ESG Policy

Contents

Abbreviations

E&S	Environmental and Social
EHS	Environment, Health, and Safety
EPF	Employee Provident Fund
ESI	Employee State Insurance
ESG	Environmental, Social & Governance
IFC	International Finance Corporation
IFC-PS	IFC E&S Performance Standards
ILO	International Labour Organization
IT	Information Technology
SAAS	Software as a Service
SAP	Systems, Applications & Products in Data Processing
SEP	Stakeholder Engagement Plan
WBG	World Bank Group

1 Introduction

1.1 About Arteria Technologies

Arteria Technologies Private Limited (“Arteria”, “Company”), is a founding member of SAP Co-Innovation Labs, Arteria focuses on digitizing and automating end-to-end supply chain networks, extending the capabilities of SAP systems. Arteria delivers its supply chain solutions through a cloud-based SaaS platform that enables seamless digital collaboration between corporates, suppliers, distributors, and financial institutions.

Arteria’s flagship product, FinessArt, is a technology platform that extends business processes beyond traditional boundaries. FinessArt provides solutions that extend the capabilities of SAP systems, and the key activity involves IT product development and implementation. which serves as a single network that brings together suppliers, transporters, subcontractors, warehouses, sales teams, and distributors. Its technologies are aimed at enabling businesses to streamline operations, improve supply chain visibility, facilitate digital payments, and provide access to automated financing solutions.

Arteria is committed to offer value centric products, ensuring that customers always derive measurable business benefits out of their SAP installations and their strategic intent focuses on being the most preferred partner for organizations in digitizing their supply chain networks.

1.2 Background to development of ESG Policy

The Company operates in the technology-driven supply chain and financial solutions sector, enabling seamless procurement, distribution, and financial transactions by connecting a wide network of stakeholders, including suppliers, customers, and financial institutions. Through its digital platforms, the Company enhances operational efficiency, transparency, and decision-making across business ecosystems.

As a technology-led organization operating at the intersection of enterprise software, data management, and financial technology, the Company recognizes that its business activities carry inherent environmental, social, and governance (ESG) risks. These risks and opportunities stem from software development, third-party vendor engagement, customer data management, and general office operations. The Company wishes to proactively manage these aspects in a manner that is consistent with its values and long-term growth strategy.

Accordingly, this ESG Policy has been developed to provide a structured framework for embedding responsible business practices across the Company’s operations and value chain.

1.3 Scope of the ESG Policy

The ESG Policy applies to:

- All Arteria Technologies offices and facilities,
- All employees, trainees/interns and contract workers engaged by the Company,
- All vendors and suppliers providing goods and services to the Company across categories such as IT, hardware, maintenance, facility management, security, recruitment, and consulting,

- Primary Supply Chain involved in the delivery of the Company's IT & Software Solutions, including implementation partners and system integrators.

1.4 Reference Framework

The ESG Policy of Arteria Technologies takes into consideration the following reference frameworks:

- Applicable local, national, and international environmental and social legislations, including all required licenses.
- International Finance Corporation’s Exclusion List & E&S Performance Standards (2012) (referred as IFC-PS)
- World Bank Group’s Environmental, Health & Safety Guidelines (EHS) – General
- International Labour Organization (“ILO”) Core Labour Standards and basic terms and conditions of employment

2 ESG Policy and Principles

2.1 ESG Policy Statement

The ESG Policy of Arteria Technologies states its commitment towards integrating ESG considerations in its business processes.

Arteria Technologies Environmental, Social & Governance Policy

Arteria Technologies is driven by a vision to digitize and automate end-to-end supply chain networks, enabling businesses to connect seamlessly with their suppliers, distributors, and financial partners. The Company's mission is to build technology platforms that simplify complex supply chain operations, improve visibility, and provide access to automated financing solutions. These objectives are underpinned by core values centered on innovation, customer focus, integrity, employee well-being, and responsible growth.

As a responsible technology provider operating at the intersection of enterprise software and financial technology, the Company integrates ESG considerations into its business decisions, product development, operational practices, and broader value chain.

Arteria Technologies is committed to:

- **Operate with Integrity:** Adhere to all applicable laws, industry norms, and investor expectations.
- **Address ESG Impact:** Actively identify, assess, and reduce environmental, social, and governance risks across all activities.
- **Reduce Environmental Footprint:** Enhance resource efficiency and ensure responsible handling of electronic waste.
- **Value People:** Foster a safe, healthy, and inclusive workplace for everyone.
- **Maintain Ethical Standards:** Uphold human rights and promote fair and respectful treatment in all interactions.
- **Promote Transparency:** Communicate openly with stakeholders and offer clear, accessible channels for grievances.
- **Safeguard Data:** Protect information with strong cybersecurity measures and privacy practices.
- **Commit to Quality:** Deliver safe, dependable products that meet global standards.
- **Practice Responsible Sourcing:** Encourage sustainable and ethical procurement throughout the supply chain.

Arteria Technologies will establish and maintain internal systems and organizational capacity to fulfill its Policy commitments.

Date: 22/06/2026

Authorized Signatory

Arteria Technologies

2.2 ESG Operational Principles

The ESG Policy is implemented through defined operational principles applicable to the Company's operations and relevant contractors and value chain partners.

Figure 1: Operational Principles of Arteria Technologies

A. <u>E&S Safeguards Compliance</u>

- Ensure compliance to appropriate international, national, state, and local environmental and safety norms and laws, listed in Section **1.4 - Reference Framework**
- Establish robust systems and strengthen organizational capacity to effectively implement and integrate standards and guidelines.
- Develop a structured process to identify environmental and social risks and impacts across the organization and its supply chain.
- Implement management programs to drive performance improvements and track actions taken to address identified E&S risks.
- For any occupied premises, verify availability of key permits and licences including any verification as part of property due diligence for future locations.
- Align operations with relevant industry best practices wherever applicable.

B. <u>Responsible Value Chain</u>

- Encourage responsible labour practices throughout the value chain, maintaining zero tolerance for child labour and forced labour.
- Acknowledgement from all third-party service providers, suppliers, and vendors to adhere to the Company's Code of Conduct and to include all applicable E&S clauses in their service agreements and vendor contracts.
- Ensure that contractors and business partners secure and maintain all necessary licences, permits, and statutory approvals, and comply with applicable labour laws.

- Establish a formal environmental and social risk assessment process to identify and evaluate ESG risks related to vendors, suppliers, and service partners.
- Continuously monitor the primary supply chain to detect emerging risks or incidents involving child labour, forced labour, or hazardous conditions.
- Procure components from authorized and qualified vendors, prioritizing products and services that meet recognized standards for quality, safety, durability, and environmental compliance.

C. Business & Service Excellence

- Ensure that employees, representatives, and business partners refrain from engaging in bribery, corruption, money laundering, or any form of terrorist financing.
- Implement effective controls and systems to prevent fraud and manage compliance and ethical risks.
- Uphold high service quality standards through dependable operations, ongoing improvement, and compliance with agreed performance expectations.
- Protect customer & partner data, and operational data through strong information security, privacy, and cybersecurity practices.

D. Workplace Well-being

- Prohibit child labour, forced labour, harassment, and all forms of discrimination.
- Promote fair employment conditions, equal opportunities, and a workplace free from discrimination based on gender, age, caste, disability, religion, or background.
- Implement appropriate health and safety measures for an office-based IT environment, including ergonomic workstations, fire safety preparedness, and basic first-aid provisions for all employees.
- As a B2B SaaS company specializing in supply chain digitization, health and safety obligations are primarily limited to ensuring a safe and conducive office working environment for its employees.
- Establish and maintain a documented emergency preparedness and response plan, including evacuation procedures, emergency contacts, and regular drills.
- Provide effective and accessible grievance redressal mechanisms for all employees and workers.
- Respect employees' rights to form or join worker associations to address workplace concerns, without fear of discrimination or retaliation.
- Develop and maintain a clear, documented process to manage collective layoffs or retrenchment in a fair and compliant manner.

E. Stakeholder Engagement

- Communicate environmental and social commitments to both internal and external stakeholders to foster shared understanding.

- Provide customers with transparent information on platform performance, data security, service levels, and resolution timelines through formally documented Service Level Agreements (SLAs).
- Implement the Stakeholder Engagement Plan (SEP) outlining methods of engagement, information disclosure, and reporting processes for employees, contract workers, clients, suppliers, and other relevant stakeholders.
- Create accessible channels for customers, workers, and partners to raise concerns or complaints related to product safety, service quality, or ESG issues.
- Share the ESG Policy and related procedures with all stakeholders in a clear and consistent manner.
- Deliver prompt service support, maintenance, and performance monitoring in line with contractual obligations and service commitments.

F. <u>Environmental Stewardship</u>

- Identify and manage environmental aspects linked to operations by improving efficiency in the use of energy, water, and other materials across all activities.
- Ensure proper handling, storage, and disposal of electronic waste, batteries (where applicable) and other types of waste in compliance with relevant environmental regulations.

G. <u>Business Ethics</u>

- Maintain zero tolerance for bribery, corruption, facilitation payments, kickbacks, and money laundering.
- Uphold ethical business practices in all client relationships.
- Maintain a structured whistleblowing mechanism aligned with the scale and risk profile.
- Establishing mechanisms to counter fraud and unethical business conduct.
- Implement a robust information security framework to protect sensitive data through adequate measures.

3 ESG Policy Implementation

3.1 Procedures for Implementation

The following policies and procedures provide a structured framework to operationalize the Company's ESG commitments by guiding their implementation across key functions and stakeholder interactions:

#	Arteria's Policies & Procedures	Description
1.	Environmental and Social Policy	Applicable to all stakeholders - employees, investors, and regulators. Establishes overarching commitments on labour rights, environmental safety, ethical conduct, and forming the foundation for all E&S practices.
2.	Human Resource Manual	Designed for all employees including full-time, part-time, and interns. Covers the complete employment lifecycle - hiring, leave, conduct, grievance redressal, performance, and exit ensuring consistent and fair people management.
3.	Emergency Preparedness & Response System	Protects all personnel at the corporate office. Covers fire safety infrastructure, evacuation procedures, and mock drills to safeguard employees from manmade and natural emergency situations.
4.	Minimum Wages Compliance	Applicable to all on-roll and contract employees. Ensures statutory minimum wage entitlements and working hour limits, providing basic income protection, and preventing exploitation.
5.	EPF Compliance	Applicable to all eligible employees and contract workers. Mandates monthly provident fund contributions to secure employees' long-term financial well-being and retirement savings.
6.	ESI Compliance	Relevant to employees earning below ₹21,000/month or as may be applicable from time to time. Provides a social security safety net covering medical, sickness, and disability benefits for lower-income workers
7.	Payment of Bonus	Applicable to eligible employees based on salary thresholds. Recognizes employee contribution through annual statutory bonus payments, supplementing annual income.
8.	Payment of Gratuity	Applicable to employees completing five or more years of service. Provides a lump-sum retirement benefit, rewarding long-term loyalty and ensuring financial security upon exit, as per applicable laws.

9.	Equal Remuneration Policy	Applicable to all employees regardless of gender. Ensures pay is determined solely by qualifications, experience, and performance, eliminating gender-based pay disparity.
10.	Maternity Benefit Policy	Specifically for female employees during pregnancy and post-childbirth. Covers paid maternity leave entitlements, protecting job security and income continuity for women in the workforce.
11.	POSH Policy	Applicable to all women employees across the organization. Covers prevention, prohibition, and redressal of sexual harassment through a constituted IC, ensuring a safe and dignified workplace.
12.	Leave Policy	Applicable to all on-roll employees of Arteria. Defines entitlements for various types of leave (e.g., casual, sick, earned leave), supporting employee well-being, work–life balance, and compliance with applicable labour regulations.
13.	Health & Safety Policy	Applicable to all employees and visitors at Arteria office locations. Establishes appropriate health and safety measures for an office-based IT environment, including ergonomic workstation practices, fire safety preparedness, and basic first-aid provisions, ensuring a safe and healthy workplace.
14.	Employee Grievance Redressal Policy	Applicable to all employees including contract and part-time staff. Provides a structured mechanism through surveys, complaint boxes, or direct email for raising workplace concerns and ensuring timely resolution.
15.	Supply Chain Management	Directed at vendors, contractors, and the primary supply chain. Covers E&S expectations including prohibition of child and forced labour, extending Arteria's ethical standards beyond its own operations.
16.	E-Waste Management	Addresses environmental protection and regulatory compliance needs. Covers responsible disposal of electronic waste through authorized vendors, minimizing toxic material impact.
17.	Solid Waste Management	Aimed at facility-level environmental hygiene. Covers segregation of dry and wet waste and safe handling practices, reducing health risks and supporting the municipal waste system.
18.	Data Privacy & Information Security Policy	Designed for customers, clients, and business partners sharing sensitive data with Arteria. Covers confidentiality, risk management, and access control -

		critical given Arteria's role as a B2B SaaS and supply chain platform handling financial and enterprise data.
19.	Customer Grievance Redressal (SLA)	Designed for Arteria's B2B clients experiencing product or service issues. Covers a structured grievance redressal mechanism with issue assessment, prioritization, escalation, and resolution, supporting customer satisfaction and service continuity.

3.2 Approval and Communication

The ESG Policy and Principles have been presented to the Board and Investors and duly approved. The ESG Policy shall be applicable to all business operations and services rendered by the Company from June 22, 2026.

The signed ESG Policy statement shall be prominently displayed at Arteria Technologies offices and communicated to employees through induction and training programs. It shall be communicated to other relevant stakeholders, such as investors, shareholders, business partners, and service partners as relevant and requested. The ESG Policy shall also be made available on Arteria Technologies official website to ensure transparency and easy access for all external stakeholders.

3.3 ESG Policy Implementation

All employees both direct and indirect (those engaged through third parties) are expected to conduct themselves in accordance with the ESG Policy in letter and spirit.

The designated ESG Manager (as designated by the ESG committee)will be responsible for maintaining oversight on overall implementation of the ESG Policy, while the respective functional heads will be responsible for implementation of the ESG requirements within their operations. Arteria Technologies will maintain adequate resources and conduct periodic training to build capacity for effective implementation.

3.4 ESG Policy Review and Update

The ESG Policy will be reviewed after the first year of implementation and thereon once every two years or when there is a major operational change by the top management, to ensure its continuing suitability, adequacy and effectiveness.