

23<sup>rd</sup> September, 2025

National Stock Exchange of India Limited  
Exchange Plaza, Bandra Kurla Complex, Mumbai  
Kind Attn: Manager, Listing Department  
Stock Code - SONATSOFTW

BSE Limited  
P.J. Towers, Dalal Street, Mumbai  
Kind Attn: Manager, Listing Department  
Stock Code - 532221

Dear Sirs/Madam,

**Sub: Update on U.S. H1B Visa Regulation Changes**

Following the Proclamation issued by the Government of the United States on September 19, 2025, and the accompanying Memorandum dated September 20, 2025, introducing a one-time fee of US\$100,000 per new H-1B petition, Sonata Software has reviewed the potential implications on its financials and operations. Our assessment is as follows:

- **Minimal Business Impact:** H-1B visa utilization within Sonata Software is not material. Existing deployed H-1B employees and contractors remain unaffected.
- **Service Continuity Assured:** The Company's sustained investments in workforce planning, visa compliance, global mobility, and local hiring ensure uninterrupted client service. Further, Sonata's strategic focus on expanding local and nearshore delivery centers continues to strengthen resilience in our global delivery model and aligns with our Modernization Engineering value proposition.

The Company is closely monitoring regulatory developments and will provide timely updates should there be any changes requiring client or stakeholder attention. This intimation is also available on the Company's website at [www.sonata-software.com](http://www.sonata-software.com).

Thanking you,

Yours faithfully  
For **Sonata Software Limited**

**Mangal Kulkarni**  
**Company Secretary, Compliance Officer and Head Legal**