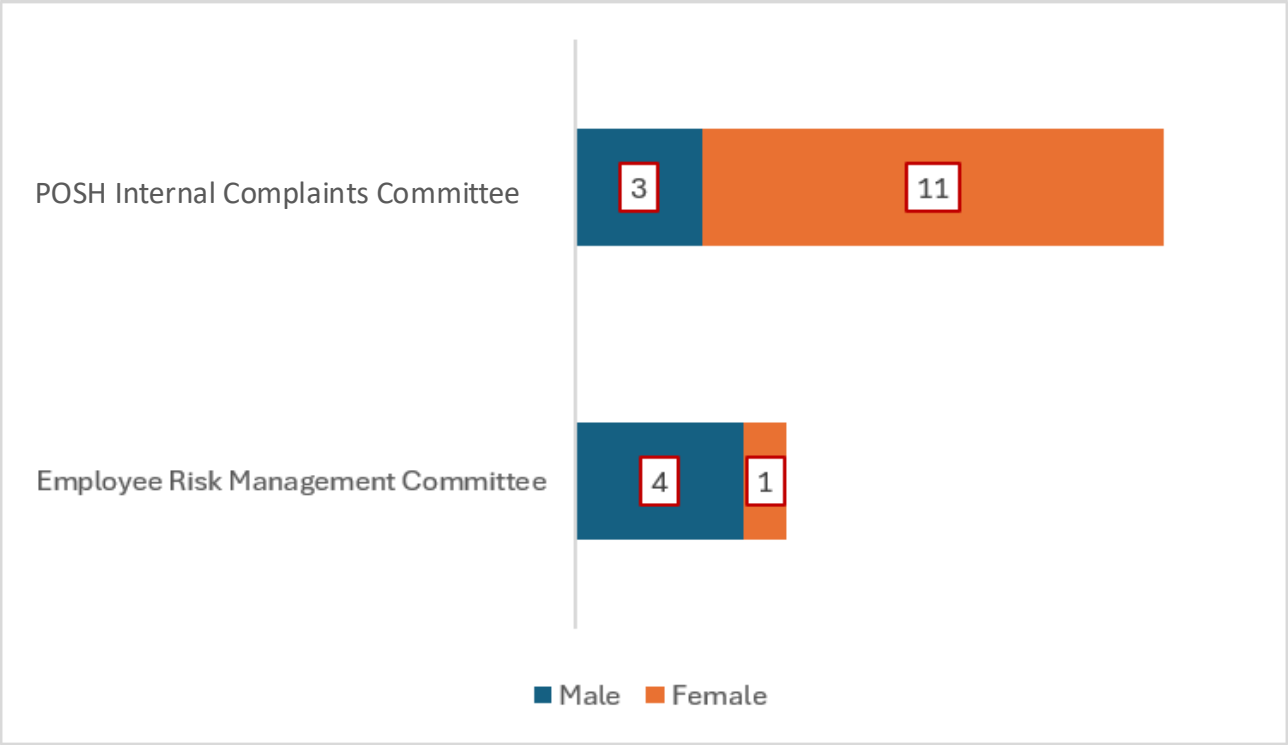
The Board comprises two directors, chaired by **Mr. Rahul Garg**, supported by a Company Secretary and two standing committees:



SECTION 04

Committees - Gender Composition

Male Female



Committee	Members
Employee Risk Management Committee	1. Mr. Sandeep Goel 2. Mr. Sanjeev Arora 3. Ms. Saumya Khare 4. Mr. Sumit Chhimwal 5. Mr. Manish Maskara
POSH Internal Complaints Committee	1. Ms. Shivani Sanwal 2. Mr. Bharat Gakhar 3. Ms. Saumya Khare 4. Ms. Kanika Kalra 5. Ms. Jigyasa Kishore 6. Mr. Rupesh Kharbanda 7. Ms. Gautami Mandavilli 8. Ms. Konda Shilpa 9. Mr. Raja Radhakrishnan 10. Ms. Aishwarya Menon 11. Ms. Kshama Shah 12. Ms. Nancy Agarwal 13. Ms. Anchita Mukherjee 14. Ms. Aparajita Amar

Company Secretary: Mr. Amit Bindal

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Role of the Board in Overseeing Impacts and Sustainability

- The Board oversees sustainability reporting that comprehensively tracks the Company's ESG impact, with the Sustainability Team presenting updates to the Board or its relevant committees at least annually.
- The Board delegates responsibility for managing organizational impacts by ensuring the right leadership is in place, and management regularly interacts with key stakeholders – customers, suppliers, employees, government, and communities – through a Working Committee that reports progress to the Board quarterly.
- The Board and each committee evaluate their own performance annually and may retain independent corporate governance experts to support this self-evaluation were useful.
- Moglix is committed to operating with the highest level of integrity: codes of ethics apply to all directors and senior financial personnel, and a Code of Conduct applies to all employees.

Board Composition and Continuity

The Board's governance structure is designed to provide appropriate oversight of key areas including financial reporting, risk management, remuneration, compliance, and sustainability, while remaining aligned with the scale and organizational structure of Mogli Labs (India) Pvt. Ltd. Clearly defined roles and responsibilities support effective decision-making and accountability, with appropriate oversight of matters that are critical to the Company's long-term performance and responsible growth. The Board brings together leadership experience and diverse perspectives, enabling informed oversight of business strategy, technology, risk, sustainability, and evolving stakeholder expectations.

Enterprise Risk Management

The oversight responsibilities of the Board and its committees are supported by Company management and a structured risk management process that enables the identification, assessment, and monitoring of key business risks. These risks are reviewed periodically by relevant management teams, with appropriate mitigation measures and controls established to address emerging business, operational, financial, technology, compliance, and sustainability-related risks.

Two categories of risk are tracked:

Risk Category	Examples of Scope
Compliance Risk	Legal and regulatory compliance across the jurisdictions in which we operate, including data protection, labour law, and anti-corruption regulation.
Strategic Risk	Technology development and obsolescence, environmental and social sustainability, capital allocation, management development, retention and compensation, competitive developments, and geopolitical developments.

All identified critical risks are evaluated for exposure to climate-related impacts, and risk owners are responsible for mitigation plans and regular updates. Climate-oriented regulation, skilled-labor scarcity, and extreme weather events are each recognized as potential sources of increased operating cost or disruption. The Board reviews the list of critical risks annually, incorporating external advisor input to ensure our risk register reflects current market, regulatory and technology developments rather than becoming a static, backward-looking document.

Business Continuity and Operational Resilience

Because our customers rely on Moglix’s technology and supply-chain solutions to support critical procurement and business operations, operational resilience is both a governance priority and a foundation of customer trust. Our technology and security functions work to maintain system reliability, protect information, and respond effectively to incidents, while our risk management approach incorporates business continuity, disaster recovery, cybersecurity, and supply-chain disruption planning to help ensure continuity of critical services.

Our Core Values

Our governance culture is anchored in a set of core values that guide behaviour at every level of the organization - from the Board to individual project teams:



Moglix’s core values: Precision, Commitment, Integrity, Respect for the Individual, and Passion

Our Policy Framework

Our governance commitments are formalised through a suite of Board-approved policies that apply across the organization and, where relevant, are extended contractually to our suppliers and partners:

- Code of Ethics for Directors and senior financial personnel.
- Code of Conduct applicable to all employees.
- Anti-Corruption and Anti-Bribery policy, supported by mandatory training.
- Human Rights policy, aligned with the UN Guiding Principles on Business and Human Rights.
- Supplier Code of Conduct, incorporated into supplier contracts and CSR audits.
- Sustainable Development Policy, covering our environmental, social and economic commitments.

Ethics, Conflicts of Interest, and Compliance

- Directors must disclose any actual or potential conflict of interest promptly to the Chair of the Board, and may not accept improper personal benefits, gifts of more than nominal value, or outside compensation related to their role.
- Employees and directors can confidentially – including anonymously – report known or potential policy violations to Human Resources or the Legal department; a cross-functional committee reviews allegations and oversees investigation and corrective action, including on human rights, governance, and environmental matters.
- No critical concerns were identified during the reporting period, and the Company received no notices from any court of law and paid no fines.

Our Speak-Up Culture

A confidential, and where desired anonymous, reporting channel is only as effective as the culture that surrounds it. We aim to make raising a concern - whether about ethics, safety, human rights, or the environment - a normal and safe part of working at Mogli Labs (India) Pvt Ltd, not an exceptional or career-limiting act. Reports are routed to Human Resources or the Legal department and reviewed by a cross-functional committee, which oversees any investigation and ensures corrective or disciplinary action is proportionate and consistent. Employees are made aware of this channel through onboarding and periodic Code of Conduct training, and no employee is penalised for raising a concern in good faith.

Our speak-up culture is designed to make raising a concern as low-friction as possible: employees can approach Human Resources or Legal directly or use anonymous channels where they prefer not to be identified. The cross-functional review committee that handles these reports is intentionally kept separate from the reporting employee's own management chain, so that concerns about a manager or business unit can be raised without fear of the complaint being routed back to the person in question. Every substantiated case results in corrective or disciplinary action, and outcomes – in aggregate, not by individual case – are reported back to the Board as part of its oversight of critical concerns.

Information Security and Data Privacy

Information security is one of our key governance priorities, reflecting the trust our customers, suppliers, and business partners place in Moglix to protect the business and personal information handled through our technology-enabled B2B commerce and supply-chain platforms. Our information security program is built around structured security controls, risk management, continuous monitoring, and externally recognized standards and assessments, supporting the confidentiality, integrity, and availability of information across our technology ecosystem.

Information Security and Data Privacy (Continued)

Certification / Attestation	What It Covers
ISO 27001	Information security management systems.
ISO 9001	Quality management systems.

Information Security and Data Privacy (Continued)

Our **DevSecOps framework** integrates security throughout the software development lifecycle, with code reviews, static and dynamic application security testing (SAST/DAST), and Cloud Native Application Protection Platform (CNAPP) scanning applied across builds. Independent penetration testing is conducted periodically to identify and address potential vulnerabilities. Our technology environment is further protected through DDoS mitigation, web application firewalls, geo-fencing, intrusion detection and prevention, and load balancing across externally facing assets. Data is encrypted both **in transit and at rest**, with TLS 1.2+ and HTTPS-enforced APIs supporting secure data transmission, and AES-256 or equivalent encryption protecting stored data. Access is governed through role-based and discretionary access controls, privileged access management, conditional access, multi-factor authentication, and single sign-on. These controls are supported by regular key rotation, continuous security monitoring, and a **24/7 multi-tier Security Operations Center (SOC)**, strengthening the resilience, confidentiality, integrity, and availability of Moglix's technology ecosystem.

On data privacy, **Mogli Labs (India) Pvt. Ltd.** is committed to protecting personal and business information in line with applicable privacy requirements. We maintain controls for data access, handling, retention, and protection, supported by encryption and security safeguards. Employees receive regular training on data privacy and responsible information handling, reinforced through defined privacy governance and accountability.

Remuneration

Remuneration complies with applicable laws and regulations, and performance against personal objectives influences overall performance ratings, which in turn determine remuneration and promotion decisions. Our Rewards & Recognition philosophy is designed to attract, retain, and motivate talent in a manner consistent with the dynamic, shifting nature of our business and its legal obligations to employees. The annual total compensation ratio is treated as confidential and is not disclosed in this report.

Collective Bargaining

Collective bargaining agreements are not applicable to our current workforce structure.

SECTION 05

Stakeholder Engagement & Materiality

Listening to those who shape, and are shaped by, our business

Our Approach to Stakeholder Engagement

Stakeholder Group	How We Engage
Customers	Face-to-face, phone, email, social media and virtual interaction; our relationship with customers is central to the business and we aim to build relationships that last
Employees	Social media, facilities rounds, in-person and online meetings, and executive Q&A sessions / town halls with senior management
Suppliers	Regular meetings and shared best practices on workplace safety, fair treatment of employees, and environmental impact, alongside stringent quality standards
Government & NGOs	Ongoing monitoring of local, state, national and international policy that may affect our business economically, environmentally or socially



Determining Our Material Topics

We developed our ESG priorities by assessing topics relevant to our business, considering industry trends, peer practices, stakeholder expectations, and applicable frameworks. We engaged internal and external stakeholders to understand their priorities and evaluated each topic from two perspectives: **Moglix’s impact on people and the environment, and the impact of ESG topics on our business and performance**. This assessment considered actual and potential, positive and negative impacts to identify the topics most material to our business and stakeholders.

This two-lens approach reflects the principle of **double materiality**—considering both how sustainability topics may affect Moglix’s business and performance, and how our activities may impact people and the environment. While our assessment is not yet subject to external assurance or formal quantitative benchmarking, it provides a structured basis for identifying and prioritizing the ESG topics most relevant to our business and stakeholders.

How Sustainability Is Governed Day to Day

Level	Role
Board of Directors	Ultimate oversight of sustainability strategy and material impacts; receives updates at least annually
Working Committee	Cross-functional body that updates the Board quarterly on progress against sustainability actions and stakeholder input
Sustainability Team	Coordinates data collection, tracks ESG performance, and advises management on policies and technologies that improve environmental and social outcomes
Facility & Functional Owners	Implement day-to-day initiatives — energy, water, waste, safety, training — within their areas of responsibility

Our Material Topics

Environment	Social	Governance
▪ Energy consumption ▪ GHG emissions ▪ Waste management	▪ Occupational health & safety ▪ Diversity, equity & inclusion ▪ Training & skill upgradation ▪ Human rights ▪ Supplier capacity building	▪ Governance & accountability ▪ Information security ▪ Bribery & corruption ▪ Transparency ▪ Anti-money laundering ▪ Conflict of interest ▪ Fraud ▪ Anti-competitive behavior

How each material topic is managed is described in the corresponding disclosure sections throughout this report – Environmental Performance, Social Performance, and Governance, respectively.



SECTION 06

Economic Performance & Responsible Business

Growing responsibly, and standing firmly against corruption

Climate-Related Financial Risk (GRI 201)

Climate-oriented regulation and related initiatives may increase the cost of our operations and put pressure on financial margins. We also recognize the risk that scarcity of skilled technology and supply-chain talent could disrupt operations or increase the cost-of-service delivery, and that climate change may increase the frequency of extreme weather events—such as storms or flooding—capable of disrupting operations, infrastructure, and supply chains and raising costs. Moglix continues to monitor these risks as part of its broader approach to business resilience and risk management, while assessing their potential implications for our operations and financial performance.

As a technology-driven B2B commerce and supply-chain business rather than a heavy manufacturer, our direct exposure to physical climate risk is concentrated in facility operations, technology infrastructure, and business continuity, while our transition risk exposure relates primarily to energy costs, evolving data-centre and cloud efficiency standards, supply-chain resilience, and the compliance requirements associated with emerging climate-related regulations and disclosures. We consider these exposures through the same risk management processes described in the Governance section, rather than as a standalone climate-risk framework, given the current scale of our environmental footprint relative to our overall business and operational risk profile.

Disclosure of direct economic value generated and distributed (**GRI 201-1**) has not been included in this report, as our current view is that this metric is not a significant driver of stakeholder decision-making relative to the operational, procurement, and workforce-related economic indicators presented throughout this report. We will continue to review its relevance and consider inclusion as our sustainability reporting practices and stakeholder expectations evolve.

Climate-Related Financial Risk (Continued)

- We comply with all applicable minimum-wage laws and, for performing employees, also pay a living wage.
- 25% of our senior management positions are held by hires from the local community.

Hiring from the communities in which we operate supports local economic development and gives us leadership teams with first-hand understanding of local market and regulatory context — an advantage in a business that spans four countries with very different labour markets, from India to Mexico, Singapore and the UAE.

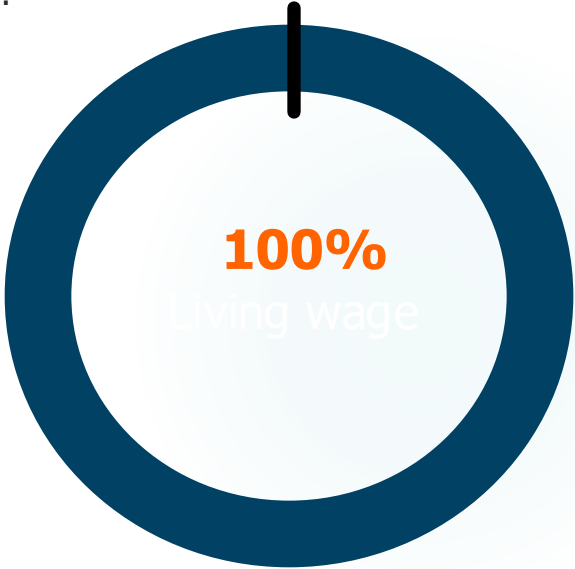
Indirect Economic Impacts (GRI 203)

The reach of our operations in the reporting period, across our key stakeholder groups:



Infrastructure and community investments during the year included:

- Adoption of EVs and sustainable mobility solutions for business operations, where feasible, to reduce carbon emissions.
- The deployment of one Tata Ace EV resulted in an estimated GHG emission reduction of approximately 8.03 tCO₂e across FY2024–25 and FY2025–26
- Ongoing monitoring of energy consumption and environmental performance across our facilities to identify opportunities for improvement.
- Responsible water management, including efficient water use and reuse wherever feasible across our facilities.
- Health and safety awareness programmes to promote a safe and healthy workplace for employees.
- Capacity building and employee training on environmental management, greenhouse gas emissions, occupational health and safety, and sustainability practices (ISO 45001 training for operational health and safety).
- Procurement of renewable/green energy, where feasible, to reduce Scope 2 emissions and increase the share of cleaner energy in our operations.



- Living wage compliance 100 (100%)
- 0.0001

Beyond infrastructure, our most significant indirect economic impacts in the year came through health and wellbeing programmes for employees and their families, competitive salaries and benefits, employee training and development, and a culture of caring and inclusion:

Commercial Growth — FY2025



Procurement Practices (GRI 204)



Supporting and developing a diverse, local supply chain contributes to strong and sustainable businesses – both for Moglix and for the communities in which our suppliers operate. 99% of material and service spend during the reporting period was with local suppliers. Beyond cost and continuity benefits, local sourcing reduces logistics-related emissions and reinforces the community investment described elsewhere in this report.

Anti-Corruption (GRI 205)

- We maintain the highest ethical standards wherever we operate, and bribery and corruption are strictly forbidden – even where local practice may tolerate them.
- 100% of our operations are assessed for corruption-related risk; operations requiring contact with government officials (e.g. permits, cross-border logistics) are treated as posing the greatest risk.
- Mandatory anti-corruption and Code of Conduct training is provided to all salaried full-time, part-time and agency employees, refreshed periodically to stay current.
- No confirmed incidents of corruption were identified during the reporting period.

Our anti-corruption programme is administered jointly by the Legal and Compliance functions and reviewed by the Board's Audit Committee. Because a meaningful share of our government-facing activity relates to obtaining regulatory permits and clearances for cross-border data and logistics operations, we treat this as our highest-risk category and apply enhanced review to contracts and engagements in this area.

Anti-Competitive Behaviour (GRI 206)

Our facilities comply with the full range of national laws and enforcement practices concerning anti-competitive behaviour, regardless of location. No legal actions for anti-competitive behaviour, anti-trust, or monopoly practices were recorded during the reporting period.

Tax (GRI 207)

Our tax strategy is reviewed annually by the Finance and Compliance function together with the Board of Directors, alongside capital structure, cash-flow and liquidity policies, and funding strategy. Given the non-significance of this topic to our current business context, country-by-country reporting and stakeholder engagement specific to tax matters are not disclosed in this report.

Public Policy (GRI 415)

Moglix does not make corporate contributions to political candidates or organizations, and Company resources are not used for the purpose of electing candidates to public office.

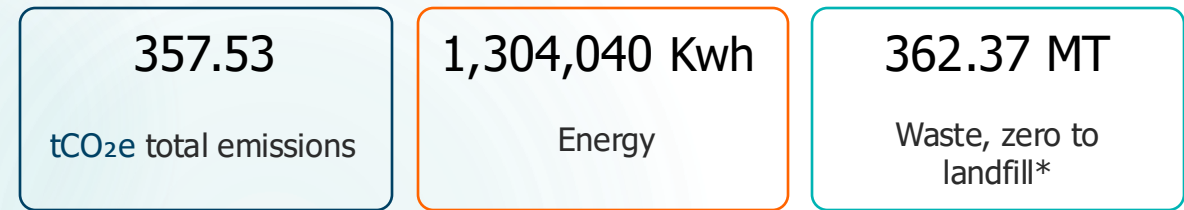
SECTION 07

Environmental Performance

Energy, water, emissions and waste across our operations

Environmental Performance

Our environmental strategy is centred on reducing greenhouse gas emissions, improving energy and water efficiency, minimizing waste, and increasing the use of renewable energy where feasible—while promoting responsible environmental practices across our operations and supply chain. As a technology-driven B2B commerce and supply-chain business, our direct environmental footprint is primarily concentrated in our offices, facilities, technology infrastructure, and logistics-related activities rather than manufacturing or industrial processes. This shapes both the scale of our impact and the initiatives we prioritize, including energy efficiency, responsible water and waste management, sustainable mobility, renewable energy adoption, and environmentally responsible procurement.



Environmental performance is managed through the governance structure described earlier in this report, with relevant teams reviewing environmental performance data, key risks, and improvement initiatives. Day-to-day implementation is led by the respective facilities, administration, IT infrastructure, and operations teams, with significant updates and sustainability matters escalated to senior management and the Board, as appropriate.



Energy (GRI 302)

Energy Consumption — FY2025

1,304,040 Kwh

Total energy consumed

2,031

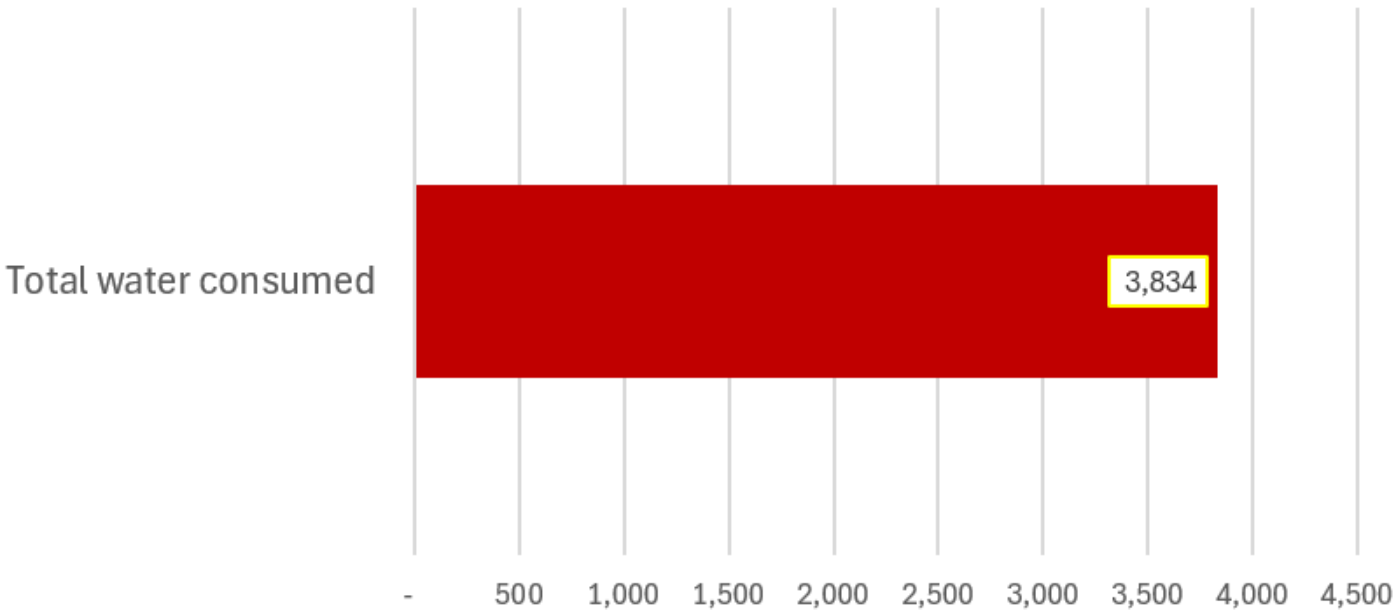
Energy intensity (kwh per employee)

Our largest facility-level levers for reducing energy consumption are **technology infrastructure optimization and facility-level efficiency measures**, including the use of cloud infrastructure and efficient IT systems that can reduce the physical infrastructure and associated cooling requirements within our facilities. These efforts are complemented by initiatives focused on improving energy efficiency across our offices and operational facilities. As this is our first-year reporting under the GRI Standards, no prior-year baseline exists against which to measure reductions in energy consumption. Initiatives already under way to reduce consumption include.

- Rainwater harvesting and responsible water management across our facilities, including reuse of treated water where feasible.
- Use of recycled and environmentally preferable consumables to reduce resource consumption and environmental impact.
- Adoption of energy-efficient equipment and systems across offices and operational facilities.
- Migration and optimization of IT infrastructure to cloud-based platforms to improve energy efficiency and reduce dependence on physical infrastructure.

Water and Effluents (GRI 303)

Water Management — FY2025 (KL)



Water at our facilities is drawn from a shared municipal source; we do not withdraw groundwater. Total water consumption during the reporting period was 3,834 KL. Because water in our operating regions — particularly Uttar Pradesh, India, where our largest facility is based — is a shared community resource, our water strategy is designed around minimising net demand rather than simply monitoring consumption.

Biodiversity & our Climate Action Roadmap

Biodiversity (GRI 304)

None of our operational sites are in, or adjacent to, protected areas or areas of high biodiversity value; this topic is accordingly treated as non-significant to our current business context.

Looking Ahead: Our Climate Action Roadmap

Having established our first GRI-referenced emissions baseline this year, our near-term environmental priorities are to: (i) complete the transition to green power purchase agreements expected to cut Scope 2 emissions ; (ii) extend energy-efficiency retrofits and cloud migration across all facilities, not only newly commissioned floors; and (iii) begin tracking Scope 3 categories in greater granularity so that future reports can show year-on-year reduction, not only year-on-year growth from facility expansion.

Emissions (GRI 305)

GHG Emissions by Scope — FY2025 (tCO₂e)



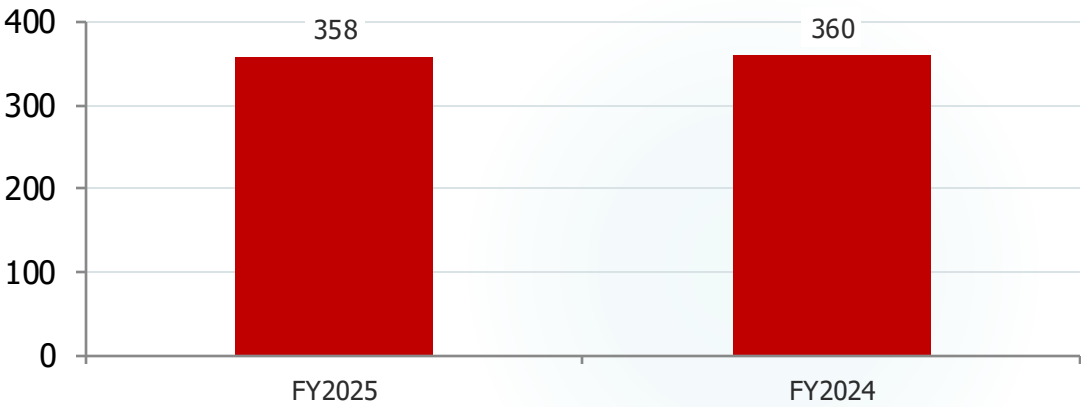
Emissions (GRI 305)

Total GHG Emissions — Year on Year (tCO₂e)

0.56 tCO₂e

GHG intensity per employee

Total emissions reduced very less by ~2 tCO₂e compared to the prior year (Apr–Mar 2024). No ozone-depleting substances were detected during monitoring, and nitrogen/sulfur oxide emissions are not considered a significant material topic for our current business context.



Waste (GRI 306)

Waste Generated by Type (tonnes)



Waste Diversion Performance (tonnes)

All hazardous waste is disposed of through government-authorised waste disposal agencies to avoid any significant environmental impact. Reducing waste has a dual benefit for a technology and services business like ours: it lowers our environmental footprint while improving operational efficiency.

Supplier Environmental Assessment (GRI 308)

Supply chain transparency and environmental responsibility go hand in hand. Suppliers are screened through a CSR assessment covering energy use, waste management, water use, wastewater management, emissions, and employee training. Suppliers were screened using environmental criteria during the reporting period; no supplier was discontinued due to negative environmental impact.

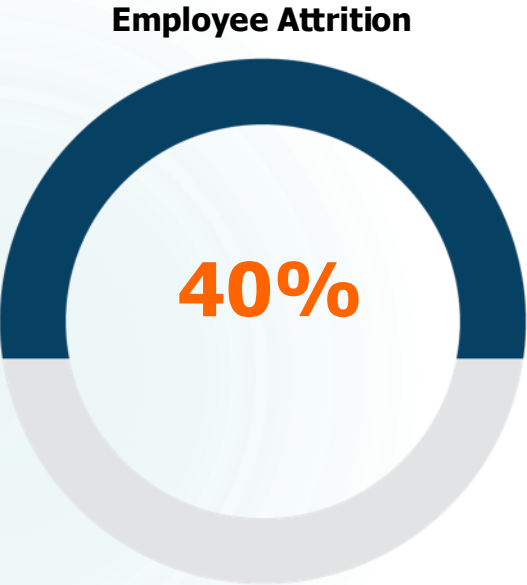


SECTION 08

Social Performance

Our people, our safety culture, and our commitment to human rights

Employment (GRI 401)



Employment (GRI 401)

We are committed to respecting human rights everywhere we operate and throughout our value chain, and to remedying any confirmed non-compliance as quickly as possible; we require our suppliers and business partners to adopt and enforce similar policies. Full-time employees receive comprehensive benefit packages competitive with local markets, which may include medical plans, life and accident insurance, and paid leave; parental leave – covering both maternity and paternity – is provided in line with applicable local and national law. We comply with applicable legal requirements for minimum notice periods regarding significant operational changes, communicated to employees as part of our ongoing engagement, including through appointment letters.

Employee Wellbeing

Beyond formal benefits, our people strategy is built around finding, hiring, developing and retaining talent that is inclusive of the communities we serve, and around a culture of caring that shows up in day-to-day practice — health and wellbeing programmes for employees and their families, competitive salaries and benefits, and regular listening mechanisms such as town halls and executive Q&A sessions described in our approach to stakeholder engagement. We view employee wellbeing not as a static benefits package but as an ongoing conversation between the organization and its people, reviewed as part of our annual materiality and stakeholder engagement process.

Occupational Health & Safety (GRI 403)

The health, safety and wellbeing of our people is paramount, and our commitment extends to employees, contractors, and visitors at our locations. Our occupational health and safety management system (OHSMS) is built around hazard identification, risk assessment, and incident investigation processes documented for all on-site personnel.

- Employees are required to report work-related injury or illness to the Admin Officer, who provides first aid and directs employees to appropriate medical treatment where needed.
- Facility-level safety committees guide the development of safety programmes, ensure employee participation in hazard identification and risk assessment, and are consulted on health and safety decisions; changes to the OHS management system are communicated through regular training.

Occupational Health & Safety (Continued)

- All team members participate in required safety training – including periodic refreshers and emergency drills – are expected to use required personal protective equipment, and are encouraged to speak up immediately about unsafe conditions.
- Non-occupational medical consultation is available, but employees are referred to their personal physician for treatment of non-occupational conditions except in emergencies.

No work-related injuries requiring hospital referral, and no work-related ill health, were identified through periodic medical checks during the reporting period.

Training and Education (GRI 404)

Our learning and development strategy focuses on building the skills and capabilities needed for Moglix’s technology-driven business, strengthening functional expertise, leadership capabilities, and digital skills. Through role-based training, knowledge sharing, and digital learning platforms, we support continuous learning and career development across our workforce.

In practice, this means structuring learning around the critical capabilities our business depends on—technology and digital skills, data and analytics, procurement and supply-chain expertise, and functional and leadership capabilities—rather than generic training alone. At the same time, we ensure employees across roles have access to relevant professional development and career-growth opportunities.

We offer a range of functional, technical, leadership, and professional development programs to support employee growth and business needs. Learning opportunities are designed to strengthen role-specific capabilities, digital skills, and leadership effectiveness, while supporting employees in building long-term careers with Moglix.

100%

Employees covered by our OHS management system

Avg. Training Hours/ Employees

9

Diversity and Equal Opportunity (GRI 405)

We are dedicated to building a culture of inclusion in which every team member feels valued, respected, and able to bring their true self to work.

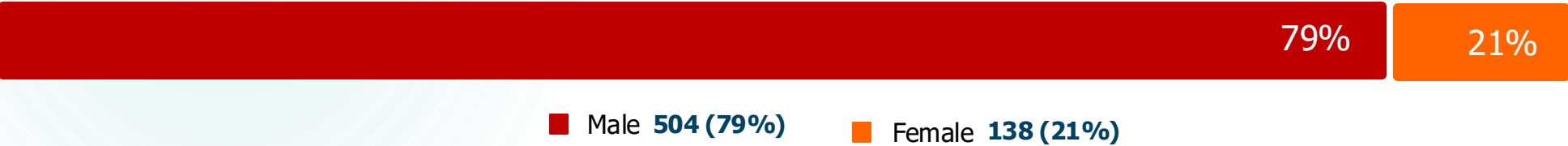
Board of Directors — Gender Composition



Managers/HODs — Gender Composition



Total Employees — Gender Composition



The ratio of basic salary and remuneration of women to men is treated as confidential and is not disclosed in this report.

Human Rights (GRI 406–411)

Our human rights strategy is aligned with the UN Guiding Principles on Business and Human Rights, focused on embedding human rights policies into the business, implementing due diligence to identify and mitigate impacts, providing remedy when needed, and communicating transparently with stakeholders. We do not tolerate violence, hate speech, harassment, or discrimination of any kind – including on the basis of gender, gender identity, race, colour, religion, age, national origin, sexual orientation, disability, veteran status, genetic information, or pregnancy – whether within our immediate workplace or beyond it.

✓	Non-discrimination	0 incidents
✓	Freedom of association	0 incidents
✓	Child labour	0 incidents
✓	Forced or compulsory labour	0 incidents
✓	Security personnel training	0 incidents
✓	Rights of Indigenous Peoples	0 incidents

Human Rights (GRI 406–411)- Continued

Topic	Reporting Period Outcome
Non-discrimination (406-1)	No incidents of discrimination identified
Freedom of association & collective bargaining (407-1)	Granted in accordance with local/national law; no incidents identified
Child labour (408-1)	No incidents identified
Forced or compulsory labour (409-1)	No incidents identified
Security personnel human rights training (410-1)	All security personnel trained
Rights of Indigenous Peoples (411-1)	No incidents identified

Local Communities (GRI 413)

In line with applicable law, we invest in partnerships and programmes across three impact areas: essential services, education for the future of work, and entrepreneurship, designed to ensure people have equitable opportunities to progress. No operations with significant actual or potential negative impacts on local communities were identified during the reporting period.

Impact Area	Focus
Essential Services	Supporting access to essential services in the communities surrounding our facilities, particularly around our largest delivery centre in Noida, Uttar Pradesh
Education for the Future of Work	Programmes aimed at building digital and technology skills relevant to the future workforce, connecting local talent pipelines to opportunity
Entrepreneurship	Support for small enterprises and equitable trade practices, consistent with our Sustainable Development Policy's commitment to fair economic growth

Supplier Social Assessment (GRI 414)

Supplier CSR assessment – including a self-assessment questionnaire, acceptance of our Supplier Code of Conduct, CSR terms in supplier contracts, and CSR audits – is integrated into our sourcing decisions. 3 new suppliers were screened using social criteria during the reporting period, and no negative social impacts in the supply chain were identified.

Customer Health & Safety, Marketing, and Privacy (GRI 416–418)

Customer health and safety impact assessment and product/service labelling requirements are not considered significant material topics for our current business context and are therefore not disclosed in detail in this report. Customer privacy and data protection, however, remain important to our technology-enabled B2B commerce model. We maintain appropriate information security to protect customer information. During the reporting period, we recorded no substantiated complaints concerning breaches of customer privacy or losses of customer data. No customer health & safety related incident is identified during the reporting period.

Certifications, Memberships & Recognition

External validation of our security, quality and sustainability commitments.

We believe independent, externally-verified standards are a more meaningful signal of commitment than self-certification alone. The table below consolidates the certifications, attestations and memberships referenced throughout this report.

Category	Certification / Membership
Information Security	ISO 27001
Quality Management	ISO 9001
Environmental	ISO 14001 systematic management of environmental impacts
Occupational Health & Safety	ISO 45001 training programme
Sustainability	EcoVadis
Industry Associations	Multiple manufacturing, B2B commerce, technology, supply chain associations



SECTION 09

GRI Content Index

A complete map of every disclosure in this report

GRI Content Index

Mogli Labs (India) Pvt. Ltd.has reported the information cited in this GRI content index for the period 1 April 2025 to 31 March 2026 with reference to the GRI Standards. External assurance was not obtained for this report.

Statement of Use

Mogli Labs (India) Pvt. Ltd. has prepared and reported the information presented in this GRI Content Index for the reporting period **1 April 2025 to 31 March 2026**, with reference to the **Global Reporting Initiative (GRI) Standards**. The disclosures have been developed with the objective of providing relevant, transparent and structured information on the Company’s material environmental, social and governance (ESG) impacts, initiatives and management practices during the reporting period.

The Company has applied **GRI 1: Foundation 2021** as the applicable GRI 1 Standard and has considered the relevant principles and requirements of the GRI Standards in determining and presenting its sustainability-related disclosures. The reporting approach is intended to provide stakeholders with a clear understanding of the Company’s sustainability priorities, practices and performance within the context of its business operations.

Mogli Labs (India) Pvt. Ltd. operates as a technology-driven B2B commerce and supply-chain organisation, enabling businesses to streamline procurement, access industrial products and improve supply-chain efficiency through digital platforms and technology-enabled solutions. Based on the nature of the Company’s activities and the GRI Standards applicable during the reporting period, no GRI Sector Standard has been identified as applicable to the Company’s business activities. Accordingly, the Company has reported its disclosures with reference to the applicable Universal Standards and relevant Topic Standards, where material to its operations and impacts.

GRI 2: General Disclosures 2021

GRI Code	Disclosure Title	Location in Report	Page	Requirement(s) Omitted	Reason	Explanation
2-1	Organizational details	About Mogli Labs (India) Pvt. Ltd.	10	–	–	–
2-2	Entities included in sustainability reporting	About this Report	7	–	–	–
2-3	Reporting period, frequency and contact point	About this Report	7	–	–	–
2-4	Restatements of information	About this Report	7	–	–	–
2-5	External assurance	About this Report	7	–	–	–
2-6	Activities, value chain and other business relationships	About Mogli Labs (India) Pvt. Ltd.	12	–	–	–
2-7	Employees	About Mogli Labs (India) Pvt. Ltd.	15	–	–	–
2-8	Workers who are not employees	About Mogli Labs (India) Pvt. Ltd.	15	–	–	–

GRI 2: General Disclosures 2021

GRI Code	Disclosure Title	Location in Report	Page	Requirement(s) Omitted	Reason	Explanation
2-9	Governance structure and composition	Governance	18	–	–	–
2-10	Nomination and selection of the highest governance body	Governance	18	–	–	–
2-11	Chair of the highest governance body	Governance	18	–	–	–
2-12	Role of the highest governance body in overseeing management of impacts	Governance	20	–	–	–
2-13	Delegation of responsibility for managing impacts	Governance	20	–	–	–
2-14	Role of the highest governance body in sustainability reporting	Governance	20	–	–	–
2-15	Conflicts of interest	Governance	22	–	–	–
2-16	Communication of critical concerns	Governance	23	–	–	–

GRI 2: General Disclosures 2021

GRI Code	Disclosure Title	Location in Report	Page	Requirement(s) Omitted	Reason	Explanation
2-17	Collective knowledge of the highest governance body	Governance	19	–	–	–
2-18	Evaluation of the performance of the highest governance body	Governance	19	–	–	–
2-19	Remuneration policies	Governance	25	–	–	–
2-20	Process to determine remuneration	Governance	25	–	–	–
2-21	Annual total compensation ratio	Governance	25	Full disclosure	Confidentiality constraints	Compensation ratio data is treated as commercially confidential and is not published.
2-22	Statement on sustainable development strategy	A Message from Leadership	5	–	–	–
2-23	Policy commitments	Governance	22	–	–	–
2-24	Embedding policy commitments	Governance	20	–	–	– SUSTAINABILITY REPORT FY 25-26

GRI 2: General Disclosures 2021

GRI Code	Disclosure Title	Location in Report	Page	Requirement(s) Omitted	Reason	Explanation
2-25	Processes to remediate negative impacts	Governance	20	–	–	–
2-26	Mechanisms for seeking advice and raising concerns	Governance	22	–	–	–
2-27	Compliance with laws and regulations	Governance	22	–	–	–
2-28	Membership associations	Governance	22	–	–	–
2-29	Approach to stakeholder engagement	Stakeholder Engagement & Materiality	26	–	–	–
2-30	Collective bargaining agreements	Governance	25	–	–	–

GRI 3: Material Topics 2021

GRI Code	Disclosure Title	Location in Report	Page	Requirement(s) Omitted	Reason	Explanation
3-1	Process to determine material topics	Stakeholder Engagement & Materiality	27	–	–	–
3-2	List of material topics	Stakeholder Engagement & Materiality	29	–	–	–
3-3	Management of material topics	Throughout – relevant topic sections	28	–	–	–

GRI 200: Economic Standards

GRI Code	Disclosure Title	Location in Report	Page	Requirement(s) Omitted	Reason	Explanation
201-1	Direct economic value generated and distributed	Not disclosed	31	Full disclosure	Not applicable	Assessed as not a material topic for Moglix's current business context.
201-2	Financial implications and other risks/opportunities due to climate change	Economic Performance & Responsible Business	31	–	–	–
201-3	Defined benefit plan obligations and other retirement plans	Not disclosed	31	Full disclosure	Not applicable	Assessed as not a material topic for Moglix's current business context.
201-4	Financial assistance received from government	Economic Performance & Responsible Business	31	–	–	–
202-1	Ratios of standard entry level wage by gender to local minimum wage	Economic Performance & Responsible Business	32	–	–	–
202-2	Proportion of senior management hired from local community	Economic Performance & Responsible Business	32	–	–	–

GRI 200: Economic Standards

GRI Code	Disclosure Title	Location in Report	Page	Requirement(s) Omitted	Reason	Explanation
203-1	Infrastructure investments and services supported	Economic Performance & Responsible Business	31	–	–	–
203-2	Significant indirect economic impacts	Economic Performance & Responsible Business	31	–	–	–
204-1	Proportion of spending on local suppliers	Economic Performance & Responsible Business	33	–	–	–
205-1	Operations assessed for risks related to corruption	Economic Performance & Responsible Business	34	–	–	–
205-2	Communication and training about anti-corruption policies	Economic Performance & Responsible Business	34	–	–	–
205-3	Confirmed incidents of corruption and actions taken	Economic Performance & Responsible Business	34	–	–	–
206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	Economic Performance & Responsible Business	34	–	–	–

GRI 200: Economic Standards

GRI Code	Disclosure Title	Location in Report	Page	Requirement(s) Omitted	Reason	Explanation
207-1	Approach to tax	Economic Performance & Responsible Business	34	–	–	–
207-2	Tax governance, control and risk management	Economic Performance & Responsible Business	34	–	–	–
207-3	Stakeholder engagement/management of tax concerns	Not disclosed	34	Full disclosure	Not applicable	Assessed as not a material topic for Moglix's current business context.
207-4	Country-by-country reporting	Not disclosed	34	Full disclosure	Not applicable	Assessed as not a material topic for Moglix's current business context.

GRI 300: Environmental Standards

GRI Code	Disclosure Title	Location in Report	Page	Requirement(s)) Omitted	Reason	Explanation
301-1 to 301-3	Materials used, recycled input, reclaimed products	Not disclosed	36	Full disclosure	Not applicable	Assessed as not a material topic for Moglix's current business context.
302-1	Energy consumption within the organization	Environmental Performance	37	–	–	–
302-2	Energy consumption outside of the organization	Not disclosed	37	Full disclosure	Not applicable	Assessed as not a material topic for Moglix's current business context.
302-3	Energy intensity	Environmental Performance	37	–	–	–
302-4	Reduction of energy consumption	Environmental Performance	37	–	–	–
302-5	Reductions in energy requirements of products/services	Environmental Performance	37	–	–	–

GRI 300: Environmental Standards

GRI Code	Disclosure Title	Location in Report	Page	Requirement(s) Omitted	Reason	Explanation
305-1	Direct (Scope 1) GHG emissions	Environmental Performance	39	–	–	–
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Performance	39	–	–	–
305-3	Other indirect (Scope 3) GHG emissions	Environmental Performance	39	–	–	–
305-4	GHG emissions intensity	Environmental Performance	40	–	–	–
305-5	Reduction of GHG emissions	Environmental Performance	40	–	–	–
305-6	Emissions of ozone-depleting substances (ODS)	Environmental Performance	40	–	–	–
305-7	NOx, SOx and other significant air emissions	Not disclosed	40	Full disclosure	Not applicable	Assessed as not a material topic for Moglix's current business context.

GRI 300: Environmental Standards

GRI Code	Disclosure Title	Location in Report	Page	Requirement(s) Omitted	Reason	Explanation
306-1	Waste generation and significant waste-related impacts	Environmental Performance	40	–	–	–
306-2	Management of significant waste-related impacts	Environmental Performance	40	–	–	–
306-3	Waste generated	Environmental Performance	40	–	–	–
306-4	Waste diverted from disposal	Environmental Performance	41	–	–	–
306-5	Waste directed to disposal	Environmental Performance	41	–	–	–
308-1	New suppliers screened using environmental criteria	Environmental Performance	41	–	–	–
308-2	Negative environmental impacts in the supply chain	Environmental Performance	41	–	–	–

GRI 400: Social Standards

GRI Code	Disclosure Title	Location in Report	Page	Requirement(s) Omitted	Reason	Explanation
401-1	New employee hires and employee turnover	Social Performance	43	–	–	–
401-2	Benefits provided to full-time employees	Social Performance	44	–	–	–
401-3	Parental leave	Social Performance	44	–	–	–
402-1	Minimum notice periods regarding operational changes	Social Performance	44	–	–	–
403-1	Occupational health and safety management system	Social Performance	44	–	–	–
403-2	Hazard identification, risk assessment, incident investigation	Social Performance	45	–	–	–
403-3	Occupational health services	Social Performance	45	–	–	–

GRI 400: Social Standards

GRI Code	Disclosure Title	Location in Report	Page	Requirement(s) Omitted	Reason	Explanation
403-4	Worker participation/consultation on OHS	Social Performance	44	–	–	–
403-5	Worker training on occupational health and safety	Social Performance	44	–	–	–
403-6	Promotion of worker health	Social Performance	44	–	–	–
403-7	Prevention/mitigation of OHS impacts from business relationships	Social Performance	44	–	–	–
403-8	Workers covered by an OHS management system	Social Performance	44	–	–	–
403-9	Work-related injuries	Social Performance	44	–	–	–
403-10	Work-related ill health	Social Performance	44	–	–	–

GRI 400: Social Standards

GRI Code	Disclosure Title	Location in Report	Page	Requirement(s) Omitted	Reason	Explanation
404-1	Average hours of training per year per employee	Social Performance	45	–	–	–
404-2	Programs for upgrading employee skills and transition assistance	Social Performance	45	–	–	–
404-3	Percentage of employees receiving regular performance/career reviews	Social Performance	45	–	–	–
405-1	Diversity of governance bodies and employees	Social Performance	46	–	–	–
405-2	Ratio of basic salary and remuneration of women to men	Social Performance	46	Full disclosure	Confidentiality constraints	Remuneration ratio data is treated as commercially confidential and is not published.
406-1	Incidents of discrimination and corrective actions taken	Social Performance	47	–	–	–

GRI 400: Social Standards

GRI Code	Disclosure Title	Location in Report	Page	Requirement(s) Omitted	Reason	Explanation
407-1	Operations/suppliers where freedom of association may be at risk	Social Performance	48	–	–	–
408-1	Operations/suppliers at significant risk for incidents of child labour	Social Performance	48	–	–	–
409-1	Operations/suppliers at risk for forced or compulsory labour	Social Performance	48	–	–	–
410-1	Security personnel trained in human rights policies	Social Performance	48	–	–	–
411-1	Incidents of violations involving rights of indigenous peoples	Social Performance	48	–	–	–
413-1	Operations with local community engagement and development programs	Social Performance	49	–	–	–
413-2	Operations with significant negative impacts on local communities	Social Performance	49	–	–	–

GRI 400: Social Standards

GRI Code	Disclosure Title	Location in Report	Page	Requirement(s) Omitted	Reason	Explanation
414-1	New suppliers screened using social criteria	Social Performance	49	–	–	–
414-2	Negative social impacts in the supply chain	Social Performance	49	–	–	–
415-1	Political contributions	Economic Performance & Responsible Business	34	–	–	–
416-1	Assessment of health and safety impacts of product/service categories	Not disclosed	49	Full disclosure	Not applicable	Assessed as not a material topic for Moglix's current business context.
416-2	Incidents of non-compliance concerning product/service health and safety	Social Performance	49	–	–	–
417-1 to 417-3	Marketing and labeling	Not disclosed	49	Full disclosure	Not applicable	Assessed as not a material topic for Moglix's current business context.
418-1	Substantiated complaints concerning breaches of customer privacy	Social Performance	49	–	–	–

Looking Ahead

This report represents the beginning, not the end, of our GRI-referenced sustainability journey. Over the next reporting cycle, our priorities are to establish comparative year-on-year baselines across all material metrics, deepen our Scope 3 emissions accounting, continue expanding renewable and green power procurement, and explore external assurance for key disclosures. We also intend to broaden stakeholder engagement in our next materiality assessment, incorporating more structured input from customers and suppliers alongside employees and industry associations.

We welcome feedback on this report. Comments, questions, or requests for further detail on any disclosure can be directed to the contact point listed below.



SECTION 10

Glossary & Contact Information

Key terms used in this report

Glossary

Term	Definition
GRI	Global Reporting Initiative — an independent international organization that provides the world's most widely used standards for sustainability reporting.
ESG	Environmental, Social and Governance — the three pillars used to assess an organization's sustainability performance.
Scope 1 Emissions	Direct greenhouse gas emissions from sources owned or controlled by the organization.
Scope 2 Emissions	Indirect greenhouse gas emissions from the generation of purchased electricity, steam, heating or cooling.
Scope 3 Emissions	All other indirect emissions occurring in an organization's value chain.
tCO ₂ e	Tonnes of carbon dioxide equivalent — a standard unit for measuring greenhouse gas emissions of varying global warming potential.



Glossary (Continued)

Term	Definition
Material Topic	A sustainability topic that represents an organization's most significant impacts on the economy, environment and people, including impacts on human rights.
OHSMS	Occupational Health and Safety Management System.
UNGC	United Nations Global Compact — a voluntary corporate sustainability initiative based on CEO commitments to implement universal sustainability principles.
SDG	Sustainable Development Goal — one of 17 global goals adopted by UN member states as a shared blueprint for peace and prosperity.

Contact Information

Reporting entity	Mogli Labs (India) Pvt Ltd
Headquarters	Noida, Uttar Pradesh, India
Sustainability report contact	sc-moglix@moglix.com
Corporate website	www.business.moglix.com

This report is published by Mogli Labs (India) Pvt. Ltd. and reflects information available as of the end of the reporting period. Forward-looking statements regarding future sustainability performance are subject to change based on evolving business conditions, regulatory developments, and data availability in future reporting cycles.

SUSTAINABILITY REPORT FY 25-26

Thank you!

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