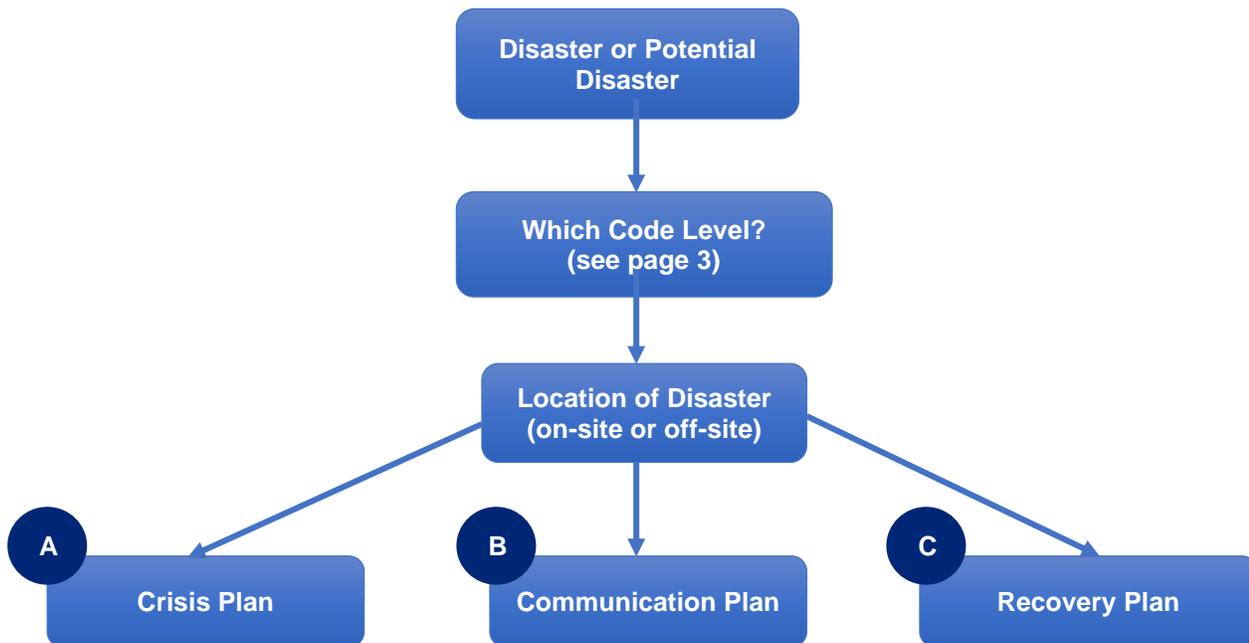


## GENERAL

- This BCP Policy applies to PERSOL ASIA PACIFIC PTE LTD (“Company” or “PAPAC”) and its subsidiaries to mitigate and handle risk from potential disasters that include:
  - Natural disasters such as typhoon, floods, blizzards, earthquakes and fire
  - Power and energy disruptions
  - Environmental disasters such as pollution and hazardous materials spills
  - Cyber-attacks and hacking activity
  - Terrorism, military action
  - Strike
  - Internal fraud
  - Data theft
  - Mass exodus
  - Pandemic planning
  - IT system failure (internal system and vendor management)
  - Accident e.g., plant explosion
2. This BCP Policy contains all the clauses of the RHQ BCP Policy along with customizations for India wherever applicable.
3. The overall process flow upon the occurrence of a disaster is as follows:



Version 3.1

Issue Date: 1 Oct 2025

S/No: Legal-12

**ANNEX 1**

**CONTACT LIST FOR COUNTRY: India**

**LOCAL BCP LEADERS CONTACTS**

<b>Location</b>	<b>BCP Leader Name</b>	<b>Title</b>
Gurgaon	XXXXXXXXXXXXXX	CFO – India
Gurgaon	XXXXXXXXXXXXXX	Manager – Admin & Procurement
Bengaluru	XXXXXXXXXXXXXX	Director – Human Resources
Mumbai	XXXXXXXXXXXXXX	Associate Director - Commercial Temp Operations
Mumbai	XXXXXXXXXXXXXX	Team Lead – Client Servicing
Pune	XXXXXXXXXXXXXX	Manager – Operations
Chennai	XXXXXXXXXXXXXX	Branch Manager - Chennai
Chennai	XXXXXXXXXXXXXX	Manager - Contract Operations
Hyderabad	XXXXXXXXXXXXXX	Senior Operations Head - Staffing Solutions (IT)
Hyderabad	XXXXXXXXXXXXXX	Manager - Compliance

**EMPLOYEE EMERGENCY CONTACTS (INCLUDING OFF-SITE EMPLOYEES)**

Maintained by HR in the Sharepoint which is backed up regularly

Evacuation meeting place is for each country/location is maintained by the local administrators.