



2025

Sustainability Report

Our Commitment to **Sustainable**
and **Inclusive Growth**

Forward-Looking Commitment – 2026

As we move into 2026, Solunus will focus on strengthening impact and accountability across our sustainability agenda.

Our priorities include advancing cleaner and more sustainable energy practices, deepening investment in employee learning and leadership development, strengthening inclusive growth and well-being, expanding meaningful community engagement, and enhancing ESG governance and data maturity.

Through continued collaboration with our employees, clients, partners, and communities, we remain committed to building responsible technology solutions and contributing to a more inclusive and sustainable future.



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Salesforce Values & UN SDGs



SDG 3: Good Health & Well-being

Employee wellness, preventive healthcare, and mental well-being initiatives.



SDG 5: Gender Equality

Inclusive hiring, leadership development, and initiatives such as SheSquad.



SDG 8: Decent Work & Economic Growth

Fair employment practices, learning, and future-ready skills.



SDG 12: Responsible Consumption & Production

Digital-first operations and responsible technology procurement.



SDG 13: Climate Action

Energy-efficient IT, cloud-first strategy, and reduced travel footprint.



SDG 16: Peace, Justice & Strong Institutions

Ethical governance, data privacy, and transparency.

Message from our CEO



“At Solunus Technologies, sustainability is a strategic commitment that shapes how we lead, innovate, and create long-term value. As a technology organization operating in a rapidly evolving digital landscape, we believe that sustainable growth must be responsible, inclusive, and purpose driven.”

In 2025, we strengthened this commitment by embedding Environmental, Social, and Governance (ESG) principles across our operations, people practices, and technology delivery. Guided by Salesforce’s core values of Trust, Sustainability, Equality, and Innovation, we focused on building ethical systems, empowering our people, protecting data and privacy, and adopting digital-first practices that reduce environmental impact.

Our approach to sustainability reflects a broader responsibility—to our employees, whose growth and well-being define our culture; to our clients and partners, who trust us to act with integrity; to the communities we engage with; and to the planet, whose future we are committed to safeguarding. We view sustainability not as a destination, but as an ongoing journey—one that strengthens resilience, builds trust, and creates shared value over the long term.

SUDHAKAR PENNAM
CEO

Our Approach to Sustainability

In 2025,

In 2025, Solunus Technologies strengthened its commitment to sustainable growth by embedding Environmental, Social, and Governance (ESG) principles across business operations, people practices, and technology delivery.

As a Salesforce Crest Partner, Solunus aligns its sustainability strategy with Salesforce's Trust, Sustainability, and Equality values while responding to evolving stakeholder expectations.

This report outlines our sustainability governance, measurable outcomes, and long-term commitments across climate responsibility, inclusive growth, ethical business practices, and community impact.

Our Sustainability Vision

To integrate economic performance with environmental care and social responsibility, contributing to long-term well-being for people, communities, and the planet.



Sustainability Framework

Our sustainability efforts are structured around three pillars:

**Planet
(Environmental
Stewardship)**

**People (Social
Responsibility)**

**Governance (Ethical
& Transparent
Business Practices)**

Planet – Environmental Stewardship

At Solunus, environmental responsibility is approached through intentional design of our operations, technology choices, and workplace practices.

We continue to strengthen our Green IT framework by prioritizing energy-efficient infrastructure, responsible device lifecycle management, and optimized power usage across our offices.



Our continued shift toward a digital-first operating model has reduced dependency on physical resources.

By embedding paperless workflows and cloud-based systems, we enable efficient operations while supporting long-term environmental stewardship.

- **Green Infrastructure & Sustainable Cloud Enablement:** Our cloud-first and virtualized technology strategy minimizes physical infrastructure requirements, reduces redundant environments, and aligns with providers demonstrating strong sustainability commitments.
- **Responsible Technology Procurement:** Sustainability considerations are integrated into IT procurement, with a focus on durable, repairable equipment and extended device life cycles.
- **Digital-First & Paper-Reduced Operations:** Digital documentation, e-signatures, and automated workflows are encouraged to minimize paper usage. Where printing is unavoidable, efficiency measures are applied.
- **Climate-Conscious Work Models:** Hybrid and remote work enablement reduces travel-related environmental impact while maintaining productivity and collaboration.
- **Software & System Optimization:** Applications and systems are optimized by removing unused software, streamlining services, and monitoring performance to reduce resource strain and ensure efficient, secure environments.
- **Environmental Awareness & Continuous Improvement:** Environmental stewardship is reinforced through awareness, shared responsibility, and continuous improvement, with IT teams actively contributing to sustainability initiatives.

People – Social Responsibility

Initiatives such as SheSquad support women's growth, while certifications, cross-functional learning, and clear career pathways enable long-term career progression.

In-office knowledge sessions inspired by global events such as Dreamforce provide employees with access to emerging Salesforce innovations and industry best practices.

Health, Well-being & Employee Care

Employee well-being at Solunus is approached holistically, addressing physical health, mental wellness, and preventive care. Guided fitness sessions, free eye screening camps, and expert-led awareness programs on lifestyle-related conditions such as diabetes and cancer empower employees to prioritize long-term health.

Inclusive Growth, Diversity & Belonging

Diversity and inclusion are embedded in Solunus' values and leadership practices. We foster an environment where individuals from diverse backgrounds can thrive and contribute meaningfully.

Learning, Development & Career Enablement

Solunus ensures equitable access to learning, mentorship, and leadership development.



Governance – Ethical & Transparent Business Practices



Ethical Conduct & Responsible Business

Ethical conduct forms the foundation of trust and long-term value creation at Solunus. Clearly defined policies, leadership accountability, and consistent standards guide our relationships with clients, partners, and suppliers.



Transparency, Accountability & ESG Reporting

Solunus continues to strengthen internal reporting mechanisms and integrate ESG considerations into business reviews. This report marks a key step toward structured and ongoing ESG communication.



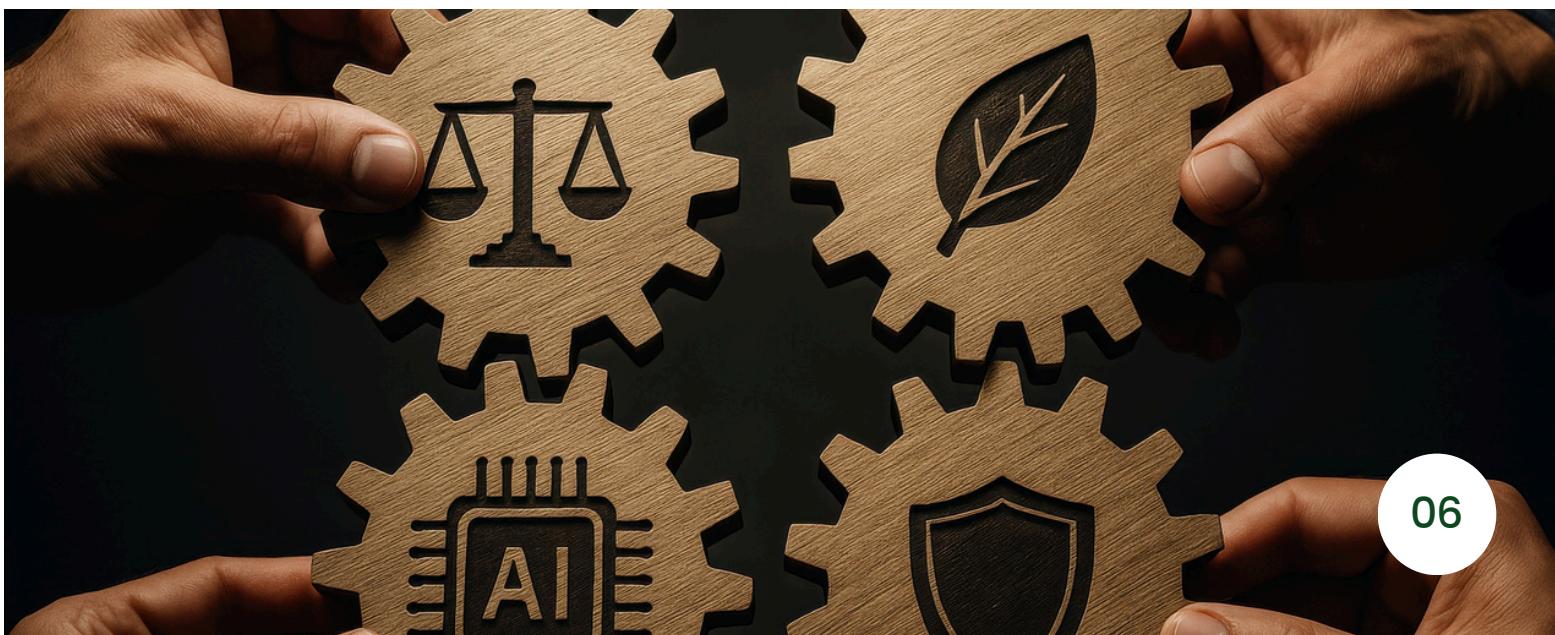
Cybersecurity, Data Privacy & Trust

Robust cybersecurity practices, secure system design, continuous monitoring, and risk assessment protect client, employee, and partner data, reinforcing trust across our ecosystem.



Governance Maturity & Continuous Improvement

Governance at Solunus is continuously reviewed and strengthened to align with regulatory expectations, industry standards, and organizational growth.



Vision 2026 – Looking Ahead

- As Solunus moves into 2026, sustainability focus shifts from foundational practices to strengthening impact, accountability, and long-term resilience.
- Advance adoption of cleaner and more sustainable energy practices.
- Deepen investment in employee learning, leadership development & future-ready skills.
- Strengthen inclusive growth and well-being initiatives.
- Expand community engagement through education, healthcare, and digital enablement.
- Enhance ESG governance, transparency, and data maturity.
- Sustainability is a shared responsibility. Through collaboration with employees, clients, partners, and communities, Solunus remains committed to building responsible technology solutions and contributing to a more inclusive and sustainable future.

Disclaimer

This Sustainability Report is intended to provide transparency into Solunus Technologies Pvt. Ltd.'s environmental, social, and governance (ESG) initiatives. The data and statements presented are based on internal assessments and reasonable assumptions. Forward-looking statements reflect current expectations and may vary due to external and internal factors. This report does not constitute legal, financial, or investment advice.

Thank you for supporting our ongoing efforts to contribute to the Sustainable Development Goals (SDGs).



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