

**Coforge**

Sustainability Report  
2024-25



GROWTH  
WITH  
PURPOSE

# Growth with purpose

At Coforge, growth is not just about numbers; it is more about creating an impact that lasts. While profitability remains a priority, we see it as part of a larger journey, one that advances environmental stewardship, social responsibility and sound governance.

Our strategy reflects this belief. Sustainability is embedded at every step, championed by our leadership, shaped through active engagement with our stakeholders and strengthened by robust governance. By aligning our financial success with tangible social and environmental outcomes, we aim to create shared prosperity.

A clear conviction continues to guide us: every business milestone must contribute to a more inclusive and equitable future. With innovation, transparency and accountability at the heart of our actions, we are driving growth with a greater purpose – delivering enduring value to our customers, employees, investors and the communities we serve.



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# About the report

## Our commitment to transparent communication

This is Coforge's Sustainability Report for the fiscal year 2024-25 (FY25), which highlights our performance and commitment towards sustainable development, covering a range of environmental, social and governance (ESG) aspects. This report provides an overview of our sustainability practices, goals and achievements, offering stakeholders an in-depth insight into the progress we have made towards building a more sustainable future.

### Reporting period

The information, performance indicators and achievements detailed in this report pertain to the fiscal year from April 1, 2024, to March 31, 2025. We have included relevant comparisons with the previous years to provide a comprehensive understanding of our performance trends and progress.

### Reporting principles and standards

This report has been prepared following globally recognised sustainability reporting frameworks and standards, including the Global Reporting Initiative (GRI) Standards 2021, which provide the foundation for disclosing material ESG issues. In preparing the report, we have adhered to the Reporting Principles as outlined by the GRI and have considered the Universal Standards, Topic Standards and the Integrated Reporting Framework.

As part of our commitment to enhancing transparency and accountability, we aim to align our sustainability reporting with the IFRS S2: Climate-related Disclosures, in the future.

# Alignment with the UN SDGs

	SDG	Action
SDG 1	No poverty	<ul style="list-style-type: none"> <li>• <b>Community development:</b> Our partnership with BAIF created an integrated livelihood approach to enhance the income and food security of over 10,000 villagers affected by fluoride contamination, including marginalised and underserved communities.</li> </ul>
SDG 2	Zero hunger	<ul style="list-style-type: none"> <li>• <b>Agricultural support:</b> We supported commercial cultivation in fluoride-affected areas and promoted organic farming. These efforts helped improve food security and sustainable agricultural practices.</li> </ul>
SDG 3	Good health and well-being	<ul style="list-style-type: none"> <li>• <b>Healthcare initiatives:</b> We implemented various healthrelated projects, which included providing healthcare support to specially abled children and their families. Also, we organised health camps for screening and evaluation.</li> <li>• <b>Employee well-being:</b> To safeguard the health and well-being of our employees, we extended comprehensive health and accident insurance and complemented this with wellness programmes, including the establishment of an employee welfare trust.</li> </ul>
SDG 4	Quality education	<ul style="list-style-type: none"> <li>• <b>Public library:</b> Our flagship CSR initiative, The Coforge Public Library, provided individuals from all walks of life with the opportunity to access knowledge, learn and grow.</li> <li>• <b>Educational support:</b> <ul style="list-style-type: none"> <li>• We set up STEM labs, offered higher-education sponsorships and established the Coforge Data &amp; AI Lab at IIT-BHU, Varanasi, to enable students and researchers to learn the best models of AI and apply them to solve pressing social problems.</li> <li>• We supported Vidya &amp; Child to provide educational support to marginalised children.</li> <li>• We sponsored Udayan ITVT Centres to provide high-quality vocational training to underserved adolescents</li> </ul> </li> </ul>
SDG 5	Gender equality	<ul style="list-style-type: none"> <li>• <b>Educational support:</b> <ul style="list-style-type: none"> <li>• We supported the Udayan Shalini Programme to provide educational and holistic support to adolescent girls.</li> <li>• We sponsored female students for an AI-related Data Science Course at the Women in Technology (WIT) Roundtable 2024.</li> </ul> </li> <li>• <b>Women entrepreneurship:</b> We sponsored programmes run by CYDA for women entrepreneurs from marginalised backgrounds to start their small-scale businesses.</li> </ul>
SDG 6	Clean water and sanitation	<ul style="list-style-type: none"> <li>• <b>Clean water:</b> Our partnership with BAIF focused on widening access to clean water and fostering economic empowerment.</li> <li>• <b>Training:</b> We trained 5,000 sanitation workers across our operational locations and provided safety gear.</li> </ul>
SDG 7	Affordable and clean energy	<ul style="list-style-type: none"> <li>• <b>Increasing RE share:</b> We transitioned our Greater Noida campus to 100% green energy and recorded onsite solar power generation of 53,280 kWh in FY25. 100% of our fleet runs on CNG.</li> </ul>
SDG 8	Decent work and economic growth	<ul style="list-style-type: none"> <li>• <b>Employment and skill development:</b> Coforge's digital skilling interventions, entrepreneurship training and formal education programmes for students helped create decent work opportunities and fostered economic growth.</li> <li>• We follow ethical business practices by ensuring fair wages and remuneration and provided a safe, healthy working environment that supported sustainable growth. These commitments were upheld through our Code of Conduct, Supplier Code of Conduct and Human Rights policies.</li> <li>• Several of our CSR initiatives supported vocational training and created livelihood opportunities for underserved communities.</li> </ul>

	SDG	Action
SDG 9	Industry, innovation and infrastructure	<ul style="list-style-type: none"> <li>• <b>Technological innovation:</b> We leveraged emerging technologies such as AI, cloud computing and data analytics to drive business transformation and innovation. We also invested significantly in building digital infrastructure and capabilities.</li> <li>• <b>Partnerships:</b> Collaborations with leading technology platforms, including Microsoft, AWS and Google, enhanced our ability to deliver innovative solutions.</li> </ul>
SDG 10	Reduced inequalities	<ul style="list-style-type: none"> <li>• <b>Equality and belongingness:</b> We promoted diversity, inclusion and belongingness within our workforce by providing equal opportunities regardless of gender, disability, or background. In FY25, the number of female employees more than doubled compared to FY24.</li> </ul>
SDG 11	Sustainable cities and communities	<ul style="list-style-type: none"> <li>• <b>Community development:</b> We undertook several initiatives for our local communities, including waste segregation and management, biodiversity park development, pond rejuvenation and the improvement of public spaces.</li> </ul>
SDG 12	Responsible consumption and production	<ul style="list-style-type: none"> <li>• <b>Circular practices:</b> We implemented stringent solid and liquid waste management practices across all locations, followed circular practices and undertook compost production at our Greater Noida campus.</li> </ul>
SDG 13	Climate action	<ul style="list-style-type: none"> <li>• <b>Nature and biodiversity:</b> We carried out initiatives such as tree plantation, biodiversity park development, pond rejuvenation, soil conservation and reducing pesticide use.</li> <li>• <b>Energy and water:</b> Across our offices, we introduced energy efficiency measures, installed solar panels and adopted water conservation practices, including rainwater harvesting.</li> </ul>
SDG 15	Life on land	<ul style="list-style-type: none"> <li>• <b>Afforestation and sustainable agriculture:</b> <ul style="list-style-type: none"> <li>• We conducted afforestation drives, including setting up a biodiversity park.</li> <li>• We promoted organic farming and trained farmers to enhance green cover, protect terrestrial ecosystems and conserve soil.</li> <li>• We supported two organisations that provide medical care and shelter for stray dogs.</li> </ul> </li> </ul>
SDG 16	Peace, justice and strong institutions	<ul style="list-style-type: none"> <li>• <b>Ethical business practices:</b> We implemented a robust Anti-Corruption Policy, ensuring transparency in our operations and building a culture of integrity across our value chain. We have ensured the presence of strong whistleblower mechanisms for employees to report unethical practices.</li> <li>• <b>Responsible supply chain:</b> We have implemented a Supplier Code of Conduct, Human Rights Policy and the Modern Slavery Act to ensure that human rights are upheld across our Company and value chain.</li> </ul>
SDG 17	Partnership for the goals	<ul style="list-style-type: none"> <li>• <b>Collaborative efforts:</b> <ul style="list-style-type: none"> <li>• We collaborated with various NGOs and community organisations to implement our CSR projects effectively. These partnerships helped amplify the impact of our initiatives and contributed to the SDGs.</li> <li>• Coforge is also a part of various trade and industry associations, which allowed us to promote the exchange of knowledge and best practices across the industry.</li> </ul> </li> </ul>



# Scope and boundary

The report covers the sustainability performance of Coforge Ltd. at a standalone level. It addresses key environmental, social and governance (ESG) impacts within our direct operations, as well as those of our subsidiaries and joint ventures where applicable.

## Reporting suit

This Sustainability Report is part of Coforge's broader reporting suite. It should be read in conjunction with other relevant reports, such as the Annual Report, to gain a full understanding of our governance, financial and sustainability performance.

[Annual Report FY2024-25](#)



## Assurance

We are committed to providing an accurate and fair portrayal of our sustainability efforts and the information has undergone appropriate internal reviews. A third-party assurance of non-financial data has been conducted by Bureau Veritas (India) Pvt. Ltd. to enhance the credibility of our disclosures. This independent assurance ensures that our sustainability data meets established standards for reliability and transparency.

## Forward-looking statements

Certain statements in this report are forward-looking and reflect our current expectations regarding market conditions, future performance, strategic initiatives and goals. These statements include terms such as "expects," "anticipates," "intends," "may," "will," and "believes." While these statements are based on reasonable assumptions, actual outcomes may differ due to unforeseen circumstances, risks and changes in external factors.

## Registered office and corporate headquarters

Our registered office is located at Plot No. 13, Udyog Vihar, Phase-IV, Sector-18, Palam Road, Gurugram - 122015, Haryana, India  
Our corporate headquarters is located at Plot No TZ 2 & 2A, Sector Tech Zone, Greater Noida, Gautam Buddha Nagar, UP-201308

# The year in review

## Financial

**₹ 120,507 million**

Revenue

**₹ 18,312 million**

EBITDA

**₹ 9,635 million**

PAT

## Environmental

**100%**

renewable energy at the  
Greater Noida campus

**85%**

of all lighting has been  
upgraded to LED

**100%**

E-waste  
recycled

**100%**

recycling of wastewater at our  
Greater Noida and Kolhapur  
campuses

## Social

**65%**

Net Promoter Score  
(NPS)

**81%**

employees covered in skill  
upgradation training

**6.7K+**

students benefitted from  
education CSR projects

**1K**

women benefitted from skill  
development CSR projects

## Governance

**17%**

Women Directors

**67%**

Board independence

**Zero**

Cases of data and privacy  
breaches

**Zero**

Incidents of conflict of  
interest



# Awards & Recognitions

## Sustainability



Recognised by ET Edge for 'Championing green business practices' and received the 'Sustainable Organisation 2025' Award

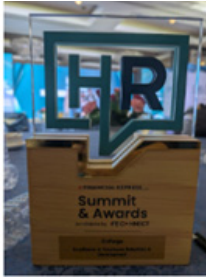
## Employee engagement



Recognised as one of the 'Most Preferred Workplaces 2024-25' for the third time in a row by Marksmen Daily



Certified 'Great Place to Work' for the third time



Received the Gold Award for 'Excellence in Employee Retention & Development' at the inaugural Financial Express HR Summit and Awards 2025



Won the Silver Award for 'Best Corporate Learning University' at the ET HR World Future Skills Awards 2025



Won the Silver Award for 'Excellence in CSR & Social Impact Initiatives' at the inaugural Financial Express HR Summit and Awards 2025

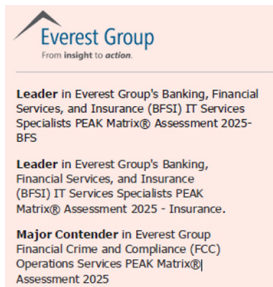


Recertified as one of the 'Leadership Factories of India' for exceptional Leadership Capability Development practices by the Great Manager Institute's proprietary Leadership Capability Maturity Model

## Governance and service delivery



Leader in IT services Insurance



Leader in Everest Group's Banking, Financial Services and Insurance (BFSI) IT Services



NelsonHall's ServiceNow Services 2025  
NEAT

- **Leader** in Overall ServiceNow Services
- **Leader** in the Creator Workflow Services
- **Leader** in the Customer and Industry Workflow Services
- **Innovator** in the Employee Workflow Services
- **Innovator** in the Technology Workflow Services

**Major Player** within the Mortgage & Loan Services 2025 NEAT in five market segments :

- Overall
- Operations Services
- Process Automation Services
- AI & Analytics Services
- Professional Services market segments

## Leader in Overall ServiceNow Service



ISG Provider Lens™ Study for **Salesforce Ecosystem Partners** 2025

- **Leader** - Implementation Services for Core Clouds and AI Agents — Midmarket- US region
- **Leader** - Implementation Services for Core Clouds and AI Agents — Midmarket- UK region
- **Leader** - Managed Application Services — Midmarket- US region

**Leader** in ISG Duck Creek Services Ecosystem 2025 — Global Region

ISG Provider Lens™ study for **Digital Engineering Services** 2025 — Europe, U.S.

- **Product Challenger** - Platform and Application Services - US and UK region
- **Product Challenger** - Intelligent Operations, Design & Development, Integrated Customer/User engagement - US region

**Product Challenger** in Global Capability Center (GCC) Services 2025 ISG Provider Lens™ Study

## Leader - Implementation Services for Core Clouds and AI Agents — Midmarket- US region



ISG Provider Lens™ Study for **ServiceNow Ecosystem Partners** 2025

- **Rising Star** - ServiceNow Consulting and Implementation Services - US region
- **Product Challenger** - ServiceNow Consulting and Implementation Services - APAC and Europe regions
- **Rising Star** - ServiceNow Managed Services - APAC region
- **Product Challenger** - ServiceNow Managed Services - US and Europe region
- **Product Challenger** - Innovation on ServiceNow - APAC and US region

**Snowflake Ecosystem Partners** - 2025 ISG Provider Lens™ Study

- **Product Challenger** - Snowflake Managed and Support Services - Europe
- **Rising Star** - Snowflake Managed and Support Services - US
- **Product Challenger** - Snowflake Consulting and Advisory Services - US & Europe
- **Product Challenger** - Snowflake Implementation Services - US & Europe

## ISG Provider Lens - Rising Star – ServiceNow Consulting and Implementation Services - US region

AVASANT

**Leader** in Avasant Airlines and Airports Digital Services RadarView™ report

**Challenger** in Avasant Banking Digital Services 2025 RadarView™

**Challenger** in Avasant Applied AI Services 2024–2025 RadarView™

## Leader in Avasant Airlines and Airports Digital Services RadarView

## Innovation

HFS

**Enterprise Innovator** in HFS Horizons for Intelligent Retail and CPG Ecosystems, 2025

## Enterprise Innovator in HFS Horizons for Intelligent Retail and CPG Ecosystems, 2025

# Making bold strides towards a sustainable future



Dear Stakeholders,

At Coforge, sustainability is not an adjunct to growth; it is the way we grow as an organisation. In line with our ESG vision, 'In Harmony with the Environment,' we focus on creating lasting value through co-existence: of business with nature, innovation with empathy and growth with equity. As we move forward, we are committed to ensuring that our progress not only uplifts our enterprise but also the communities and ecosystems around us. Sustainability is prioritised across all operational aspects, ensuring that our impact is both measurable and meaningful.

In this Sustainability Report for FY25, we have shared the strides we have made toward shaping Coforge into a resilient, inclusive and environmentally conscious organisation.

## Our promise to the planet

Our commitment to environmental sustainability never wavers. We have pledged to become carbon neutral, water positive and zero waste by 2040, determined to lead by example in our industry. This year, we took decisive steps toward this goal: our Greater Noida campus transitioned to 100% green energy; we reduced our Scope 1 and 2 emission intensity by 53% over the previous year; disposed 100% of our e-waste to authorised recyclers and lowered our water intensity\* by 34% in FY25.

But sustainability is more about mindset and less about metrics. This is why we are cultivating a culture where every employee is encouraged to contribute to environmental goals, whether through green commuting, digital efficiency, or community-led conservation efforts.

## Empowering our people

People are the heart of Coforge and ensuring their well-being is central to our sustainability strategy.

This year, we conducted over 12,900 training and awareness programmes, reinforcing a culture of continuous growth and skill enhancement. Our recognition as one of the Most Preferred Workplaces® for the third consecutive year in 2024-25 reaffirms the supportive environment we have built. Health, wellness and safety are non-negotiable pillars of this culture. By upholding global standards of occupational safety and fostering a healthy work-life balance, we strive to create a workplace where every individual can thrive both personally and professionally.

\*In terms of physical output



## Driving inclusive growth

At Coforge, we view inclusive growth as a responsibility as much as an opportunity. Through focused CSR programmes, we worked to uplift communities, bridge inequalities and create shared prosperity. Our skill development initiatives enabled over 6,700 students to access STEM education, entrepreneurship training and career counselling, thereby empowering the next generation to build sustainable futures. We also supported women entrepreneurs with skills that help them sustain their families and strengthen their communities.

Our employees continued to embody the spirit of service, contributing over 20,000 volunteering hours across diverse initiatives. We also led environmental efforts with a mega plantation drive of 5,000 saplings, alongside 3,100 impactful activities centred on waste segregation, reduction and home composting.

## Leading with integrity

At Coforge, our governance framework is anchored in a comprehensive Code of Conduct, secure digital practices and a strong focus on data privacy and cybersecurity. We uphold the highest standards of ethics, transparency and accountability to ensure that our growth delivers lasting and responsible outcomes.

Our certifications across multiple global standards reaffirm that our operations remain secure, compliant and trustworthy. The strength of our governance is further reflected in a diverse and empowered Board, which has 17% women's representation, reflecting our commitment to inclusive leadership.

Sustainability is integral to our strategy, operations and partnerships. It informs how we grow, create value and engage with our stakeholders.

Our efforts to strengthen the triple bottom line were recognised through several honours: the 'Sustainable Organisation 2025' Award by ET Edge, a ranking among India's Most Sustainable Companies by

BW Businessworld and accolades for our continuous learning culture. These recognitions inspire us to push boundaries, challenge norms and grow with purpose.

## A future in harmony

As we look ahead, we remain committed to innovating responsibly, protecting our planet and uplifting the communities in which we operate. We will continue to cultivate an organisational culture that celebrates diversity, promotes employee well-being and ensures every team member feels valued.

Thank you for being a part of our journey.

Best regards,  
**Sudhir Singh**  
**Chief Executive Officer**

## Designing tech-led solutions that deliver real-world impact

We are a leading global provider of digital services and solutions, combining cutting-edge technologies with deep domain expertise to deliver measurable and lasting business impact. Guided by a strong Product Engineering mindset, we leverage AI, Cloud, Data, Integration and Automation to design and develop innovative, scalable and future-ready solutions that empower clients to achieve their strategic objectives.

### **Vision**

Engage with the Emerging

### **Mission**

Transform at the Intersect

### **Core Values**

Integrity, Collaboration, Respect,  
Excellence, Innovation

## Businesses segments

At Coforge, we focus on delivering tangible business outcomes for our clients by leveraging our deep domain expertise and collaborating with top technology partners. By concentrating on select industries and building a thorough understanding of their core processes, we have positioned ourselves as a trusted ally in our clients' transformation journeys. Our proprietary platforms support essential business operations within our key verticals.

This sector-specific approach enables us to create tailored solutions that address the unique challenges and opportunities of each industry, delivering remarkable results. During the reporting year, our business continued to grow from strength to strength, generating sustained value for our stakeholders and building long-term relationships. Our outperformance helped reinforce stakeholder trust in our capabilities.

Our operational excellence, innovative approach and enduring client relationships have enabled us to achieve an impressive 94% repeat business rate.

Domain insights



Shaping intelligent businesses

Pillar 01	Pillar 02	Pillar 03	Pillar 04
Making deep industry expertise the foundation of every AI initiative	Leveraging engineering capabilities to build purpose-built AI assets	Driving greater execution intensity through AI	Empowering teams to deliver AI excellence

# Partnerships

Our partnerships are built on a shared vision and a commitment to delivering meaningful outcomes. We take the time to find the right fit, invest in training and collaborate seamlessly to co-create innovative solutions that drive breakthrough results.

2,000+  
Certified AI/ML experts

2,750+  
AI and data practitioners

300+  
Paid AI deployments

### Cloud, Data and AI

aws

Microsoft

OpenAI

Hewlett Packard Enterprise

snowflake

databricks

servicenow

dynatrace

Google Cloud

MICRO FOCUS

### Extended Ecosystem

IBM

SAP

FEINTECH

workday

UiPath

denodo

workato

AUTOMATION ANYWHERE

Kong

APPDYNAMICS

### Digital Process Automation (DPA)

PEGA

Creatio

appian

### Integration/CRM

salesforce

MuleSoft

### Customer Experience

Adobe

SITECORE

### Industry

Duck Creek Technologies


majesco

SAPIENS


GUIDEWIRE

BOND-PRO


intellect




Emerging Industry Partner of the Year 2024




Global Elite Partner  
Intelligent Automation Award at PegaWorld iNspire 2024



Appian Europe 2024 Partner Impact & Excellence - Industry Award for Public Sector



Standard of Excellence Customer Award at Formation'24



MuleSoft "Top Partner of the Year" award 2024

Coforge Limited | 18

## Celebrating award-winning partnerships



Emerging Industry  
Partner of the  
Year 2024



Global Elite  
Partner

Intelligent  
Automation Award at  
PegaWorld  
iNspire 2024



Appian Europe 2024  
Partner Impact &  
Excellence - Industry  
Award for Public Sector



Duck Creek  
Technologies

Standard of Excellence  
Customer Award at  
Formation'24



MuleSoft "Top Partner  
of the Year" award  
2024

## Co-innovation with stakeholders

Collaboration with clients:  
Industry-focused innovation centres



Testament to our domain expertise in  
travel industry

Collaboration with partners:  
GenAI CoE with ServiceNow



Combining Coforge's Quasar with  
ServiceNow's Now Assist

Collaboration with the industry:  
AI-led Digital Assure and QE Platform



Accelerate software quality engineering  
outcomes

Collaboration with academia:  
Data and AI Lab at IIT, BHU



Inspire innovation & hands-on learning in  
AI

Collaboration with academia:  
Duke's Fuqua School of Business



Collaborate to accelerate GenAI adoption  
across industries

Innovation Studios Solutions: GenAI,  
AR/VR/XR, Robots and Smart glasses



Prototype, design, architect & build PoC



# Expanding horizons

As one of the leading global digital services and solutions providers, we have built a strong team comprising 34,187 professionals serving 260 clients across 25 countries through 33 delivery centres, as of June 30, 2025.



**25**  
Countries

**33**  
Global Delivery Centres

**260+**  
Global clients

**61**  
Forbes Global 1,000 clients

**10+ years**  
Average tenure of top  
10 clients

**21**  
Offices in India

**34,187<sup>1</sup>**  
Employees worldwide  
*(as on June 30, 2025)*

## Our ESG strategy

At Coforge, we believe that success cannot be sustained without environmental stewardship, social responsibility and sound governance. As a signatory to the United Nations Global Compact (UNGC), we uphold its principles across our operations and align our priorities with the United Nations Sustainable Development Goals (SDGs). Our ESG strategy is focused on enabling responsible value creation, while reducing environmental footprint, uplifting communities and fostering transparency.

To reinforce this commitment, we have refined our sustainability philosophy to better articulate our values, goals and actions to all stakeholders. Our ESG vision, **'In Harmony with the Environment,'** guides our initiatives and helps us deliver on our sustainability commitments.

We continue to rely on strong leadership, a culture of innovation and the agility to adapt to evolving market dynamics, as we work toward achieving true harmony between our operations and the environment. Our ESG mission emphasises three core areas:

### Our ESG mission

#### Reduce our environmental impact

- Be Carbon neutral by 2040
- Be Water Positive by 2040
- Be Zero Waste by 2040

#### Social inclusiveness & community development

- Drive holistic well-being, health & wellness of the workforce
- Drive equality and inclusiveness at all levels
- Community development initiatives

#### Follow strong ethics & code of conduct

- Empowered, diverse and inclusive board
- Secure digital assets with Cyber Security
- Adhere to strong code of ethics

We have taken a significant step in addressing the climate crisis by committing to near-term and net-zero emission reduction targets under the Science Based Targets initiative (SBTi). This commitment underscores our resolve to drive meaningful climate action and aligns with the Paris Agreement goal of limiting global temperature rise to 1.5°C above pre-industrial levels.

## ESG governance at Coforge

Mr. Gautam Samanta, President and Executive Board Member, leads the ESG agenda of Coforge, ensuring that responsible business practices are integrated into all aspects of the organisation's strategy, policies, processes and standards. He spearheads several initiatives to reduce our carbon footprint and greenhouse gas emissions, water consumption and waste generation, all while advancing our broader environmental and social objectives.

### Pillars of ESG governance

We ensure that climate-related considerations are integrated into our decision-making processes. Our governance framework fosters accountability, provides strategic direction and facilitates cross-functional collaboration on climate issues.

#### Board stewardship

The Company oversees climate-related matters as part of its broader responsibility for corporate governance and risk management. Climate change considerations, including progress on emissions targets and strategic initiatives, are regularly discussed during board meetings, ensuring climate issues receive direct attention at the management level.

#### Cross-functional collaboration

Climate action is integrated across key departments, including Facilities Management, IT, Procurement and Human Resources. These teams work collaboratively to implement energy efficiency projects, reduce emissions and engage suppliers.

#### Executive leadership

Responsibility for climate strategy execution lies with the Senior Management, which includes leaders from Sustainability, Operations, Finance, Risk and Procurement. This team meets regularly to coordinate the climate action plan, review progress against targets and embed climate considerations into operational decision-making.

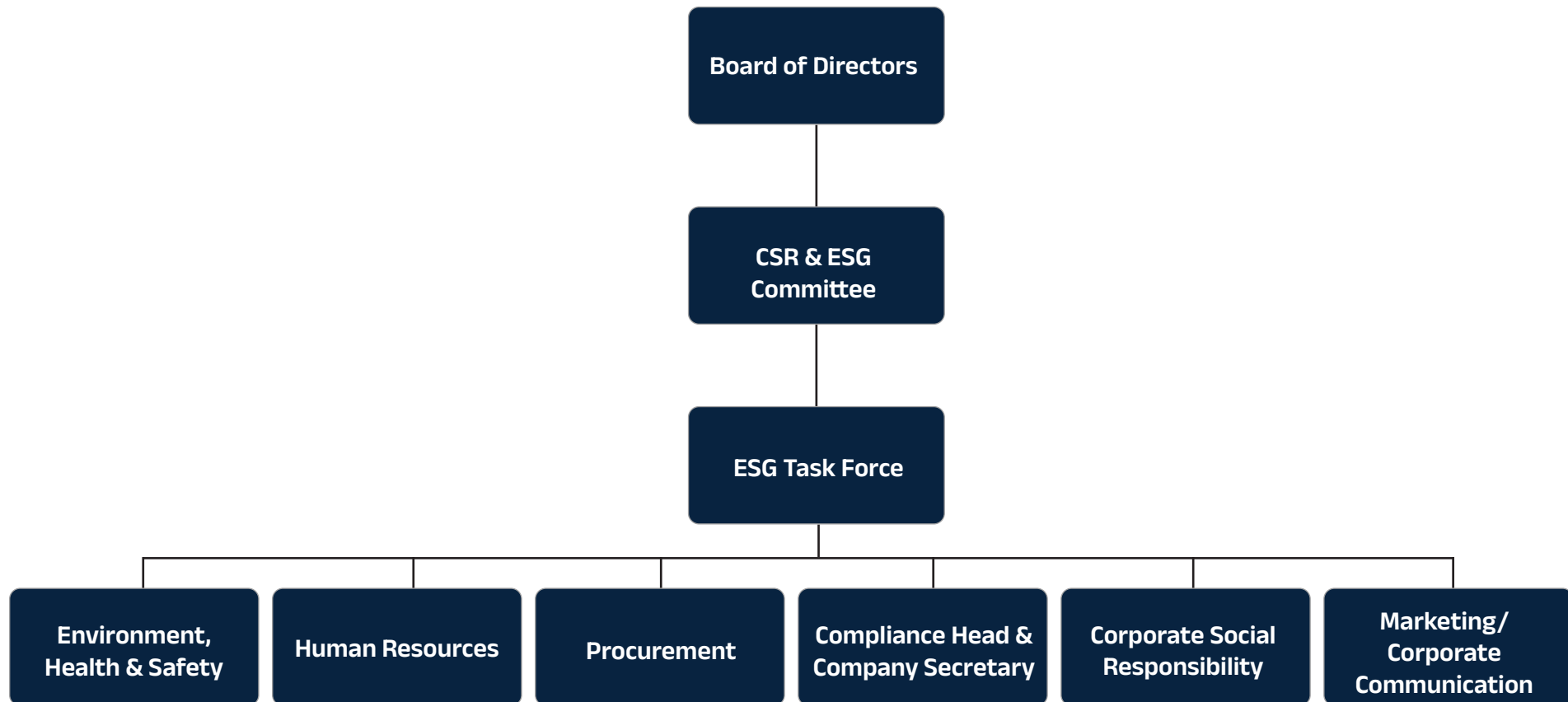
#### Transparency and reporting

We are committed to transparent climate governance disclosures through our annual BRSR reporting. Regular communication of climate performance to stakeholders reinforces accountability and trust.

## CSR and ESG Committee

We have set up a dedicated CSR and ESG Committee to lead and oversee our ESG strategy and initiatives. The Committee's primary responsibility is to help shape our sustainability goals and align them with our business objectives to support long-term growth. It focuses on climate action, efficient use of resources, community development, employee health and well-being and creating lasting value for everyone.

The Committee is supported by the ESG Task Force, a team from different departments that carries out, monitors and reports on ESG activities and progress to the Committee.



## Policies and codes

Our approach to sustainability is built on a strong foundation of policies and codes that guide how we operate, maintain compliance and take responsibility for the environment and society. These policies ensure that our ESG commitments are practical and integrated into our daily decisions as well as long-term plans. We regularly review and update these policies to address emerging risks, evolving business needs and shifts in the external operating environment.

The following section provides an overview of the key ESG-related policies and codes currently in place:

S. No.	Policy/Code	Description
1.	<a href="#">Environmental Sustainability Policy</a>	Outlines Coforge's commitment to environmental stewardship by actively reducing its ecological footprint, complying with applicable environmental regulations and embedding sustainability principles into everyday operations and decision-making.
2.	<a href="#">Carbon Reduction Plan</a>	Establishes Coforge's Net Zero and Carbon Neutrality commitments, in alignment with the United Kingdom (UK) PPN 06/21.
3.	<a href="#">Environment, Health and Safety Policy</a>	Underscores our commitment to creating a resilient and inclusive workplace. We actively promote physical and mental well-being across operations, ensuring safe and healthy conditions for employees, contractors, customers and stakeholders across the value chain.
4.	<a href="#">Human Rights Policy</a>	Reflects the Company's commitment to upholding globally recognised human rights across its operations and value chain. It outlines principles related to non-discrimination, fair treatment and workplace dignity.
5.	People and Belongingness (Internal Document)	Indicates the Company's belief in maintaining a diverse, equitable and inclusive workplace. The Policy establishes measures to promote equal opportunities, eliminate bias and create an environment where all individuals feel valued and respected.
6.	<a href="#">CSR &amp; ESG Policy</a>	Reflects our commitment to social responsibility, supported by a structured framework for implementing, monitoring, evaluating and reporting on all CSR initiatives and activities.
7.	<a href="#">Supplier Code of Conduct</a>	Establishes the expectations Coforge has for its suppliers and business partners in areas such as human rights, labour practices, environmental responsibility and ethical conduct, thereby extending responsible business practices across the value chain.

S. No.	Policy/Code	Description
8.	<a href="#">Code of Conduct</a>	Serves as a guiding document that outlines the ethical standards, values and expected professional conduct for all employees, officers and Directors. It promotes integrity, transparency and accountability across all operational aspects.
9.	Anti-bribery and Anti-corruption Policy (Internal Document)	Defines the Company's zero-tolerance approach to bribery, corruption and unethical influence. It lays down clear guidelines and controls to prevent, detect and respond to corrupt practices within and outside the organisation.
10.	<a href="#">Whistleblower Policy</a>	Provides employees and stakeholders with a secure and confidential channel to report suspected misconduct, violations of policies, or unethical behaviour, ensuring protection from retaliation and fair investigation.
11.	<a href="#">Tax Policy</a>	Lays out the commitments for good tax governance and the key elements of Coforge's tax strategy, along with the responsibilities for implementation of the same.



## Building trust through effective dialogue

At Coforge, we understand that ongoing stakeholder engagement is essential to achieving our sustainability objectives and creating long-term value. As the business landscape evolves in response to global challenges, regulatory shifts and stakeholder expectations, we remain committed to engaging proactively with those impacted by or influencing our operations.

Regular dialogue with external and internal stakeholders helps us gain valuable insights into changing stakeholder expectations. This engagement allows us to identify trends, risks and opportunities, keeping our sustainability strategy relevant and responsive. Stakeholder feedback also guides the identification of material topics and supports more informed strategic and operational decisions across the organisation.

To ensure consistency and lasting impact, we follow a structured, three-stage stakeholder engagement process. This framework ensures a systematic approach to identifying and prioritising stakeholders, engaging through appropriate channels and incorporating their input into key business and ESG-related decisions.

### Step 1

#### Stakeholder identification and prioritisation

Coforge begins by systematically identifying stakeholders who are either significantly impacted by its operations or have the ability to influence its performance and decision-making. Each group is assessed for its relevance based on two dimensions — level of interest in Coforge's activities and degree of influence over outcomes — to ensure the most meaningful voices are prioritised.

### Step 2

#### Stakeholder engagement and insight gathering

Engagement strategies are designed to reflect the nature and expectations of each stakeholder group. Coforge interacts with them through a mix of formal mechanisms (such as consultations, surveys and review meetings) and ongoing channels (including partnerships, forums and digital platforms). These engagements allow the Company to capture stakeholder perspectives on key ESG topics.

### Step 3

#### Integration into strategy and decision-making

Insights gathered through stakeholder dialogue are analysed and incorporated into internal discussions, planning processes and sustainability disclosures. Coforge strives to be transparent and accountable in how it addresses stakeholder inputs, ensuring their concerns are reflected in its material topic determination and long-term sustainability roadmap.

We have identified key stakeholder groups that are critical to both our current operations and long-term strategic vision. We are engaging with each of these groups transparently, consistently and meaningfully.

The table below outlines Coforge's approach to stakeholder engagement, detailing the key channels of communication, frequency of interaction and primary areas of focus for each stakeholder category:

Stakeholder Group	Identified as Vulnerable or Marginalised Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement, including key topics and concerns raised during each engagement
<b>Investors and Shareholders</b>	No	Emails, Notice, Annual General Meeting (AGM), Investors Meet and public disclosures	Continuous, quarterly and annually	Policy changes, organisational growth and corporate investor relations management.
<b>Employees</b>	No	Email, Yammer, MS Teams, SharePoint, employee engagement and team interactions	Continuous	Induction, training and development, grievance redressal management, employee engagement and feedback sessions.
<b>Value Chain Partners</b>	No	Email, meetings	Need based	Periodic performance review on ongoing services to appraise ourselves on market updates.
<b>Customers</b>	No	Direct connects, emails, visits, market surveys and the customer relations team	Continuous	Customer satisfaction survey, service availability and quality feedback and collaborate with customers on sustainability initiatives.
<b>Implementing Partner (NGOs)</b>	Yes	Site visit, discussions, community interactions, focus group discussions and stakeholder interactions	Continuous/ Ongoing	Discuss plan of execution, mechanism to develop projects, ongoing events, volunteer engagement programmes, outcomes, scope of expansion, beneficiaries' feedback, budget utilisation, status and area of improvement.
<b>Communities</b>	Yes	Site visit, group discussions and community-level interactions	Continuous/ Ongoing	Execution feedback, ongoing events, volunteer engagement programme, scope of expansion and beneficiaries' feedback.

## Strengthening customer relationships

At Coforge, we cultivate enduring customer relationships through a partnership-led approach, blending rich domain expertise with deep tech capabilities. By anticipating client needs and delivering transformative solutions, we build trust, foster collaboration and drive lasting value creation.

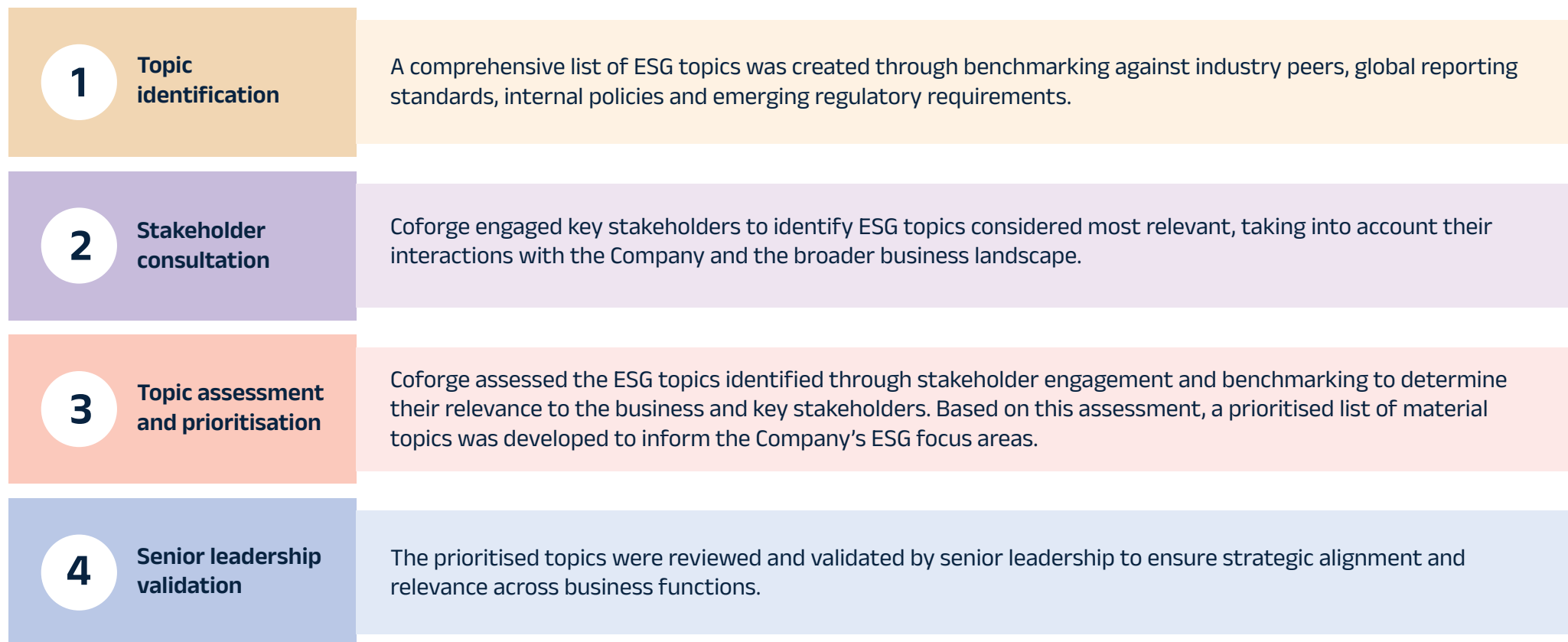
### Customer engagement initiatives

- **Effective communication with customers:** At Coforge, we maintain transparent communication with customers through our website, sales teams and client relationship representatives. Active risks affecting deliverables are communicated during project governance meetings. Annual Client Satisfaction Surveys by a third-party guide continuous improvement, as reflected in a strong Net Promoter Score (NPS) of 65 in FY25.
- **Responding to evolving consumer expectations:** Rapid changes in consumer expectations drive demand for impactful digital experiences, products and services. To enhance customer satisfaction, we offer our clients enhanced business outcomes by creating solutions that deliver speed, scale and precision.
- **Value proposition:** Our value proposition emphasises innovating businesses, elevating experiences, contextualising actions, digitalising processes, modernising systems, connecting enterprises and producing future-ready solutions, thereby creating a comprehensive framework for digital transformation.
- **Structured digital practices:** To unlock our digital value proposition, our Digital division is organised into four focused areas: Interactive Services, which drive innovation and improve customer experiences; Product Engineering, which modernises systems and develops solutions; Connected Enterprise, which connects and upgrades enterprise systems; and Intelligent Automation, which optimises processes by digitalising workflows and contextualising actions.

## Prioritising what matters

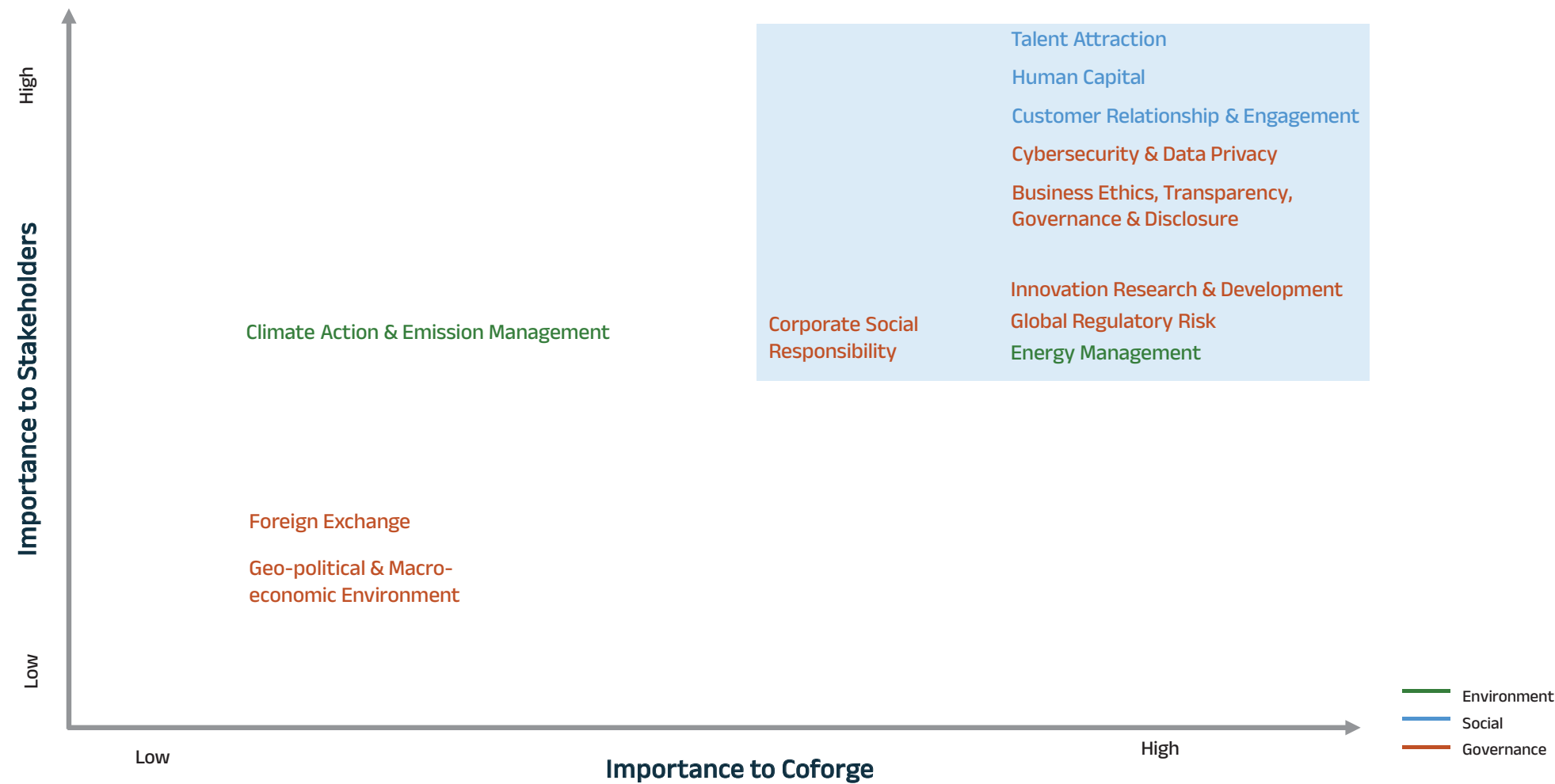
To sharpen the focus of our ESG strategy and ensure alignment with evolving stakeholder expectations, we undertook a materiality assessment in FY25. This process was crucial in identifying the environmental, social and governance (ESG) topics most relevant to both our business operations and stakeholders, enabling informed decision-making, improved risk management and long-term value creation.

The materiality assessment followed a structured, multi-step approach:



As an outcome of this assessment, the following materiality matrix was developed, identifying ESG topics most material to Coforge and its stakeholders:

Materiality matrix



## Overview of Coforge's material responsible business conduct issues

These material topics have been further analysed to understand whether they represent risks or opportunities for Coforge, along with the rationale, our response strategy, and financial implications.

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Negative/ Positive)
1.	<b>Climate Action &amp; Emission Management</b>	Risk & Opportunity	Climate action and emission management are both a risk and an opportunity for Coforge. The sector that Coforge operates in is under growing scrutiny due to its carbon-intensive infrastructure, especially data centres. Regulatory bodies are introducing stricter environmental laws and carbon disclosure requirements, which pose compliance and reputational risks. At the same time, clients and investors increasingly favour companies that demonstrate climate leadership, making this a chance to improve ESG ratings and brand equity.	Coforge has recognised Climate Action and Emission Management as a strategic risk and has embedded sustainability into its core operations through a robust ESG framework. The Company's commitment to science-based targets and net-zero goals is supported by initiatives like the use of 100% renewable energy at key campuses. These efforts enable real-time tracking of emissions and ensure compliance with global standards such as GRI and ISO certifications. To further mitigate climate-related risks, Coforge emphasises stakeholder engagement, responsible sourcing and continuous innovation. Waste segregation, water conservation and employee training programmes foster a culture of environmental responsibility. By integrating sustainability into decision-making, Coforge ensures resilience against regulatory, reputational and operational risks associated with climate change.	Both
2.	<b>Energy Management</b>	Risk	Energy consumption is a material concern for Coforge, where large-scale infrastructure and 24/7 operations drive high electricity use. Rising energy costs and carbon pricing can impact margins, making inefficient energy use a financial and environmental risk. Conversely, energy optimisation offers a clear opportunity for cost savings, improved sustainability and enhanced operational resilience.	Coforge is actively undertaking regular energy audits. In addition, the Company is using renewable energy, switching to energy-efficient lighting, promoting sustainable transportation and buildings and investing in initiatives such as tree plantation through its CSR initiatives.	Negative



S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Negative/ Positive)
3.	<b>Talent Attraction</b>	Risk & Opportunity	Talent attraction is a strategic opportunity with embedded risk. The IT industry faces intense competition for skilled professionals in areas such as cloud computing, AI and cybersecurity. Companies that are slow to adapt to changing workforce expectations risk losing access to top talent, which can hinder growth and innovation. Meanwhile, organisations with strong employer branding, purpose-driven missions and diverse inclusive cultures gain a competitive edge.	To mitigate talent shortages and enhance our ability to attract top-tier talent, Coforge invests in a compelling employee wellbeing program, offer flexible and remote work options and engage in strategic partnerships with academic institutions. In addition, Coforge actively participates in DEI initiatives, supporting its goal of acquiring diverse talent.	Both
4.	<b>Human Capital</b>	Risk & Opportunity	Human capital management is both a risk and an opportunity for IT companies. Poor retention, inadequate development programmes and burnout can lead to decreased innovation and higher turnover costs. However, organisations that invest in continuous learning, career progression and employee well-being benefit from a more engaged, resilient and productive workforce.	Coforge has implemented robust learning and development (L&D) frameworks, established clear career paths and promoted health and wellness programmes. With regular employee engagement surveys and performance feedback loops, Coforge is able to identify concerns early and sustain motivation.	Both
5	<b>Customer Relationship and Engagement</b>	Opportunity	The profitability of the Company is ensured by customer retention and brand loyalty. Business growth opportunities and expansion stem from improved customer satisfaction, leveraging cross-selling, acquiring a new customer base, engaging with top multiservice accounts and delivering quality valueadded services.		Positive

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Negative/ Positive)
6.	<b>Cybersecurity &amp; Data Privacy</b>	Risk	<p>As a global organisation with interconnected operations and a critical role in our clients' supply chains, we need to thwart cyber threats, including phishing, malware and third-party vulnerabilities that can lead to data breaches, operational disruption, significant financial consequences, regulatory non-compliance across jurisdictions and erosion of stakeholders' trust and brand reputation.</p> <p>Furthermore, neglecting to identify and address cybersecurity and data risks increases the likelihood of non-compliance with data protection laws and regulations, resulting in legal penalties and erosion of stakeholder trust. By prioritising the identification of privacy risks, we aim to minimise potential harm to individuals whose data we handle and uphold our responsibility to safeguard their information.</p>	<ul style="list-style-type: none"> <li>Coforge maintains a robust and mature Information Security Management System (ISMS) anchored in a comprehensive suite of policies and standards derived from industry-leading practices and globally recognised security frameworks. This is reinforced by a multi-layered, defence-in-depth control architecture that relentlessly safeguards the confidentiality, integrity and availability of our information assets.</li> <li>Our commitment to cybersecurity is reinforced through globally recognised certifications such as ISO/IEC 27001:2022, ISO/IEC 22301:2019 and independent attestations, such as SOC 2 Type II &amp; HIPAA, reflecting the highest standards of security excellence.</li> <li>24x7 Security Operations Centre (SOC) equipped with SIEM/SOAR, integrated with threat intelligence feeds, continuous monitoring and coordinated incident response processes proactively detect, analyse and respond to cybersecurity threats.</li> <li>Structured security governance model with multiple independent layers of governance to ensure accountability, risk visibility and alignment with organisational objectives</li> </ul>	Both

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Negative/ Positive)
				<ul style="list-style-type: none"> <li>• Robust identity and access management controls in place to govern the full identity lifecycle, enforce multi-factor authentication, manage access across hybrid environments and support identity recovery. Special safeguards are implemented for privileged accounts to ensure elevated access is tightly controlled and monitored.</li> <li>• Continuous monitoring and third-party assessments of our external attack surface enable early detection and remediation of exposed assets, enhancing our overall cybersecurity resilience.</li> <li>• In response to the evolving threat landscape, we continue to invest in advanced security technologies including External Attack Surface Management (EASM) tools, Endpoint Detection &amp; Response (EDR) solutions, Threat Intelligence Platforms, Unified Threat Management (UTM) systems, data recovery platforms and continuous vulnerability management solutions to strengthen our overall cyber defence posture.</li> <li>• Our data resiliency strategy combines secure backups, recovery validation and data loss prevention (DLP) controls to ensure data availability, integrity and protection against leakage or cyber-driven disruptions</li> </ul>	

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Negative/ Positive)
				<ul style="list-style-type: none"> <li>We employ a comprehensive suite of technical and organisational measures to proactively identify and mitigate privacy risks. These measures include thorough PII inventories, Privacy Impact Assessments (PIAs) and robust incident and breach management protocols.</li> <li>Interactive and engaging security awareness initiatives embedded across the employee lifecycle drive security maturity and foster responsible behaviour at all levels of the organisation.</li> <li>We hold our vendors and third-party partners to the same high standards of data protection, conducting thorough due diligence and establishing clear contractual obligations.</li> </ul> <p>Our commitment to data privacy is further validated through periodic reviews and audits conducted by independent audit firms, ensuring ongoing compliance and effectiveness.</p>	

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Negative/ Positive)
7.	<b>Foreign Exchange</b>	Risk	The Company operates in the global environment and has maximum business from the US; hence, currency fluctuation is a major risk.	<ul style="list-style-type: none"> <li>Coforge has been consistently following a hedging policy which is also reviewed by a third party on periodic basis.</li> <li>As per currency hedging policy, the firm hedges most of the net exposure in USD, GBP, Euro, AUD in India</li> <li>All these hedges are effective hedges and any gain/loss on these hedges is booked in revenues line. The current policy absorbs the impact of currency fluctuation on the quarterly/yearly earnings.</li> <li>The company doesn't take hedges beyond 12 months and no hedges are taken outside India.</li> <li>The Company is also exploring Balance Sheet hedging in addition to cash flow hedging.</li> </ul>	Negative
8.	<b>Geopolitical and Macro-economic Environment</b>	Risk	Changing geo-political landscape in multiple regions (war scenarios in the Middle East and Ukraine /Russia), macro-economic uncertainty around interest rate cuts may impact customer discretionary spends, leading to potential impact on opportunities.	<b>1. Geographic Risk Diversification:</b> <ul style="list-style-type: none"> <li>Implementing strategic expansion into ASEAN, ANZ and India targeting a more balanced revenue distribution across regions</li> <li>Establishing delivery centres and local leadership across multiple locations globally to ensure operational continuity</li> </ul>	Negative

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Negative/ Positive)
				<p><b>2. Rigorous Market Entry Process:</b></p> <ul style="list-style-type: none"> <li>Implementing structured country risk assessment framework including, Political stability analysis, Regulatory environment evaluation, Infrastructure reliability assessment, Local talent availability study, Currency risk analysis</li> <li>Maintaining strict compliance with OFAC regulations and avoid prohibited jurisdictions</li> </ul> <p><b>3. Industry Diversification:</b> Expanding presence in relatively stable sectors, Healthcare, Utilities and Public Sector to balance portfolio across cyclical and non-cyclical industries</p> <p><b>4. Operational Resilience:</b> Geo-specific BCP, regular testing, strong local leadership, cyber-security and clear communication protocols for crisis situations</p> <p><b>5. Risk Monitoring and Management:</b> Real-time monitoring, strong local leadership, Regular review and updating of risk mitigation strategies</p> <p><b>6. Financial Risk Management:</b> Currency hedging, insurance coverage, contingency reserves, etc.</p>	

S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Negative/ Positive)
9.	<b>Global Regulatory Risk</b>	Risk	Risk of noncompliance with existing statutory regulations, new regulations, or Amendments to existing regulations (e.g., immigration, payroll and social security, taxation, employment laws, data privacy laws, etc.) where the Company operates globally, may have an impact.	<p>Implemented an automated Compliance tool for real-time tracking of compliance, including regular tool updates and comprehensive training to users.</p> <p>Conducting regular internal audits and external audits.</p> <p>Regular mandatory training and awareness programmes for all the important aspects/ areas across geos, including the following programmes: Annual compliance training on Percipio for all employees (ABAC, Whistleblower, PIT, POSH, Code of conduct).</p> <ul style="list-style-type: none"> <li>• Work with external advisor to validate changes in regulatory requirements on periodic basis.</li> </ul>	Negative
10.	<b>Business Ethics, Transparency, Governance and Disclosure</b>	Risk & Opportunity	Business ethics, transparency, governance & disclosure are both a reputational risk and an opportunity. Inadequate ethical governance or opaque ESG disclosures can lead to regulatory investigations and loss of stakeholder trust. On the other hand, ethical conduct and transparent reporting enhance brand reputation, attract responsible investors and meet growing expectations for corporate accountability.	The presence of a clear code of conduct, conducting ethics training and strong whistleblower mechanism helps Coforge mitigate any associated risks. Further, Coforge has aligned its reporting with recognised ESG frameworks such as GRI and BRSR with regular audits for accurate disclosures.	Both



S. No.	Material Issue Identified	Indicate whether Risk or Opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of Risk, approach to adapt or mitigate	Financial Implications of the risk or the opportunity (Negative/ Positive)
11.	<b>Corporate Social Responsibility (CSR)</b>	Opportunity	CSR presents an opportunity to enhance social impact and stakeholder trust, particularly in areas aligned with the company's core competencies such as digital inclusion and tech education. However, failure to engage meaningfully in CSR can expose companies to reputational criticism, particularly from socially conscious investors and younger talent pools.	-	Positive
12.	<b>Innovation, Research and Development</b>	Opportunity	Innovation, research and development are primarily viewed as strategic opportunities in the IT sector. Companies that prioritise R&D can lead in emerging technologies, improve client solutions and adapt quickly to market changes. However, underinvestment or lack of alignment between R&D and market needs may slow down growth and reduce competitiveness.	-	Positive

“-“means Not Applicable

# Shaping a greener tomorrow

At Coforge, we are committed to reducing our environmental footprint and building a sustainable future. Through focused initiatives in energy efficiency, renewable adoption and resource conservation, we are shaping a greener tomorrow for generations to come.

Material topic	<ul style="list-style-type: none"><li>Climate action and emission management</li><li>Energy management</li></ul>
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## UN SDGs linkage

SDG 7	Affordable and clean energy
SDG 11	Sustainable cities and communities
SDG 12	Responsible consumption and production
SDG 13	Climate action
SDG 15	Life on land

## UNGC principles

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: Undertake initiatives to promote greater environmental responsibility; and
- Principle 9: Encourage the development and diffusion of environment friendly technologies.

## Climate strategy

We recognise the urgency of the climate crisis and the critical role businesses must play in addressing it. Our climate strategy is comprehensive, science-driven and aligned with global best practices to ensure meaningful impact, transparency and accountability.

### Commitment to net zero and progress against targets

In keeping with our commitment to climate action, Coforge has pledged to become carbon neutral by 2040. This goal aligns with the Paris Agreement's objective of limiting global warming to 1.5°C above pre-industrial levels and demonstrates our dedication to taking measurable, science-based steps.

We are also determined to drive a low-carbon future aligned with the SBTi. We are aiming to achieve a 42% reduction in our Scope 1 and 2 emissions (from FY2023-24 baseline) and a 25% reduction in Scope 3 emissions (from a FY2024-2025 baseline) by 2030. Our decarbonisation roadmap focuses on three key interventions

- **Renewable energy adoption:** Significantly increasing the share of renewable electricity in our overall energy mix, reducing dependence on fossil fuels.
- **Fuel transition:** Phasing out conventional diesel and adopting cleaner alternatives to curb Scope 1 emissions.
- **Energy efficiency:** Deploying energy-efficient equipment and other technologies across facilities to increase efficiency and lower energy consumption.

We have set detailed science-based targets and action plans to prioritise emission reductions in these areas. Our approach emphasises continuous measurement, monitoring and regular communication of progress to ensure accountability and maintain the trust of our stakeholders.

### Progress against targets

Since the inception of our climate initiatives, we have achieved:

- 100% renewable energy usage at our Greater Noida campus
- Transitioned all our fleet from diesel to CNG
- Secured LEED certification for our Greater Noida campus, as well as Hyderabad and Bengaluru facilities, incorporating measures such as passive solar architecture, reflective glass and sensor-based lighting

#### CDP alignment

We demonstrate transparency and accountability through ESG rating disclosures and have now initiated active participation in the CDP Climate Change programme. Through this annual CDP submission, we intend to disclose our carbon footprint, climate risks and opportunities, governance and strategy execution. This will provide investors, customers and stakeholders with a clear view of our climate performance. Our participation in CDP will also enable us to benchmark our progress against our peers, identify improvement areas and integrate external feedback, while aligning our disclosure with evolving global standards and best practices in climate governance.

## GHG budgeting and management

We employ a rigorous GHG budgeting process to manage our carbon footprint:

- Annual climate budgets are established based on internal climate and ESG targets and operational plans.
- Emission sources are tracked using advanced monitoring systems across all facilities and value chain activities.
- We undertake continuous improvement cycles to identify reduction opportunities and optimise energy consumption, focusing on high-impact areas such as data centres, business travel and supply chain logistics.

### Climate risk/opportunity overview (TCFD-aligned summary) and financial impacts

Although we have not yet conducted formal climate risk assessments aligned with TCFD, we acknowledge the importance of managing climate-related risks and opportunities and have begun preparatory work to embed these considerations into enterprise risk management. We have provided a brief description of risks and opportunities that could be associated with us.

- **Physical risks:** Potential impacts from extreme weather events and changing climate patterns on offices and data centres
- **Transition risks:** Regulatory changes, market shifts favouring sustainable IT services, technological evolution and reputational risks
- **Opportunities:** Innovation in energy-efficient IT infrastructure, sustainable product offerings, renewable energy investments and participation in carbon markets

## Emissions and energy

We believe what gets measured gets managed. This is why we prioritise the tracking, reporting and reduction of greenhouse gas (GHG) emissions across operations. Through energy-efficient technologies, responsible sourcing and data-driven interventions, we aim to minimise our carbon footprint and support the transition to a low-emission, climate-resilient future.

We are committed to advancing our sustainability agenda by optimising energy consumption across our operations and aligning our reporting with GRI standards, ensuring transparency in our journey toward carbon neutrality by 2040.

### Reducing scope 1 and scope 2 emissions

Across all operational sites, we track and manage direct and indirect emissions. Our Scope 1 emissions primarily stem from fuel combustion in our backup diesel generators and transportation fleet. Scope 2 emissions are mainly indirect emissions from purchased electricity for our data centres and office campuses.

#### Emissions summary - scope 1 and 2

Emission Type	FY25 (tCO <sub>2</sub> e)	FY24 (tCO <sub>2</sub> e)
Scope 1 (Direct)	1,265	413
Scope 2 (Indirect – Electricity)	6,344	8,688
Total Scope 1 and 2 (tCO <sub>2</sub> e)	7,609	9,101

For FY25, the data is consolidated from three entities, i.e., Coforge Limited, BPS and CIGNITI.

#### Key reduction initiatives

- **Transportation fleet transition:** In our National Capital Region (NCR) locations, we have successfully transitioned the entire transportation fleet from diesel to Compressed Natural Gas (CNG), significantly reducing direct combustion emissions
- **Cafeteria fuel transition:** At the Greater Noida Campus, Liquefied Petroleum Gas (LPG) has been fully replaced with Piped Natural Gas (PNG), reducing both emissions and fuel logistics complexity
- **LEED certified facilities:** Our Greater Noida, Hyderabad and Bengaluru campuses are LEED certified, incorporating passive solar architecture, reflective glass and sensor-based lighting to lower energy use and emissions

## Minimising scope 3 emissions

Recognising the importance of addressing value chain emissions, we have mapped material Scope 3 categories based on relevance to our operations. Our Scope 3 emissions are comprehensive, covering upstream and downstream indirect emissions generated in our value chain. Having identified the challenges of full Scope 3 measurement, we have prioritised categories based on materiality, data availability and alignment with sectoral best practices.

### We focus on the following high-impact Scope 3 categories:

- **Purchased goods and services:** Emissions related to the production and transportation of IT hardware, office supplies and infrastructure materials
- **Capital goods:** Emissions from the production of capital goods purchased by the reporting company. Capital goods are physical assets used by the company to produce goods or services, like machinery, buildings and equipment
- **Fuel and energy (related activities):** Emissions from the production of fuels and energy purchased and consumed by the reporting company but not accounted for in Scope 1 or Scope 2. Includes the extraction, production and transportation of fuels and energy purchased
- **Waste generated in operations:** Emissions from the treatment and disposal of waste from office operations
- **Business travel:** Includes air and rail travel undertaken by employees for client meetings, training and conferences
- **Employee commuting:** Daily travel emissions of employees between their homes and offices

### Scope 3 emissions breakdown

Category	FY25 (tCO2e)
<b>Purchased goods and services</b>	13,085
<b>Capital goods</b>	2,513
<b>Fuel and energy (-related activities)</b>	3,591
<b>Waste generated in operations</b>	11.04
<b>Business travel</b>	6,141
<b>Employee commute</b>	4,496
<b>Total</b>	<b>29,836</b>

- The dominance of purchased goods and services in Scope 3 emissions highlights the importance of working closely with suppliers to reduce embodied carbon in hardware and office materials.
- Business travel emissions, though impacted by pandemic-era remote work policies, remain significant. We continue to promote virtual collaboration to minimise travel-related emissions.
- Employee commuting emissions are relatively significant but reflect our ongoing efforts to support flexible work models, carpooling and public transport incentives.

For FY25, the data is consolidated from three entities, i.e., Coforge Limited, BPS and CIGNITI

## Energy consumption and clean power integration

In FY25, our share of renewable energy in our total fuel mix stood at 12%, as compared to a 1% share in FY24. The significant increase in renewable energy consumption reflects our commitment to incorporating more clean energy in total consumption.

Source	FY25 (GJ)	FY24 (GJ)
Electricity (Purchased)	54,770	43,683
Fuel Consumption	6,809	3,749
Renewable Energy (Solar)	8,508	506
Total Energy Consumed	<b>70,087</b>	<b>47,938</b>

The data for FY25 is consolidated from three entities, namely, Coforge Limited, BPS and CIGNITI

## Energy intensity

Metric	FY25	FY24
Energy per rupee of turnover (GJ/rupee)	0.0000013	0.0000010
Energy intensity in terms of physical output (GJ/ Permanent Employees)	2.736	3.348



Emission reduction and energy efficiency initiatives

Green campus and renewable energy procurement	Infrastructure optimisation	LED lighting and controls	Emission control technologies
<ul style="list-style-type: none"><li>100% renewable electricity procurement for the Greater Noida campus since November 2024, accounting for 62% of the Company's total electricity consumption</li><li>Onsite solar generation produced 53,280 kWh in FY25</li></ul>	<ul style="list-style-type: none"><li>Installation of energy-efficient VRV systems in guest houses to reduce dependence on a large 628 TR chiller plant</li><li>Future plans include the installation of a CTI-certified chiller system to reduce HVAC energy consumption and conserve water</li></ul>	<ul style="list-style-type: none"><li>85% of all lighting upgraded to LED</li><li>Motion sensors installed campus-wide to cut idle load energy consumption</li></ul>	<ul style="list-style-type: none"><li>Two diesel generators at the Greater Noida campus are equipped with RECD systems, which treat exhaust before releasing it, reducing air pollutant emissions</li></ul>

Enriching biodiversity

Preserving biodiversity is integral to our sustainability journey. Our campuses, home to over 5,000 trees, sustain local ecosystems while supporting the well-being of our people.

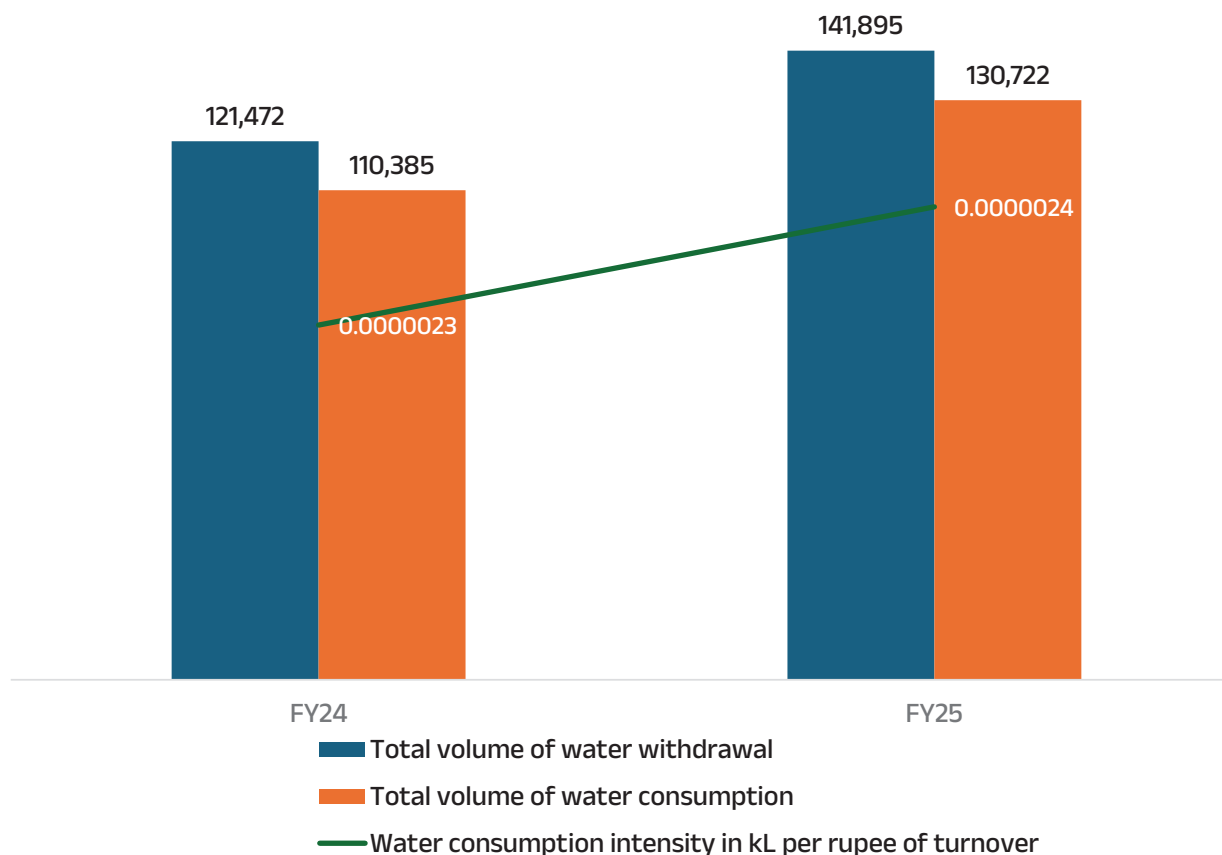
## Water and waste

To ensure responsible water and waste management, we focus on efficient water use, wastewater recycling and compliant waste disposal, fostering a culture of environmental responsibility and supporting a circular economy in line with national and global sustainability goals.

### Water management

Our offices in India, primarily institutional in nature, use water for domestic purposes such as drinking, washing, gardening and flushing. To promote conservation, our facilities are equipped with sensor-based water dispensing systems and Sewage Treatment Plants (STPs) for onsite treatment of wastewater. The treated water is reused for non-potable applications, reducing dependence on fresh-water resources. Regular monitoring ensures that treated water meets applicable regulatory standards.

Water withdrawal and consumption (kL)



The data for FY25 is consolidated from three entities, namely, Coforge Limited, BPS and CIGNITI.

We plan to become a water-positive organisation by 2040. To this end, we have implemented 100% recycling of wastewater at our Greater Noida and Kolhapur facilities. The treated water is used for landscaping, horticulture and non-potable purposes. We have also undertaken the following initiatives to reach our target:

- We have also installed sensor-based taps and low-flow aerators to minimise water consumption.
- We maintain strict control and governance on water discharge. Monthly discharge volumes are tracked at all locations and compliance with Central Pollution Control Board (CPCB) guidelines is ensured through Form-V submissions. All required Consents to Operate (CTO) and Consents to Establish (CTE) remain valid. External audits have confirmed regulatory compliance.
- We have adopted a water-smart office design:
  - » Our offices incorporate sensor-based water dispensing systems and waterless urinals.
  - » Water closet (WC) flushing capacity has been optimised from nine to six litres per flush, complemented by overflow control systems and motorised valves, resulting in significant water savings.

## Waste management

We adhere to the principles of reduce, reuse and recycle and ensure proper segregation, safe disposal and responsible handling of both hazardous and non-hazardous waste. These practices are aligned with environmental regulations and designed to improve resource efficiency.

Total waste generated increased by 32% in FY25 as we disposed (through 100% recycling) our e-waste during the year. Non-hazardous waste declined by 4% during the same period.

In line with our commitment to achieving zero waste by 2040, we have adopted circularity to minimise waste and maximise resource efficiency. We have completely transitioned to authorised recyclers and vendors to dispose of hazardous and e-waste, have zero food waste (all food waste is either converted to compost or used to feed livestock) and have STPs in all our owned locations (Greater Noida and Kolhapur).

Waste management		
Parameter	Current Financial Year 2024-25*	Previous Financial Year 2023-24
Total waste generated (in metric Tonnes)		
Plastic waste (A)	2.7	3.4
E-waste (B)	7	0
Bio-medical waste (C)	0.007	0.014
Construction and demolition waste (C&D) (D)	0	0
Battery waste (E)	26	0.004
Radioactive waste (F)	0	0
Other hazardous waste generated (G)	0.76	0.87
Other non-hazardous waste generated (H)	20	19.8
Total waste generated (A+B+C+D+E+F+G+H)	56	24.1
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.0000000010	0.00000000050
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	0.0000000021	0.0000000011
Waste intensity in terms of physical output (Total waste generated/ permanent employees)	0.00219	0.00168
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category Waste		
(i). Recycled	55	19.8
(ii). Re-used	0	0
(iii). Other recovery operations	0	0
Total	55	19.8
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category Waste		
(i). Incineration	0.007	0.014
(ii). Landfilling	0	0
(iii). Other disposal operations	0.76	4.3
Total	0.767	4.3

\*: The data for FY 2024-25 is consolidated from three entities, namely, Coforge Limited, BPS, and CIGNITI. Footnote: As per IMF Database, purchasing power parity (PPP) for India is 20.66 (INR.) per international dollar (USD) as March 2025, <https://www.imf.org/external/datamapper/PPPEX@WE0/OEMDC>.

## Key waste management practices

<b>Waste segregation and monitoring</b>	<ul style="list-style-type: none"><li>• Colour-coded bins for wet and dry waste at all campuses</li><li>• Monthly tracking of plastic, paper, food, biomedical and hazardous waste</li></ul>
<b>Organic waste management</b>	<ul style="list-style-type: none"><li>• Composting of cafeteria food waste, reused as manure for landscaping</li><li>• Diverts organic waste from landfills, enriching local soil profile</li></ul>
<b>Single-use plastic elimination</b>	<ul style="list-style-type: none"><li>• Drives to remove paper cups and single-use plastics have been initiated</li></ul>
<b>Paperless and circular operations</b>	<ul style="list-style-type: none"><li>• Digitised workflows in finance and transport, reducing paper use by over 40%</li><li>• Recycled cardboard stationery used across departments</li></ul>
<b>Hazardous waste handling</b>	<ul style="list-style-type: none"><li>• Biomedical and hazardous waste is handled directly by authorised vendors by CPCB. E-waste is managed through auction or authorised recyclers</li><li>• Batteries are handled in a buyback mode</li></ul>
<b>Hazardous waste minimisation</b>	<ul style="list-style-type: none"><li>• Eliminated 224 units of 150 Ah lead acid batteries from the UPS system at the Greater Noida data centre, reducing hazardous battery waste</li></ul>
<b>Plantation drives</b>	<ul style="list-style-type: none"><li>• Regular tree plantation drives organised on Environment Day, Earth Day and during client visits help enhance local biodiversity and carbon sequestration</li></ul>

## E-waste management

We recognise the environmental risks posed by electronic waste, especially from laptops, monitors and other IT equipment that may contain hazardous materials. To address this, we implement a structured e-waste disposal strategy aligned with regulatory requirements.

We focus on extending the lifecycle of IT assets through responsible usage, regular maintenance and upgrades. Functional components are refurbished and reused wherever possible to minimise e-waste generation. All e-waste is disposed of responsibly through authorised vendors in strict adherence to the E-waste Management Rules, ensuring minimal environmental impact and promoting circularity in our operations.

# Catalysing inclusive growth

We strive to build a workplace where every employee feels safe, supported and empowered. By championing diversity and fostering a sense of belonging, we unlock the full potential of our teams. Beyond the workplace, we extend our commitment to local communities through partnerships that address their specific needs. Guided by a strong sense of responsibility, we are working towards a more just and inclusive future for all.

Material topic	<ul style="list-style-type: none"><li>Talent attraction</li><li>Human capital</li><li>Talent attraction and retention</li><li>Corporate social responsibility</li><li>Customer relationship and engagement</li></ul>
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## UN SDGs linkage

SDG 1	No poverty
SDG 2	Zero hunger
SDG 3	Good health and well-being
SDG 4	Quality education
SDG 5	Gender equality

<b>SDG 6</b>	<b>Clean water and sanitation</b>
<b>SDG 8</b>	<b>Decent work and economic growth</b>
<b>SDG 9</b>	<b>Industry, innovation and infrastructure</b>
<b>SDG 10</b>	<b>Reduced inequalities</b>
<b>SDG 11</b>	<b>Sustainable cities and communities</b>
<b>SDG 13</b>	<b>Climate action</b>
<b>SDG 16</b>	<b>Peace, justice and strong institutions</b>
<b>SDG 17</b>	<b>Partnership for the goals</b>

## UNGC principles

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;
- Principle 2: Make sure that they are not complicit in human rights abuses;
- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: The elimination of all forms of forced and compulsory labour;
- Principle 5: The effective abolition of child labour; and
- Principle 6: The elimination of discrimination in respect of employment and occupation.

## Workforce overview and employee engagement

Our success begins with our people. For four consecutive years, Coforge has been recognised as a Great Place To Work® in India, which bears a strong testament to our culture of engagement, support and growth. We are committed to attracting and retaining top talent through fair practices, continuous learning and policies that enable employees to thrive and build lasting careers. With a global workforce, we draw strength from varied experiences and perspectives, ensuring every employee feels valued, supported and empowered to contribute meaningfully.

### Our workforce profile

By gender Category	FY25	FY24
Male	10,906	19,379
Female	3,412	7,520
<b>Total</b>	<b>14,318</b>	<b>26,899</b>

By age group	FY25	FY24
Below 30 years	5,233	10,659
30 to 50 years (including 30 and 50)	8,801	15,740
More than 50 years	284	500
<b>Total</b>	<b>14,318</b>	<b>26,899</b>



## People and belongingness

We maintain a work environment where every individual feels valued, respected and empowered to contribute their best. As an equal opportunity employer, we uphold diversity, inclusion and belongingness in recruitment and training and development. To put things in perspective, more than 20,000 employees actively participated in our inclusion training sessions.

We ensure fair compensation, solely determined by qualifications, performance and skill development. Any discrimination based on race, religion, age, sex, colour, nationality or social origin, ethnicity, disability, sexual orientation, political opinion, or any other status protected by law is strictly prohibited.

We recognise that varied perspectives, experiences and skills strengthen collaboration, innovation and organisational resilience. We have made significant progress in balancing gender representation across the organisation. The number of female employees has more than doubled, from 3,412 in FY24 to 7,520 in FY25. Additionally, women now represent 17% of our Board of Directors and 25% of our Key Managerial Personnel, reinforcing our commitment to diverse leadership.

**The number of female employees grew more than 2x in FY25 over FY24**

Realising that true inclusion goes beyond representation and requires an environment where individuals feel safe to be their authentic selves, we ensure complete confidentiality of any personal information shared with us, whether related to disability, sexuality, gender identity, or other sensitive matters, by employees or potential candidates. Such information is never disclosed without consent, except where required by law, in which case it is handled with discretion and compliance with applicable regulations.

To cultivate a truly diverse, equitable and inclusive workplace, we have implemented a range of focused programmes and initiatives designed to empower underrepresented groups, build awareness and create an enabling environment for all employees:



### EmpowHER

This is a celebration of the strength, growth and holistic development of our women employees. Through this programme, we weave together learning, development and well-being to create a nurturing ecosystem that fosters both professional and personal growth.

This initiative offers tailored, self-paced learning modules focused on leadership development, networking strategies and career progression. It enhances visibility, cultivates a growth mindset and strengthens personal branding.

Our dedicated Employee Resource Group, EmpowHER Connect, provides a vibrant platform for women to network, exchange experiences and build meaningful professional relationships. This initiative is further supported by infrastructure enhancements, such as childcare facilities and reserved parking for expectant mothers, ensuring an environment where women feel valued and supported.

To further enrich the employee experience, EmpowHER Day is organised monthly, covering themes of learning, wellness and personal growth.



### **Dedicated training and awareness initiatives**

We promote a culture of inclusion through engaging learning tools and global programmes. Initiatives such as 'Habit Calendars' provide self-paced content on key topics, including unconscious bias, allyship and the value of diverse perspectives. In addition, our participation in #IAmRemarkable encourages individuals, especially women and underrepresented groups, to confidently acknowledge and articulate their accomplishments. This global initiative, originally developed by Google, is designed to empower participants through workshops that challenge social perceptions around self-promotion and help build confidence in sharing their achievements



### **Provision of inclusive infrastructure**

Our workplace is thoughtfully designed to ensure accessibility and comfort for all. Facilities include reserved parking spaces for specially abled people and expectant mothers. Additionally, all corporate offices are equipped with wheelchairs and wheelchair-friendly elevators accessible from the parking lot, thereby ensuring accessibility for specially abled employees and our extended workforce. We continuously review and update our policies, procedures and infrastructure support (to the extent feasible) to maintain an inclusive and equitable working environment.



### **Coforge for All – DEI Academy**

We launched Coforge for all – DEI Academy, a global initiative aimed at equipping employees with the mindset, skillset and toolset essential for fostering an inclusive workplace. To achieve consistent global accessibility and support flexible learning, the Academy was strategically deployed on the Skillsoft Percipio platform, enabling the delivery of timely, relevant and personalised learning resources.

## Coforge for All – DEI Academy

While celebrating our diverse cultural heritage through events such as Diwali, Eid, Thanksgiving and Lunar New Year, we recognised the need for a more intentional and structured approach to inclusion. This gave rise to Coforge for All – DEI Academy, a global initiative aimed at equipping employees with the mindset, skillsets and tools essential for fostering an inclusive workplace. To achieve consistent global accessibility and support flexible learning, the Academy was strategically deployed on the Skillsoft Percipio platform, enabling the delivery of timely, relevant and personalised learning resources.

Our CEO served as the Executive Sponsor of this initiative, highlighting our focus on raising genuine awareness and driving behavioural change. The Academy is anchored on four pillars:

- **Championing DEI (leadership advocacy):** Engaging leaders through dialogues, campaigns and leader camps hosted by Skillsoft faculty
- **Providing the foundation (infrastructure):** Offering a centralised platform with structured DEI resources like Habit calendars on Unconscious Bias, aspire journeys on Allyship, channels on development, skill benchmarks and AI simulations
- **Cultivating inclusion (awareness and development):** Equipping our people to build an equitable and inclusive workplace
- **Supporting holistic growth (wellness and well-being):** Fostering employee well-being through initiatives like Workplace Wellness Wednesdays, yoga sessions and more

The Academy has reached 25,000+ employees across multiple time zones, transforming DEI from an HR-driven initiative into a business-led culture driver. This initiative has been awarded the Special Impact Learning Award by Skillsoft for two consecutive years. It has significantly enhanced our people practices, earning us distinguished accolades such as the Great Place to Work (four years in a row), Most Preferred Workplaces, Most Preferred Workplaces for Women, One of the Best Organisations for Women 2025 by ET Now and a spot among the Top 100 IT & ITeS companies – GPTW.

## Safeguarding human rights

At Coforge, our commitment to human rights is anchored in a robust Human Rights Policy, which serves as the foundation for embedding the principles of dignity, freedom and justice across our operations and value chain. This Policy guides our efforts to safeguard human rights by preventing risks such as discrimination, unsafe working conditions, unfair labour practices and negative impacts on local communities.

We maintain a zero-tolerance stance towards the use of child labour and any form of forced or compulsory labour across our operations and supply chain. We are equally committed to providing a harassment-free workplace and a healthy, safe environment, free from discrimination based on gender, age, caste, religion, disability and so on.

This policy also upholds the right to freedom of association and collective bargaining, ensuring that employees can participate in dialogue and representation without fear of retaliation.



In alignment with the UN Guiding Principles on Business and Human Rights, International Labour Organization (ILO) Conventions and the UK Modern Slavery Act 2015, we uphold the highest ethical standards and ensure compliance with global frameworks. Our Modern Slavery Statement reaffirms our zero tolerance for modern slavery, human trafficking, slavery, servitude and other forms of coerced labour, both in our own operations and across our value chain.

In alignment with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, we uphold a strong commitment to maintaining a safe, respectful and inclusive workplace environment free from sexual harassment and any form of discrimination. Our POSH Policy clearly defines unacceptable behaviours and establishes comprehensive procedures for reporting, investigating and resolving complaints. The Policy outlines the constitution and responsibilities of the Sexual Harassment Redressal Committee (SHRC), which oversees prompt and impartial inquiry processes. Confidentiality is strictly maintained to protect the privacy and dignity of all parties involved, with particular emphasis on safeguarding the identity and rights of the complainant.

We have established grievance redressal mechanisms for employees to voice concerns or report violations related to human rights. We ensure that no employee raising a grievance faces harassment, retaliation, or victimisation of any kind. Confidentiality is rigorously upheld throughout the grievance redressal process and expected to be respected by all stakeholders. Any violation of confidentiality or retaliation may result in disciplinary measures, underscoring our zero-tolerance approach to such conduct.

To reinforce awareness and accountability, we conduct regular training sessions on POSH, alongside broader human rights training for all employees and workers. These programmes equip participants with the knowledge and skills to identify, prevent and address potential violations within their areas of responsibility. In FY25, 87% of our employees and 100% of our workers participated in our human rights training.

**Zero**  
Incidents of child  
labour, forced labour  
and human trafficking  
in FY25

Additionally, our facilities and offices undergo human rights assessments for key parameters, including the risks of child labour, forced or involuntary labour, sexual harassment, workplace discrimination and non-compliance with fair wage practices. In FY25, 100% of facilities were assessed, which revealed no significant risks, reaffirming the effectiveness of our policies and preventive measures.

Beyond our business operations, we embed our human rights commitments across our value chain by incorporating clauses in supplier and partner agreements, prohibiting child labour, forced labour and any form of slavery.

## Commitment to anti-discrimination and anti-harassment

Focused on maintaining a workplace free from harassment, discrimination and any behaviour that undermines the dignity of our people, we uphold a strict zero-tolerance policy against physical, verbal, or psychological misconduct.

**Zero**  
cases of discrimination  
at the workplace in  
FY25.

Concerns about discrimination and harassment can be reported directly to the Head of Human Resources, who oversees the management and resolution of all matters related to human rights. Protected disclosures may also be made under our [Whistleblower Policy](#).

All grievances are addressed promptly, impartially and with utmost confidentiality. We also maintain a zero-tolerance stance against retaliation, ensuring that individuals who raise concerns in good faith are protected and supported.

In FY25, no cases of workplace discrimination were reported. We received eight complaints related to sexual harassment, all of which were addressed and resolved promptly by our Sexual Harassment Redressal Committee (SHRC). These outcomes indicate our commitment to accountability, fairness and a safe working environment for all.

## Learning and development

Learning never stops at Coforge. It empowers our people to thrive in a rapidly evolving digital landscape. Our Learning and Development (L&D) strategy focuses on building future-ready talent by strengthening technical expertise, leadership capabilities and a culture of compliance. Through structured programmes, innovative platforms and personalised learning paths, we enable every team member to grow, adapt and excel.

### Why it matters

In today's dynamic business environment, continuous learning is essential for:

- Driving innovation through new technologies and practices
- Enhancing employability by equipping employees with in-demand skills
- Building resilience to adapt to market disruptions and client needs
- Promoting sustainability by embedding responsible business practices

We believe in 'Learning at Every Level', as reflected in the following initiatives:

- **Entry-level:** Awareness programmes and technical foundations
- **Mid-management:** Operational excellence and managerial skills
- **Senior leadership:** Strategic leadership and executive coaching

Our programmes are continuously enhanced using feedback mechanisms, such as Net Promoter Score (NPS) and are aligned with industry best practices.

### Building awareness and responsibility

During FY25, we conducted comprehensive training and awareness programmes across all levels of the organisation. These sessions covered critical topics such as the basics of ESG, Business Responsibility and Sustainability Report (BRSR), compliance frameworks and ethical conduct, ensuring that our workforce understands the impact of their actions on the Company, stakeholders and the environment.

- **Board of Directors:** All members (100%) participated in four dedicated sessions focused on BRSR principles and their implications across the value chain.
- **Key Managerial Personnel (KMPs):** 100% coverage through training on compliance essentials, including POSH, EHS, Anti-Bribery and Anti-corruption, Whistleblower Policies and Insider Trading regulations.
- **Employees:** Nearly 12,931 programmes were conducted, covering compliance, behavioural skills and technical expertise, reaching 94% of our workforce.

On average, each employee received 26 hours of training during FY25.

## Skill upgradation

We recognise that technology and business models are evolving faster than ever. To keep pace and stay relevant, we invested substantially in upskilling and reskilling initiatives. Our programmes covered:

- **Compliance training:** We offer regular training to reinforce ethical practices and ensure regulatory adherence.
- **Behavioural, leadership and soft skills development:** We invest in building leadership and interpersonal capabilities through modules like Difficult Conversations, Dealing with Ambiguity, Successful Delegation, Presentation Skills, Art of Questioning, Interviewing Skills, Emotional Intelligence, Business Storytelling, Personal Branding and Coaching for Impact.
- **Technical and functional expertise:** We offer an extensive upskilling catalogue across technologies, platforms and industry domains, including Dynamics 365 + Power Platform, Power BI, Java, IMS, SQL, Appian, Snowflake, AWS, Data & Analytics, ReactJS, Python, Insurance, ISTQB, .NET, QlikView, Pega, Docker, GitHub, Azure, Informatica, SDET, ITIL, Safe Scrum, AI Spark, Programme Management, Microsoft Fundamentals, MuleSoft, Salesforce and more. We also provide advanced training in AI & Machine Learning, Cloud Platforms (AWS, Azure), Data Analytics, Cybersecurity and emerging technologies like OpenAI ChatGPT.

Skill upgradation training category	FY24	FY25
Employees	10,621	21,900
Percentage covered	74%	81%
Workers	145	524
Percentage covered	100%	100%



## Leadership development and its significance

Leadership development is a strategic priority at Coforge. Strong leaders are drivers of employee engagement and retention. They foster a culture of innovation and collaboration while ensuring business continuity during change.

Some of our key initiatives include:

- **Leader's Academy:** A flagship programme that transitions individual contributors into first-time managers
- **Managerial development programmes:** Focused on operational excellence and building niche skills
- **Executive coaching and industry connect:** For senior management to refine strategic thinking and leadership agility
- **Mentorship and coaching:** Pairing experienced leaders with emerging talent to accelerate growth

## Performance review and career development

Career growth at Coforge is anchored in structured performance reviews and development conversations. These reviews help employees align their aspirations with broader organisational goals while identifying opportunities for advancement.

Category	FY25*			FY24		
	Total (A)	Number (B)	Percentage (B/A)	Total (C)	Number (D)	Percentage (D/C)
Male	19,379	16,048	83%	10,906	9,324	85%
Female	7,520	6,580	88%	3,412	3,228	94%
Total	26,899	22,628	84%	14,318	12,552	87%

\*The table only covers the employees of Coforge.

## Supporting lifelong learning

Beyond formal training, we encourage employees to pursue higher education and certifications through:

- Higher education sponsorship programmes
- Employee certification schemes
- Sabbatical benefits for academic and professional pursuits

These initiatives enhance technical and managerial capabilities while fostering personal growth and job security.

## Employee health, safety and well-being

At Coforge, employee well-being is accorded the highest priority, with initiatives designed to promote their physical and emotional wellness. We promote work-life balance, meaningful engagement and holistic growth, creating an environment where people feel respected, connected and inspired to excel. Safeguarding health and safety remain a top priority, supported by robust management systems, proactive risk management and comprehensive wellness programmes that extend across our workforce.

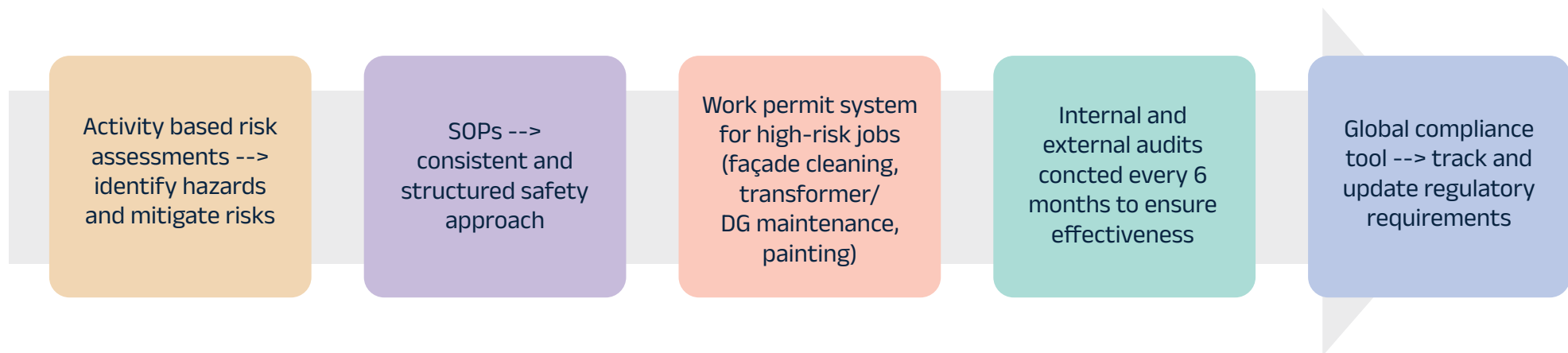
### Occupational health and safety management system

Coforge Limited is certified under the Occupational Health and Safety Management System (OHSMS) in accordance with ISO 45001:2018 standards, covering all locations across India. In addition, all offices are certified under the Environmental Health and Safety Management System (EHSMS), approved as per ISO 14001:2015 and ISO 45001:2018. A [Global EHS Policy](#) further guides our approach to workplace safety and compliance across our global operations.

### Hazard identification and risk assessment

We integrate hazard identification and risk assessment into daily operations, ensuring that our approach to safety is proactive and not reactive. Through structured risk assessments, clear SOPs, targeted controls for high-risk activities and regular safety audits, we maintain a strong safety culture. The global compliance monitoring tool further ensures that all regulatory requirements are met, creating a workplace where safety is prioritised in every action.





We ensure that all our employees and extended workforce are empowered to report hazards and remove themselves from unsafe conditions. Hazard reporting is facilitated through our intranet portal, email and dedicated telecommunication channels. In addition, we maintain a dedicated 24/7 security helpdesk across all offices, with emergency contact details circulated regularly via email and workplace notices. Employees receive regular training on hazard identification and workplace safety protocols, which enables them to respond promptly and responsibly in emergencies.

## Employee training and development

To ensure our workforce remains agile, skilled and future-ready, we prioritise continuous learning and capability enhancement. Our training framework addresses compliance, behavioural, technical and health and safety competencies, empowering employees at all levels to excel in their roles.

- **Compliance training-** All employees undergo mandatory programmes, such as Prevention of Sexual Harassment (POSH), Environment, Health and Safety (EHS), Global Compliance, Code of Conduct, Anti-bribery and Anti-corruption, Whistleblower Policy, Modern Slavery Act and Prohibition of Insider Trading. These sessions reinforce ethical conduct, regulatory adherence and workplace safety.
- **Health and safety training-** Safety is integral to our work culture. Employees receive regular training on hazard identification, emergency preparedness, safe work practices, ergonomics and ISO 45001-aligned safety protocols. These initiatives ensure a safe, healthy and risk-free work environment across all facilities.

Details of training given to employees and workers on 'Health and Safety Measures'	FY24	FY25
<b>Total number of employees undertaking OHS training</b>	13,232	14,301
<b>Total number of workers undertaking OHS training</b>	145	524

	FY24	FY25
Number of employees in skills training	10,621	21,909
Number of skill development sessions	12,828	12,927
Number of employees attending mandatory training	13,592	23,437
Number of mandatory trainings	4	4
Average hours of training employees undertaken (hours)	21.7	26

## Caring for people

We offer comprehensive benefits to support the holistic well-being of our employees. First aid kits are available across all premises, with standby ambulance services in high-concentration offices to ensure immediate medical response. On-site health centres provide prompt assistance to employees and contractors feeling unwell. In addition, the 'WE CARE' portal offers confidential emotional, mental and psychological support through a dedicated helpline.

Key initiatives include:

**Health programmes:** In-house health check-up camps, specialised health check-ups for women and alternative therapies, such as acupuncture and magnet therapy

**Mental wellness:** Confidential counselling support through our EAP in partnership with 1to1 Help, along with health talks and allowances for health checks for employees in certain age groups

**Fitness facilities:** In-house yoga sessions and gym facilities at our campuses; for employees in leased spaces without such facilities, allowances are provided to access external fitness centres

**Family benefits:** Financial allowances for marriage, in-house crèche facilities at company-owned campuses, seed funding for a child's future upon the birth of a girl and additional optional holidays for family events such as anniversaries and birthdays

**Financial wellness:** Cyber fraud prevention workshops are conducted by senior IPS officials from the cyber-crime division, providing expert guidance on safeguarding against financial threats

At Coforge, we encourage our employees to share their health and fitness journeys with their colleagues. This helps them stay active and manage stress better.

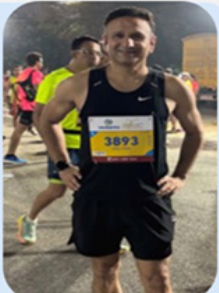
## i Care – My Story

Running motivation varies among runners, with some motivated by race wins, personal bests, age-group awards, or qualifying for events. However, a World Athletics survey found that three-fourths of runners believe running benefits both their mind and body, beyond speed and fitness.

Running for 10 years, I've completed **2 Ultra, 20 full, and nearly 100 Half marathons**. Each event offers learning opportunities, even without personal best timing.

**I don't run to add days to my life... I run to add life to my days...**

**VISHAL KAPOOR**  
SENIOR VICE PRESIDENT / CIMS




## i Care

**Discipline is the Key**

As a 46-year-old independent and successful woman leading a team of 1,000 employees, my fitness journey is about empowerment, mental well-being, and living a balanced, fulfilling life. Each woman's journey is unique, reflecting her strength, resilience, and dedication. Whether you're just starting or already on your fitness path, I hope my experience can inspire you.

**Set realistic goals which are achievable and consistent**

**RUCHIRA SEQUEIRA**  
ASSOCIATE VICE PRESIDENT / BPO



## Global benefits

We provide comprehensive employee benefits across all the geographies where we operate, complying with local regulations and aligning with prevalent practices. In major locations, including the USA and UK, employee plans include medical, dental, vision, life and AD&D insurance, further enhanced through wellness plans and EAP programmes. Annual vacation benefits exceed compliance requirements, providing employees and their families with greater flexibility and time for personal well-being.

### Rewards and wellness philosophy

Our comprehensive Total Rewards programme combines cash and non-cash benefits. We provide medical and life insurance, wellness initiatives, Employee Assistance Programmes (EAP), education support and Accidental Death & Dismemberment (AD&D) benefits for employees and their dependents. In India, we conduct annual health check-up camps across major office locations and host regular health awareness sessions to encourage proactive care. All well-being initiatives are implemented with the highest standards of confidentiality and sensitivity toward personal information.

We emphasise team and encourage a culture of 'fun at work' through numerous initiatives. In our India offices, this includes festive Melas, food festivals, hackathons, team events, as well as dedicated allowances for outings and team-bonding activities.

### Critical illness support

We extend additional assistance to employees facing critical illnesses through our corporate buffer scheme, which is part of our Mediclaim Policy. In India, we have also established an Employee Welfare Fund, supported by small contributions from employees and matched by the Company, to offer significant financial aid for medical treatments. This fund supplements insurance and buffer entitlements, with over ₹ 7 million disbursed in the first half of 2025 alone.

## Talent acquisition and retention

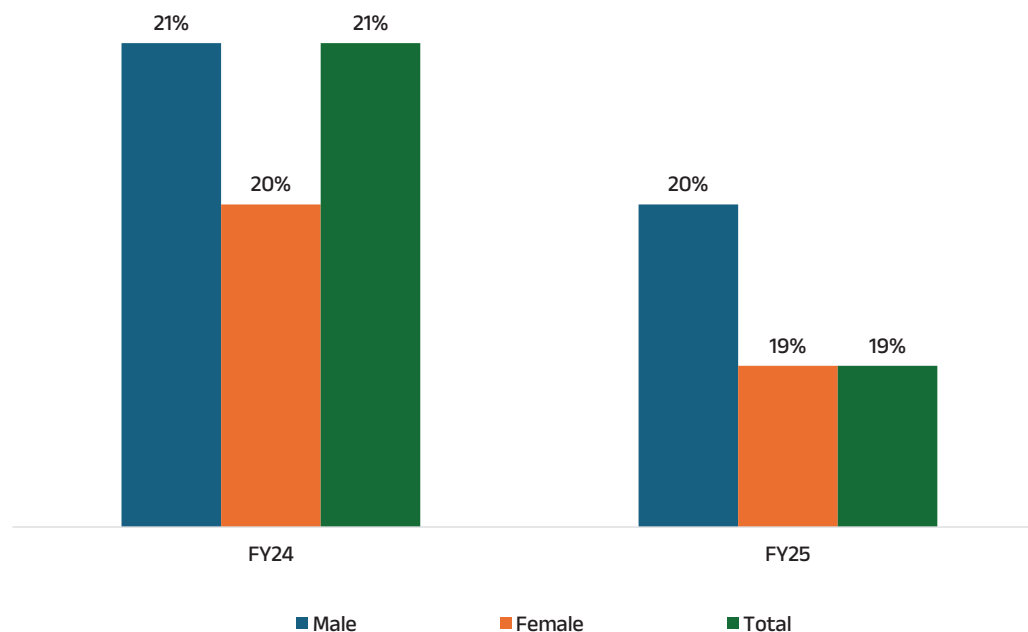
We continuously prioritise strengthening Coforge's appeal as a preferred workplace for both early-career talent and seasoned professionals. We actively seek individuals with the right skills, mindset and cultural fit and provide a seamless onboarding experience that helps them integrate quickly and contribute effectively.

Our hiring trends by gender	FY24	FY25
Male	4,730	7,051
Female	2,043	3,073
Total	6,773	10,124

By closely monitoring job market trends and understanding the evolving expectations of the workforce, we adapt our policies, benefits and career development frameworks to remain competitive and relevant. Our approach balances the infusion of fresh perspectives with the expertise brought by experienced hires, ensuring a strong and diverse talent base.

Through clearly defined career pathways, continuous learning opportunities and a work culture that values performance, collaboration and well-being, we retain our top-performing employees. We emphasise leadership development, internal mobility and employee recognition, enabling individuals to grow their careers within the organisation while contributing to long-term business success. These measures have contributed to a steady improvement in workforce stability, with overall turnover declining from 21% in FY24 to 19% in FY25.

Employee turnover rate by gender



## Employee turnover of permanent employees

Based on gender	FY24	FY25
Male	2,776	2,678
Female	899	936
Total	3,675	3,614

Based on age	FY24	FY25
Below 30 years	1,345	1,322
30 to 50 years (including 30 and 50)	2,275	2,252
More than 50 years	55	40
Total	3,675	3,614

Based on region	FY24	FY25
North	1,707	1,737
East	36	47
West	424	517
South	1,508	1,313
Total	3,675	3,614

We support employees through career transitions, particularly those approaching retirement. We offer structured transition assistance programmes to facilitate continued employability and smooth career endings. For high-performing retirees, we provide opportunities to engage them as consultants, leveraging their expertise post-retirement.

Comprehensive guidance is extended to all retiring employees to help them effectively plan and manage their retirement benefits, including provident fund, pension schemes, gratuity and superannuation (where applicable). Furthermore, we ensure seamless support for the transition and portability of medical insurance plans, safeguarding continued health coverage beyond employment.

Further, we provide parental leave benefits to support employees during important life stages, ensuring job security and work-life balance. We offer equal opportunities for both parents, with flexible work options and smooth reintegration post-leave. Employee retention after parental leave remains strong, reflecting our commitment to an inclusive and supportive workplace.

## Employee statistics for parental leave

Parameter	Category	FY24	FY25
Total number of employees who were entitled to parental leave, by gender	Male	7,085	10,859
	Female	2057	3,648
Total number of employees who took parental leave, by gender	Male	545	716
	Female	331	477
Total number of employees who returned to work in the reporting period after parental leave ended, by gender	Male	545	695
	Female	318	463
Total number of employees who returned to work after parental leave ended, who were still employed 12 months after their return to work, by gender	Male	450	599
	Female	225	366
Total number of employees due to return to work after taking parental leave	Male	545	716
	Female	331	477
Return to work rate of employees who took parental leave, by gender.	Male	100%	97%
	Female	96%	97%
Retention rate of employees who took parental leave, by gender	Male	89%	90%
	Female	75%	93%

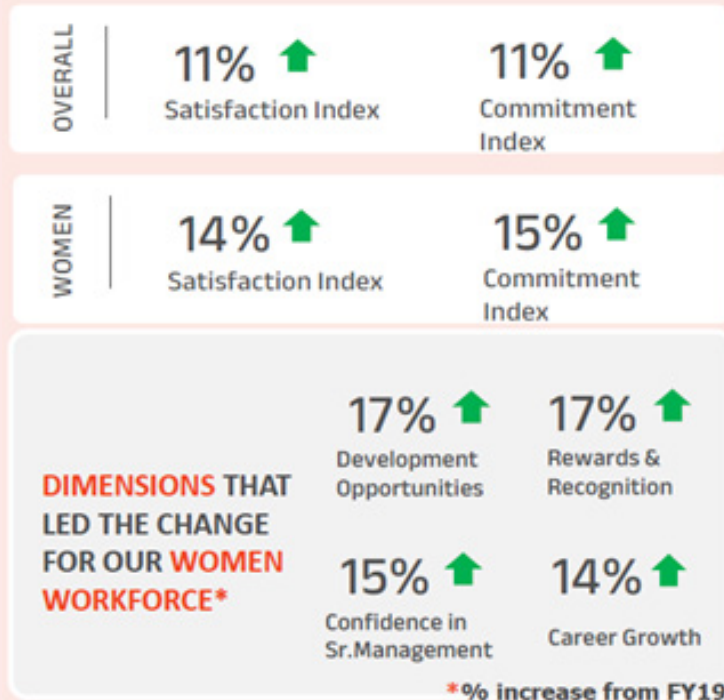


## Gauging employee feedback

Our annual 'My Voice' Employee Engagement Survey captures comprehensive feedback from employees. The survey explores key local-level workplace drivers such as role clarity, managerial support, recognition, teamwork and growth opportunities, as well as organisation-level drivers, including senior management's future orientation, the Company's brand perception, fairness, compensation and benefits and training effectiveness.

85% participation in 'My Voice' Survey in FY25, with an 81% satisfaction score.

### ENGAGEMENT JOURNEY\* LAST FIVE YEARS (FY19 - FY25)



## Employee feedback mechanisms

As we recognise that meaningful employee engagement and regular feedback are critical to building a competent talent pool, we maintain a workplace where employees feel heard, respected and empowered to contribute to organisational growth. At Coforge, feedback is viewed not just as a measure of current performance but as a driver for continuous improvement in workplace practices, culture and the overall employee experience.

To facilitate open communication, multiple channels are in place for employees to share inputs, raise concerns and participate in shaping the workplace environment, including digital platforms, structured employee engagement initiatives and regular team interactions. Feedback is collected continuously through these avenues, complemented by structured mechanisms for periodic assessment.

In keeping with this commitment to understanding employee perspectives, we foster a supportive work environment where employees feel safe and empowered to raise concerns or grievances without hesitation. We promote a culture of openness, recognising that reporting issues related to ethics, workplace conduct, or other concerns is essential to upholding organisational integrity and driving continuous improvement.

We have implemented formal grievance redressal mechanisms that enable employees to report matters confidentially concerning ethics, unethical behaviour, suspected fraud, or violations of the Company's Code of Conduct and Ethics, POSH and Whistleblower Policy. These policies provide robust safeguards to ensure protection against retaliation and support a culture of accountability and mutual respect.

# Our CSR commitment

Coforge is committed to being a purpose-led organisation, driving sustainable growth and fostering positive change globally. Our unwavering commitment to community upliftment across India is at heart of our mission.

Since CSR activities take multiple years to create a tangible, sustained impact, the CSR agenda of Coforge focuses on two pillars:

## Education and skill development

We want to help children and adults from all backgrounds gain access to quality education, resources and skill development programmes. As part of this, we focus on establishing public libraries in India, supporting underprivileged children and improving industry-academia partnerships

## Environment and sustainability

We protect vital local ecosystems and spaces while also promoting the adoption of sustainable environmental practices among citizens through education, awareness and support

## FY25 at a glance: India and global

Employee volunteering	<ul style="list-style-type: none"><li>3,855 volunteers</li><li>&gt;20,000 person hours across 95 activities</li></ul>
Client co-engagements	<ul style="list-style-type: none"><li>25 CSR activities with strategic clients; one client launches its own programme inspired by Coforge</li></ul>
Global community outreach	<ul style="list-style-type: none"><li>Structured initiatives across the UK, US, Thailand and the Phillipines</li></ul>

## Pillar 1: Education and skill development

### **The Coforge Public Library: A Place to read, reflect and learn for everyone**

On February 7, 2024, we set up The Coforge Public Library in Noida as a free, inclusive centre of lifelong learning. The Coforge Public Library in Noida recorded a footfall of 30,000+ in its first year and was recognised as the 'Best Education Initiative – for General Public 2024' at the India CSR Awards. Following the success of the Noida library, we plan to set up Libraries in Gurugram, Hyderabad and Delhi NCR.

### **Girls' education and employability pathways**

We sponsored the education of 150 girls under the Udayan Shalini Programme; two scholars from the programme joined Coforge as Graduate Engineer Trainees, underscoring our commitment to offering career-linked education. We also supported Udayan Care IT & Vocational Training (ITVT) in Noida, where 229 learners were trained (in data entry, graphic design and customer service). Of them, 138 candidates got placed in FY25.

### **Nurturing first-generation learners**

- Vidya & Child schools in Delhi-NCR: We sponsored the primary education for 500 students, ensuring they have access to quality learning opportunities.

Additionally, 650 students benefited from our infrastructure development initiatives at Vidya & Child schools. Moreover, we sponsored the education of 25 college students, helping them pursue higher education and achieve their academic goals.

- Kriti in Hyderabad: We support Project Shiksha in Hyderabad, in collaboration with the Kriti organisation. This initiative focuses on enhancing the capacity of teachers in government primary schools, setting up computer and robotics labs and other infrastructure development. We have played a crucial role in sponsoring students, providing scholarships and facilitating teacher training for the local community. Kriti's collaboration with government schools in Hyderabad has benefited 3,000 students. Also, through the dedicated efforts of Kriti, 100 women entrepreneurs across Hyderabad have received comprehensive training.

### **STEM and higher education**

- Centre for Youth Development and Activities (CYDA) (Pune): A total of 500 community children were engaged in a STEM lab; 1,000+ were supported via a Community Resource Centre; and 300 women received entrepreneurship training across Pune and Kolhapur.

- The Coforge Data & AI Lab, set up at IIT-BHU, Varanasi: This is a state-of-the-art facility, equipped with 32 high-performance computers, designed to provide students with hands-on experience in building and experimenting with AI models. Through curated learning modules, the lab helps students develop the skills needed to create real-world AI solutions and prepares them for careers in emerging technologies. We are also funding four research projects focused on applying AI to address pressing social challenges. The Coforge Data & AI Lab will ensure that students have the technical expertise needed to be industry-ready.

- Higher education support: We have sponsored three MBBS and three nursing students. Also, seven women were supported for AI-related Data Science courses at the 2024 WIT Roundtable.

### **Support for specially abled children and orphans**

We partnered with Margadarshi (Bengaluru) and Ashagram (Kolhapur) to provide assistive devices and sustenance for ~500 specially abled individuals. We also supported Sparsha (Bengaluru) and Udayan Ghar (Noida), benefiting ~650 children in residential care.

## Pillar 2: Environment and sustainability

### Urban sanitation and waste circularity (Noida)

As part of our collaboration with Noida Authority and ILRT, we organised 3,138 awareness and action activities on segregation and composting, reaching ~4,50,000 residents; 5,000 sanitation workers were trained and provided safety gear; 25,715 metric tonnes of solid waste were segregated (estimated 5,143 metric tonnes of CO<sub>2</sub> sequestered); 2 metric tonnes of plastic were reduced. Nearly 792 metric tonnes of street litter were collected via JATAYU, a litter collection machine donated to the Noida Authority by Coforge. These efforts contributed to Noida featuring in the Top-12 national cleanliness ranking cities of India for the very first time (Super Swachh League).

### Nature-positive city assets

- Amrit Sarovar (Noida): A rejuvenated pond, fed by treated water, has become a migratory-bird habitat with 12 species recorded in FY25.
- Biodiversity park (Noida): As part of our afforestation initiative, a former dumpsite converted into an indigenous 'green lung' with 15,000 plants, underscores our commitment to sustainable practices and environmental stewardship.

### Rural livelihoods and regenerative practices

- Pasali Valley (Pune): Environment conservation interventions were undertaken at the Pasali Valley to reduce deforestation and enrich the soil. We also encouraged entrepreneurship among 7,000 underserved villagers in Pune.
- Kolhapur: 5,000 women were engaged in climate-smart agriculture and sustainable livelihood programmes.
- Fluoride-affected villages (near Bengaluru): Our integrated livelihood programme (comprising beekeeping, animal husbandry, organic and advanced farming) benefited ~10,000 villagers with income and food security.

### Global CSR footprint

- UK: We offered mentoring, curriculum support and devices, reaching ~150 students in FY25 (~400 in two years); drove fundraising and tech enablement for West Mercia Search & Rescue; conducted community clean-ups, Alzheimer's Society fundraisers and Macmillan Cancer Support initiatives.
- US: We donated 462 lbs of food donated and assembled over 400 food bags for Arm-in-Arm; beach clean-up (Asbury Park); donated iPads to Kanawha Valley Academy of Learning (WV).
- Thailand: We organised clothing donation drives for the Baan Unrak Foundation.
- Philippines: We extended disaster-relief support for the Red Cross during volcanic eruption and super typhoons; offered dengue-prevention education and supplies for children.

## Employee and client engagement

Volunteering fosters a sense of purpose and empowers individuals to be agents of change, besides strengthening team bonds. Whether it is assembling wheelchairs, mentoring students, participating in tree plantation drives, or supporting local NGOs, our employees participate in activities with a sense of purpose and joy. A total of 3,855 Coforge employees contributed >20,000 hours in FY25. We also engaged 25 clients in our CSR engagements, enriching learning outcomes for students while deepening an appreciation of the opportunities for social impact in India. One impactful outcome was that one of our clients launched their own CSR programme, appointing us as their programme managers.

## Governance, measurement and assurance

<b>Governance:</b> Our CSR agenda is guided by the Board’s strategic direction and multi-year impact horizons, with programmes delivered through vetted NGO partners (following appropriate due diligence) and public institutions, ensuring transparency and continuity.	<b>Impact measurement:</b> We track outputs (beneficiaries, assets created and volumes managed) and outcomes (placements, learning progression, biodiversity indicators and GHG avoidance). Notable results include 138 job placements from vocational training, a Top-12 sanitation ranking for Noida and 5,143 tCO <sub>2</sub> e estimated emissions avoided through segregation of 25,715 metric tonnes of solid waste.	<b>Data quality:</b> Programme data is aggregated from partner reporting and Coforge validations; we aim to strengthen baselines and adopt independent verification for high-material programmes in FY26 (for instance, waste, livelihoods and library learning gains).
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## Alignment with the UN SDGs

SDG	CSR initiative
SDG 4 - Quality education	The Coforge Public Library; sponsorship of schools; STEM labs; higher-education scholarships; Co-forge Data & AI Lab, IIT BHU, Varanasi
SDG 5 - Gender equality	Udayan Shalini scholarships and placements Delhi NCR; women entrepreneurship cohorts (Pune, Hyderabad).
SDG 8 - Decent work and economic growth	Vocational training and 138 placements; livelihood programmes in rural areas.
SDG 11- Sustainable cities and communities	Urban sanitation and waste management in Noida; Biodiversity park, Noida; Pond rejuvenation, Noida
SDG 12 - Responsible consumption and production	Waste Segregation, Noida plastic reduction, composting.
SDG 13 - Climate action	Emissions reduction via a comprehensive waste management programme; tree plantation.
SDG 15 - Life on land	Afforestation, Biodiversity park, Pond rejuvenation

## Steering growth through ethical leadership

At Coforge, we adhere to the highest standards of governance, maintaining transparency, accountability and integrity at every level of the organisation. Guided by robust policies and dedicated committees, we ensure effective oversight, address governance matters promptly and sustain the trust of our stakeholders while driving sustainable long-term value.

### Material topic

- Business ethics, transparency, governance & disclosure
- Cybersecurity and data privacy
- Global regulatory risk
- Foreign exchange
- Geo-political & macro-economic environment
- Innovation, research & development

### UN SDGs linkage

SDG 5	Gender equality
SDG 8	Decent work and economic growth
SDG 9	Industry, innovation and infrastructure
SDG 10	Reduced inequalities
SDG 12	Responsible consumption and production
SDG 16	Peace, justice and strong institutions
SDG 17	Partnership for the goals

### UNGC principles

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

## Ethics and compliance

At Coforge, our corporate governance framework is built to safeguard shareholder interests while ensuring fair and balanced consideration for all stakeholder expectations in the absence of promoters. Our Board prioritises protecting minority stakeholder rights, fostering equitable treatment and enabling sustainable value creation through ethical decision-making.

We maintain a strong, independent Board supported by transparent accounting policies, timely disclosures and rigorous oversight mechanisms. This reinforces trust, accountability and confidence in our governance practices. The framework we employ aligns with domestic and international governance standards, ensuring that investments are managed prudently and responsibly.

Through periodic compliance reports, internal and external audits and continuous assessment of governance systems, we uphold corporate integrity and enable long-term value creation for all stakeholders. A central element of our approach is open and regular engagement between the Board and management, which encourages effective dialogue, addresses concerns and integrates feedback into the organisation's strategic direction.

Our governance practices are underpinned by well-defined principles: integrity, accountability, independence, transparency, fairness and sustainability. These values guide all aspects of our operations and reflect our belief that every action must ultimately serve the overarching goal of enhancing stakeholder value on a sustained basis. We comply with the corporate governance provisions of Regulation 34 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. A quarterly status report on adherence to regulatory requirements is presented to the Board of Directors by management, reaffirming our commitment to ethical business conduct.

Our approach to governance is guided by:

- Clear and ethical strategic direction and sound business decisions
- Effective exercising of ownership
- Transparent and professional decision-making
- Excellence in corporate governance by abiding by guidelines and continuously assessing Board processes and management systems for constant improvement
- Greater attention to the protection of minority shareholders' rights

Governance at Coforge is anchored in an effective Independent Board, a clear separation of supervisory and executive responsibilities and dedicated committees that oversee critical business areas, ensuring accountability and alignment across the organisation.

We understand that effective governance requires clarity in the roles of the Board of Directors, senior management and their interactions with stakeholders. Therefore, we protect shareholder rights, while reinforcing a culture of integrity, responsibility and ethical conduct across operational aspects, from strategy and performance mapping to customer engagement.

To strengthen compliance and risk management, we have implemented an IT-enabled compliance management system that automates the tracking, managing and reporting of regulatory obligations. This system enhances accuracy, efficiency and transparency, reduces the risk of human error and provides real-time insights that enable proactive issue resolution. Streamlining routine tasks, it allows the compliance function to focus on strategic priorities, thereby contributing to stronger governance outcomes and sustained stakeholder trust.



## Business ethics and code of conduct

Data security, regulatory compliance and ethical conduct are central to how we operate. Our Code of Conduct serves as a guiding framework for our employees and Directors, outlining expectations and responsibilities. It also lays down clear reporting mechanisms to report incidents of violation.

To reinforce adherence, annual, mandatory training is conducted for all employees and Directors. Key elements of our Code of Conduct include:

- **Conflicts of interest:** The Company's Code of Conduct requires Directors to disclose their interests or concerns in the Company, as well as other companies, corporate bodies, firms, or associations, including any changes in such interests or shareholdings, either annually or as they occur. A database is maintained to record these disclosures and track the entities in which Directors have such interests or concerns. Furthermore, to maintain independence and avoid conflicts of interest, Directors abstain from participating in discussions or voting on agenda items where they have a personal interest during board meetings.
- **Fair competition:** The Company and its employees aim to establish and support a competitive, open market economy both in India and internationally and will actively cooperate in efforts to promote the liberalisation of trade and investment.
- **Political contribution:** The Code of Conduct firmly states that the Company will comply with all local, state and federal or foreign laws and regulations, with regard to any political contributions.
- **Gifts and donations:** We maintain a zero-tolerance stance against accepting illegal payments, gifts, or benefits intended to influence business decisions or enable fraud. However, we permit modest, infrequent gifts or meals given as customary gestures on special occasions, for which we provide our employees with specific guidelines.

No complaints of conflict of interest for Directors/KMPs in the last two reporting years

We have not received any complaints on anti-competitive conduct in the last two reporting years.



# Anti-bribery and anti-corruption

Our Anti-Bribery and Anti-Corruption (ABAC) Policy reflects our commitment to conducting business with the highest ethical standards. We maintain a zero-tolerance approach to bribery and corruption, ensuring that professionalism, fairness and integrity prevail across all business activities and relationships, regardless of location. Robust systems are implemented and enforced to prevent, detect and address instances of bribery.

The ABAC Policy guides our employees on recognising and mitigating bribery and corruption issues by avoiding potentially problematic situations and raising concerns through appropriate reporting channels.

To further strengthen accountability, we engaged an external auditor from TR Chadha, who conducted an independent review of our Anti-Bribery Framework for FY25. The review covered the following:

- Anti-bribery governance and policies: Key Management Personnel, Compliance Officer, HR (Background Verification, Onboarding, Training, Business HR), Controllers, Procurement
- Risk assessment and controls: Compliance Officer, HR (Background Verification, Onboarding, Training, Business HR), Controllers, Procurement
- Training and awareness: HR (Background Verification, Onboarding, Training, Business HR), Controllers, Procurement
- Reporting and investigation mechanisms: Compliance Officer, HR (Background Verification, Onboarding, Training, Business HR), Controllers, Procurement
- Disclosures and cooperation: Compliance Officer, HR (Background Verification, Onboarding, Training, Business HR), Controllers, Procurement

## Anti-bribery and anti-corruption governance metrics

SR. No.	Parameter	FY24		FY25	
		Number	Percentage	Number	Percentage
1	Governance body members (Board of Directors) who have received awareness on anti-corruption	8	100	6	100
2	Employees who have received training on anti-corruption	12,832	96	12,931	94
3	Total number of training sessions conducted on Anti-Corruption and Anti-Bribery Policy or related topics at Coforge	12,840	-	12,939	-

Note: Numbers are at the standalone level for Coforge Limited.

No cases of disciplinary action was taken by any law enforcement agency for the charges of the bribery/ corruption in last two reporting years

100% of operations assessed for risks related to corruption

Due diligence/audit of control procedures is in place to address anti-corruption and anti-competitive behaviour.

## Whistleblower Policy

Our [Whistleblower](#) Policy empowers individuals who witness unethical behaviour or non-compliance to report it to the Company anonymously, without informing their supervisors. In all such instances, we may undertake an appropriate investigation while maintaining the strictest confidentiality for all parties involved. This Policy serves the following objectives:

- Early detection of wrongdoings, frauds, wastage, illegal activities and other significant risks
- Bringing in an extra check on compliance with the Code of Conduct and applicable laws

Our dedicated Compliance Committee addresses complaints raised by whistleblowers. The CEO then convenes the Committee's inaugural meeting, ensuring the inclusion of at least three members selected from the following, ensuring that none of the members have any conflict of interest related to the matter under concern or allegation:



We received two whistleblower complaints during FY25 and took appropriate action to resolve them.

## Tax strategy

Our commitment to good governance is reflected in our tax strategy and Tax Policy. The Policy, aligned with the Company's ethos of creating value for our stakeholders while upholding ethical business conduct, outlines the following objectives:

1	To foster highest levels of corporate governance reinforced by various controls, procedures and a comprehensive risk management framework
2	To ensure 100% compliance with all applicable tax obligations in accordance with the tax laws and regulations of the jurisdictions within which we operate
3	To ensure transparency with tax authorities and uphold utmost integrity in tax filing, reporting and payment obligations.
4	To ensure that all forms of taxation levied upon Coforge are paid within the stipulated period and with accuracy to the relevant authority(ies)
5	To continuously foster a theme of transparency and trust in our stakeholder relationships

The Policy elaborates tax strategy, including elements such as tax governance, compliance, planning, risk management and transfer pricing.

## Risk management

We have established a robust risk management framework for identifying and mitigating risks that may impact our business operations. In line with the revised Regulation 21 of SEBI LODR, the Board has approved the constitution of a Risk Management Committee, with an Internal Audit representative invited to its meetings. The roles and responsibilities of the Committee are as follows:

Formulate and oversee implementation of the Risk Management Policy.

Manage the annual risk assessment process and formulation of mitigation procedures.

Monitor internal and external risk including risk associated with cyber security and formulation/ oversight of mitigation plans.

Monitor the implementation of improvements in the Policy, including planned actions arising from Audit Committee/Board deliberations if any.

Any other roles and responsibilities as may be prescribed under applicable laws/regulations as amended from time to time.

## Internal controls and compliance

Coforge has established a comprehensive system of internal controls to ensure that financial and operational information remains reliable and fully compliant with regulatory requirements. The framework encompasses compliance, audit and risk management functions, with a strong focus on integrity and accountability.

Internal audits are conducted by an independent professional services firm, providing objective assessments of operational and financial controls. Statutory audits, carried out by a reputed audit firm, ensure that the accuracy of our financial statements is in line with applicable laws and accounting standards.

Additionally, secretarial audits by a specialised firm verify compliance with corporate governance and regulatory requirements.

To streamline and monitor regulatory compliance, we leverage a digital compliance tool developed by a global consulting firm. It enables real-time tracking of regulatory obligations and deadlines. The accuracy and completeness of data within the tool are independently validated by an external chartered accountant, providing an additional layer of assurance.

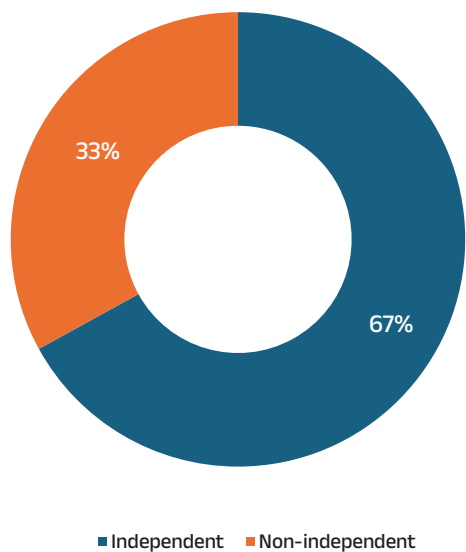
Employee awareness and engagement in compliance are reinforced through regular training programmes covering Anti-Bribery and Anti-Corruption (ABAC), Prevention of Insider Trading (PIT), Prevention of Sexual Harassment (POSH), our Code of Conduct and Environment, Health and Safety (EHS). These initiatives help foster a culture of integrity and accountability across all levels of the organisation.

Operational risks, especially those related to compliance, are continuously identified and mitigated through structured processes. This ensures business continuity and safeguards stakeholder interests.

# A diverse Board

Our Board of Directors comprises a balanced mix of individuals with diverse backgrounds and expertise, aligned with Coforge’s business goals and strategy and operates under a one-tier board structure. In line with our [Board Diversity Policy](#), we value diversity in terms of gender, domain, geography and more.

Board composition



	Board of Directors		KMPs	
	FY24	FY25	FY24	FY25
Age-wise breakup				
Below 30 years	0	0	0	0
30-50 years	1	0	2	2
More than 50 years	7	6	1	2
Total	8	6	3	4
Gender-wise breakup				
Male	7	5	2	3
Female	1	1	1	1
Total	8	6	3	4

We ensure that the collective efforts of our Board members are directed towards improving the Company's performance and fulfilling our responsibilities to shareholders, the community and the environment. To support this, the Board has established several committees that provide oversight and accountability across the business:

### Board committees

Audit Committee	CSR and ESG Committee	Stakeholders' Relationship Committee	Risk Management Committee	Nomination and Remuneration Committee
<ul style="list-style-type: none"><li>• 4 Independent members (including 1 female member)</li></ul>	<ul style="list-style-type: none"><li>• 2 Executive members</li><li>• 1 Independent female member</li></ul>	<ul style="list-style-type: none"><li>• 1 Executive member</li><li>• 2 Independent members</li></ul>	<ul style="list-style-type: none"><li>• 1 Executive member</li><li>• 3 Independent members (including 1 female member)</li></ul>	<ul style="list-style-type: none"><li>• 3 Independent members (including 1 female member)</li></ul>

### Board expertise

The Board has identified the following skills, expertise and competencies as essential for the Company's effective operation.

Each board member is experienced in:
<ul style="list-style-type: none"><li>• Risk management (awareness of corporate governance best practices in the tech services industry)</li><li>• Understanding of the tech services industry (providing oversight to tech services business operations and supporting and monitoring tech services strategy), including financial performance</li><li>• Scaling up high-growth organisations</li><li>• Managing talent and people (including succession planning, executive compensation, executive retention and more)</li><li>• The ESG and sustainability space</li><li>• Regulatory, legal and compliance</li></ul>

In addition to their professional qualifications, our Board members exemplify honesty, integrity and strong ethical standards. They bring leadership skills, sound judgment, interpersonal effectiveness and the ability to devote adequate time and attention to Board responsibilities. Their strengths include active participation in decision-making, effective listening and communication and the ability to ask constructive, insightful questions. Gender, age, geographic and cultural diversity are also integral to the composition of our Board. To stay abreast of evolving industry trends and emerging focus areas such as sustainability, our Board members and KMPs participate in various training and awareness programmes to strengthen their capabilities:

Segment	Total number of awareness programmes held	Topics/Principles covered under training and its impact	Percentage of persons in respective category covered by the awareness programmes
<b>Board of Directors (BoD)</b>	4	Awareness of Business Responsibility and Sustainability Report (BRSR) and the impact of BRSR Principles on the Company and across the value chain.	100%
<b>Key Managerial Personnel (KMP)</b>	4	Compliance training like POSH, EHS (Environment, Health and Safety), Global Compliance covering Code of Conduct, Anti-bribery and Anti-corruption, Whistleblower, Modern Slavery Act and Code of Conduct for the prohibition of insider trading.	100%

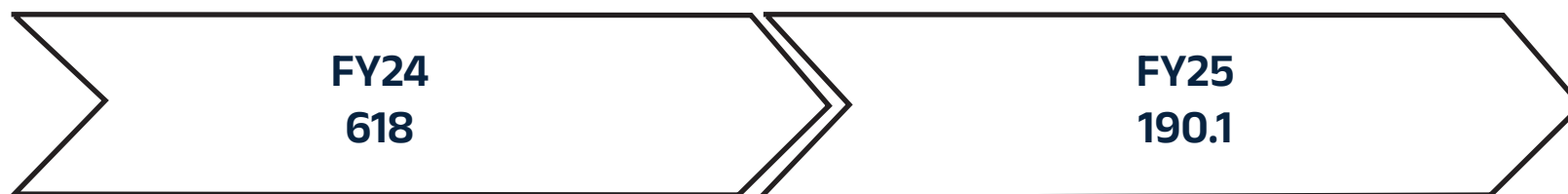


## Nomination and Remuneration Policy

Our Nomination & Remuneration Policy defines the performance benchmarks, remuneration and evaluation criteria for Directors. In accordance with the relevant provisions of the Companies Act, 2013, the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and other applicable regulations, this Committee evaluates the integrity, qualifications, expertise and experience of individuals proposed for appointment as Directors, Key Managerial Personnel (KMP), or at the Senior Management level.

The Policy also includes provisions for the determination of remuneration of Directors, KMPs and individuals at the Senior Management level.

**Ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual).**



In addition, the Committee evaluates the performance of every Director, KMP and Senior Management Personnel at regular intervals and at least once annually. The performance evaluation of Independent Directors is conducted in line with the criteria prescribed under the Companies Act, 2013 and the SEBI Listing Regulations, as amended from time to time. These evaluations are based on interactions that cover various aspects of the Board's functioning and its committees.

**Further, the relevant provisions relating to the CEO's compensation are presented in the section below:**

- Annual Fixed Salary
- Annual Bonus payable on 100% achievement of targets
- Long-term incentives in the form of cash or stock options as decided by the Board from time to time. As per the current ESOP scheme, no single individual is eligible for ESOPs more than 1% of the total shareholding.
- All ESOP grants' vesting will be 100% performance-linked based on the following parameters:
  - Revenue target of the Company in USD million in each financial year
  - Profit target of the Company in USD million in each financial year
  - Operating Cashflow to EBITDA ratio of the Company for each financial year
  - Any other parameters as the Compensation Committee (NRC) may determine from time to time
- Grants would be of five to seven years, with an equated vesting for each year, subject to compliance with applicable law
- Other benefits in accordance with the schemes and rules applicable to the employees of the Company from time to time.

We ensure that the total remuneration payable to the Directors of the Company does not exceed the limits prescribed under Section 197 and other relevant provisions of the Act, read in conjunction with the amended Schedule V.

## Information, cybersecurity and data privacy

At Coforge, safeguarding information assets and ensuring data privacy are critical priorities. We have established comprehensive security frameworks, policies and protocols to protect both organisational and client data. By continuously monitoring risks, promoting awareness and adopting best practices, we ensure the confidentiality, integrity and availability of data while maintaining stakeholder trust.

To address increasingly complex cyber threats and data privacy challenges, we have adopted a unified approach that embeds cybersecurity and privacy into every aspect of our operations. This integration ensures our digital ecosystem remains resilient, compliant and ethically sound. Our governance framework is anchored in globally recognised standards:



These are complemented by independent attestations such as SOC 2 Type II, HIPAA, PCI DSS and Cyber Essentials Plus, reinforcing our commitment to safeguarding enterprise and personal data with rigour and transparency.

## Advanced security infrastructure

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We operate a 24x7 in-house Security Operations Centre (SOC), equipped with SIEM/SOAR technologies, real-time threat intelligence and automated incident response protocols. Complementary measures such as External Attack Surface Management (EASM) and Dark Web Monitoring provide early visibility into emerging risks. To protect business continuity and stakeholder trust, we deploy secure backup protocols, redundant storage layers and ransomware-resistant recovery systems. Automated recovery testing and Data Loss Prevention (DLP) tools—integrated across endpoints and cloud environments—further ensure sensitive data remains secure. Encryption and access controls add another layer of protection against unauthorised access or misuse.

## Comprehensive data privacy framework

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Our Data Privacy Framework, governed by a dedicated Data Protection Officer (DPO) and a specialised privacy team, ensures consistent protection of personal data across geographies and business functions. Privacy is embedded into every stage of the product and service lifecycle through a Privacy by Design approach, reinforced by advanced encryption, DLP systems and continuous monitoring. We extend these standards to our vendors and third parties through rigorous due diligence, contractual safeguards and continuous compliance checks.

Our Data Retention Policy ensures that necessary records and documents are adequately protected, maintained and archived as required, while records no longer needed or of no value are discarded at the appropriate time. The Policy aims to retain and maintain documents essential for the proper functioning of the organisation, as well as to comply with applicable legal requirements. It has been framed to ensure compliance with Clause 9 of the Listing Regulations.

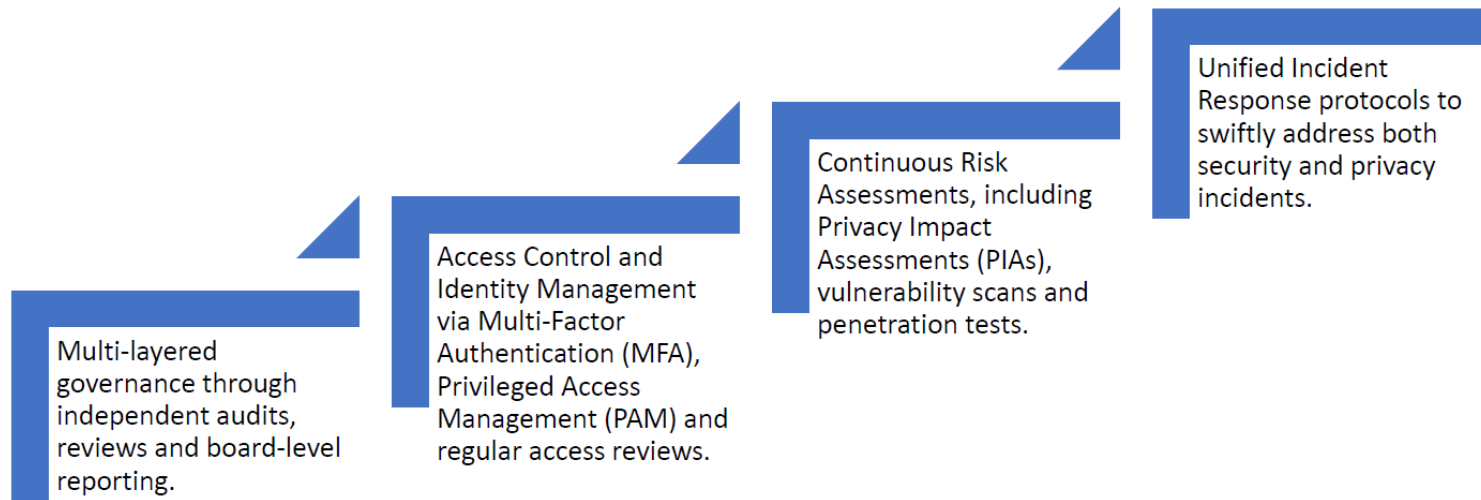
## Empowering data subject rights

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To uphold individual rights under global privacy regulations such as GDPR and India's DPDPA, we have implemented a Data Subject Rights Management framework. This includes tools for efficient data discovery and a dedicated platform for managing requests such as access, rectification and erasure, ensuring timely and compliant responses.

## Operational resilience and accountability

Security and privacy governance at Coforge is driven by:



## Building a security-first culture

We believe that people play a critical role in strengthening our cyber resilience. Our workforce undergoes continuous, role-specific security and privacy training through gamified modules, phishing simulations and scenario-based exercises. These initiatives promote awareness, accountability and proactive behaviour, aligning human vigilance with technological safeguards.

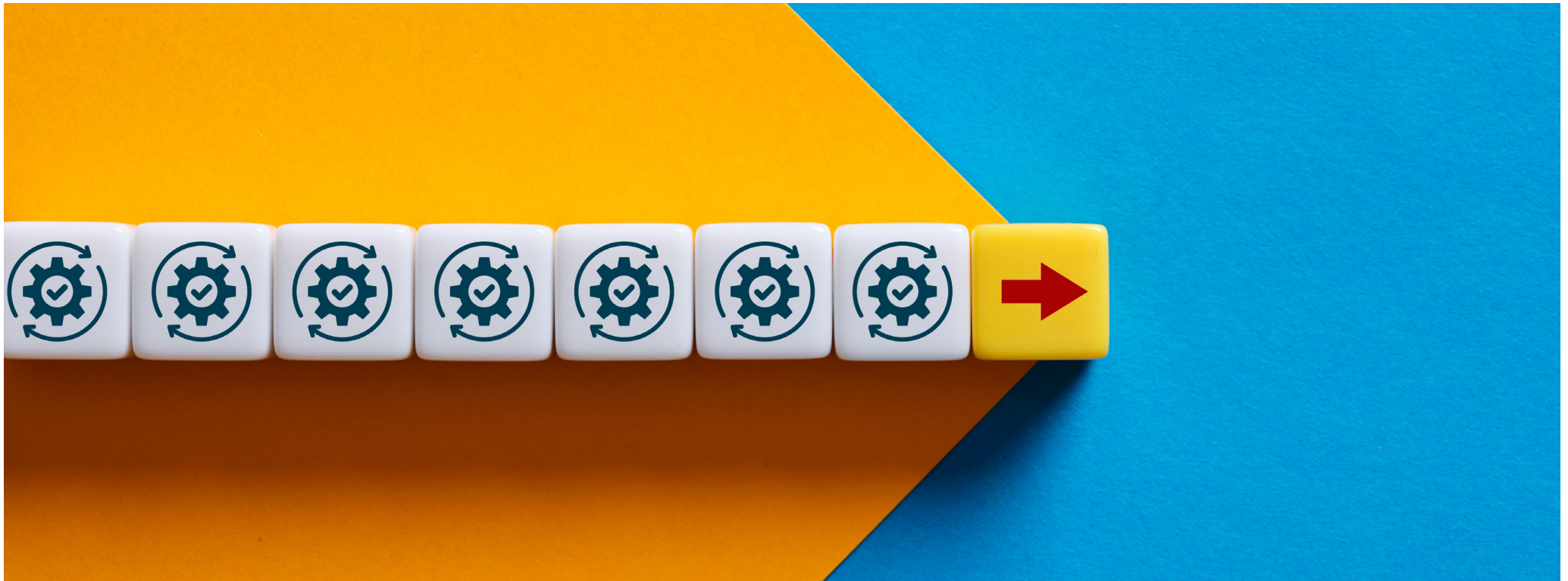
Coforge has also instituted a mandatory Information Security Awareness Programme, hosted on the Company's intranet portal (iEngage). It comprises 14 modules covering topics such as business continuity, access management, risk management and acceptable usage guidelines.

Information security, cybersecurity and data privacy are embedded in our culture, governance and operations, ensuring that resilience is ingrained in both our systems and our people.

## Business continuity planning

We have established a robust Business Continuity Management (BCM) system. Demonstrating the maturity of our Business Continuity Planning, we have achieved the BCMS 22301:2019 certification for our centres in Greater Noida, Bengaluru, Pune and Kolhapur. This certification reflects our robust capabilities in maintaining resilient operations and ensuring uninterrupted service delivery across key locations.

This year, we have planned several new initiatives, including the implementation of Enterprise-wide Privileged Access Management to ensure controlled, monitored and Just-in-Time access to privileged accounts. Additionally, we are adopting advanced technologies for Automated Detection and Autonomous Response to rapidly contain threats such as ransomware. Our focus also extends to the Zero Trust security framework, a globally recognised, proactive approach to cybersecurity that prioritises data protection and governance, aiming to maximise the business value of customer data while enhancing security and minimising compliance risks.




## Supplier engagement and due diligence

We see procurement as an important driver in advancing our sustainability agenda and extending our impact beyond our own operations. We work with a diverse network of suppliers and partners to ensure high-quality delivery while upholding principles of fairness, integrity and environmental responsibility. Our approach integrates ESG considerations into sourcing decisions, enabling us to promote responsible practices, mitigate risks and strengthen long-term supply chain resilience.


### Supplier Code of Conduct

Our Supplier Code of Conduct defines the standards we expect all suppliers, contractors and service providers to adhere to when conducting business with or on behalf of Coforge. It establishes clear requirements for ethical behaviour, legal compliance and alignment with ESG best practices. Compliance with the Code is a prerequisite for doing business with Coforge and we actively monitor compliance through supplier assessments.


#### Core principles of our supplier code of conduct




Compliance with legal and regulatory requirements




Commitment to protecting human rights




Provision of fair working conditions and compensation




Maintaining occupational health and safety



Confidentiality and data protection



Ethical business conduct



Environmental sustainability



Our Supply Chain Partners are required to align with the following ESG principles as covered in our Supplier Code of Conduct:

#### Environmental principles

- Adhering to all applicable environmental laws, regulations, licenses and restrictions
- Developing and maintaining a clearly defined environmental policy
- Maintaining an environmental management plan aimed at identifying and mitigating adverse environmental impacts
- Proactively identifying environmental risks associated with the business activities, products, services and developing mitigation plans
- Minimising environmental impact through responsible resource use, waste reduction and emissions control

#### Social principles

- Upholding compliance with all relevant local and national laws, regulations, licenses,
- and restrictions concerning employment practices, benefits, health and safety and
- anti-discrimination
- Establishing and maintaining labour management policies, including adherence to the UNGC and human rights guiding principles
- Adhering to fair working conditions and compensation practices
- Prohibiting the use of child, forced, or involuntary labour in their operations
- Complying with applicable health and safety regulations and managing OHS risks to prevent injuries, fatalities and occupational diseases

#### Governance principles

- Ensuring ethical business conduct and complying with Coforge's anti-bribery and anti-corruption policy
- Disclosing any conflicts of interest with Coforge through financial ties or personal relationships at the application stage
- Upholding data protection and privacy by safeguarding all non-public information, using it only for legitimate business purposes, preventing misuse for unfair advantage and promptly reporting any breaches

#### Supplier onboarding and due diligence

We apply a rigorous evaluation process to all new vendors and existing vendors undergoing contract renewal, in line with our Standard Operating Procedures and approval protocols. Comprehensive due diligence is carried out across environmental, social, governance and economic/financial parameters to ensure alignment with the Company's core values and operational standards.



**No suppliers were identified as being at risk for adverse practices related to health and safety, human rights, working conditions, environmental management, or ethical conduct in FY25**

Supply chain partners are evaluated on a comprehensive set of criteria, including financial stability, operational capacity, scope of business, ownership and legal status, geographic coverage, product and service portfolio, reputation, sustainability practices, social responsibility and health and safety performance. Sustainability considerations are embedded into the RFP process to ensure alignment with Coforge's ethical and sustainability objectives, helping determine each partner's suitability and potential impact on the value chain. As part of our due diligence, we use a third-party tool to screen suppliers for anti-money laundering, anti-bribery and corruption and related legislation. For critical vendors, identified based on business volume, we periodically review risks and implement targeted mitigation plans.

Onboarding is managed through our Vendor Portal and the 'Vendome' tool, where suppliers are required to complete registration, submit relevant documentation and meet all stipulated requirements. Vendors must also acknowledge Coforge's Supplier Code of Conduct, which reinforces our commitment to integrity, ethics, anti-bribery and anti-corruption principles and compliance with applicable laws. For India operations, 100% of vendors have acknowledged this policy, while for vendors in other geographies, acknowledgements are collected manually. Only those who complete due diligence are approved for engagement, formalised through a Vendor Services Agreement specifying the scope of services, payment terms, confidentiality obligations and other contractual requirements.

#### **Minimum expectations from suppliers include:**

Providing accurate and complete information during onboarding, complying with all terms of the service agreement and submitting the mandatory documents required for the empanelment of the vendor

Following Coforge's due diligence and verification procedures

Maintaining performance standards as stipulated in the agreement

Adhering to applicable labour, human rights and workplace safety laws and regulations

By embedding sustainability principles such as environmental stewardship, social responsibility and ethical governance into every stage of the vendor evaluation and onboarding process, we ensure our supply chain partners contribute to responsible and resilient business operations. Supplier risk assessments, conducted across procurement categories as per internal guidelines, proactively identify, evaluate and address potential risks to prevent supply chain disruptions.

During the reporting period, 85% our suppliers working on our premises underwent ESG due diligence, with no suppliers identified at risk of adverse practices related to health and safety, human rights, working conditions, environmental management, or ethical conduct.

## Supplier training and capacity building

To advance our ESG commitments, we encourage suppliers to build knowledge and skills aligned with our environmental priorities, people practices and governance mechanisms. We conduct capacity-building programmes focused on energy efficiency, process optimisation, resource circularity, human rights and ethical business conduct to enhance suppliers' ESG performance. In addition, ESG training is provided to internal buyers to reinforce Coforge's sustainability vision and highlight their role in steering the supply chain towards these goals.

During the reporting period, we trained 50 key suppliers, enabling them to integrate sustainable practices into their operations and strengthen the resilience of the overall value chain.

## Supplier diversity

We remain committed to fostering diversity and inclusion within our global supply chain through a structured Supplier Diversity Programme. The initiative is designed to create equitable opportunities for businesses owned and operated by underrepresented groups, including people with disabilities, veterans and women. By integrating supplier diversity into procurement practices, we aim to drive social progress, community development and economic empowerment, while advancing business excellence. The framework and objectives of the programme are detailed in the Company's Supplier Diversity Policy.

As part of this programme, we identify, engage and develop a diverse supplier base to foster a resilient and inclusive value chain. These partnerships expand our vendor base and help us address social inequalities by supporting economic participation for groups that have historically faced entry barriers.



### Case Study: Empowering entrepreneurs with disabilities

Recognising the importance of creating opportunities for people with disabilities, we have engaged a vendor with a physical disability who is regularly deployed at the Company premises. The vendor is providing tea and other beverages and other food items in the company's premises. Through this engagement:

- The vendor has gained consistent business, resulting in enhanced financial stability and independence.
- Coforge has provided a platform for visibility and professional recognition, encouraging self-identification within the wider business community.
- The collaboration has fostered a sense of empowerment, enabling the vendor to expand service capabilities and explore new growth avenues.

This partnership demonstrates how inclusive procurement can have a direct, measurable impact on individual livelihoods and long-term sustainability.

### Case Study: Leveraging veteran expertise for service excellence

We have partnered with veteran-owned service providers, who are providing security services at various India locations of Coforge, bringing in their unique experience, discipline and problem-solving capabilities. In this collaboration:

- Veterans have been able to transition their skills from military to corporate environments, adding strategic and operational value to Coforge's services.
- The Company has benefited from enhanced service quality, reliability and innovative approaches tailored to specific operational needs.
- This partnership supports the professional reintegration of veterans, contributing to their economic stability and community contribution.

### Supplier engagement and feedback

We engage with our suppliers to ensure alignment with our Supplier Code of Conduct and to promote collaborative, responsible business growth. We reserve the right to periodically request specific information from suppliers to monitor, verify and report on supply chain compliance. Suppliers are expected to respond to such requests fully and promptly, in line with our commitment to transparency and accountability.

We value suppliers who demonstrate social responsibility through meaningful engagement with community members and sustained participation in initiatives that address significant societal challenges. Wherever possible, we prioritise partnering with local suppliers to strengthen community relationships, enhance social capital and drive shared value creation.

In addition, we collect and analyse vendor feedback to identify opportunities for improvement and build mutual trust. This two-way communication approach ensures that supplier perspectives are heard, challenges are addressed and our supply chain continues to evolve in step with our sustainability objectives.

## Future roadmap for sustainable procurement

As Coforge advances its sustainable procurement practices, the focus will be on leveraging innovation, inclusivity and transparency to strengthen the supply chain and scale positive impact. Planned initiatives include:

### **01 | Automation of recurring spend**

Streamlining procurement cycles by automating recurring purchases through a centralised catalogue, enabling greater efficiency, cost control and process transparency

### **02 | Enhanced focus on supplier diversity**

Expanding the Supplier Diversity Programme to engage a broader range of businesses owned by underrepresented groups, further embedding inclusivity into the supply chain

### **03 | Implementing sustainability at tier II level**

Implementing systems to encourage our tier I suppliers to cascade sustainability practices to tier II suppliers, ensuring deeper visibility across the extended value chain and fostering responsible sourcing at all levels

These strategic priorities will enable Coforge to build a more efficient, inclusive and resilient supply chain - one that not only supports business objectives but also advances the Company's ESG commitments and long-term sustainability goals.

Independent Assurance Statement



## Independent Assurance Statement



# Assurance Statement on Coforge Limited's Sustainability Report

For

Reporting Period:

April 01, 2024 – March 31, 2025

Independent Assurance Statement



**Bureau Veritas (India) Private Limited**  
**4<sup>th</sup> Floor ServeSpaces Business Park, D-5 & 6, Sector – 3**  
**Noida-201301, India**

## Independent Assurance Statement



To

### **Coforge Limited**

Plot No TZ 2 & 2A, Sector Tech Zone, Greater Noida, Gautam Buddha Nagar, UP-201308.

### **Introduction and Objective of Work**

BUREAU VERITAS has been engaged by Coforge Limited (hereinafter abbreviated as “Coforge”) to conduct an independent assurance of the identified sustainability indicators in its Sustainability Report (“SR”) for the reporting period from 01.04.2024 to 31.03.2025. This assurance statement applies to the related information included within the scope of work described below.

### **Intended User**

The assurance statement is made solely for “Coforge and its stakeholders” as per the governing contractual terms and conditions of the assurance engagement contract between “Coforge” and “Bureau Veritas”. To the extent that the law permits, we owe no responsibility and do not accept any liability to any party other than “Coforge” for the work we have performed for this assurance report or our conclusions stated in the paragraph below.

### **Reporting Criteria**

In preparing the Sustainability Report, FY 2024-25, Coforge has reported in accordance with the Global Reporting Initiative Standard 2021 (hereinafter abbreviated as “GRI Standard”) for Sustainability Indicators for the FY2024-25.

### **Reporting period**

01st April 2024 to 31st March 2025

## Independent Assurance Statement



### Assurance Standards Used

Bureau Veritas conducted the assurance in accordance with:

Assurance requirements of International Federation of Accountants' (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (revised) and ISAE 3010 – Assurance Engagements Other than Audits or Reviews of Historical Financial Information'.

- ISAE 3000 (revised): ISAE 3000 requires us to plan and perform procedures to obtain sufficient appropriate evidence against the characteristics of relevance, completeness, materiality, reliability, neutrality, and understandability.
- ISAE 3410 – Assurance Engagements on Greenhouse Gas Statements requires us to plan and perform procedures to obtain sufficient appropriate evidence on the quantification and reporting of greenhouse gas (GHG) emissions.

### Level of Assurance

The engagement was performed at a limited level of assurance. This involves obtaining sufficient and appropriate evidence to conclude whether anything has come to our attention that causes us to believe the disclosures are not fairly stated but provides a lower level of assurance than a reasonable assurance engagement.

### Scope and Boundary of Assurance

The scope of assurance involves evaluating the sustainability performance of non-financial disclosures for the period from April 1, 2024, to March 31, 2025, based on the GRI Standard.

The Scope of Assurance for Sustainability Indicators based on GRI Standard includes:

- An assessment of the procedures or approaches followed for data compilation and reporting of the sustainability performance of non-financial disclosures for specific operations.
- Testing, on a sample basis, of evidence supporting the data.
- Verification of the sample data evidence and information on selected material topics reported at the above-mentioned operations for the defined reporting period.
- Assessment of the suitability between the backup data for the selected sustainability performance of non-financial disclosures and the information presented in IR.
- Completion of assurance statement for inclusion in the report reflecting the verification, findings, and conclusion of the disclosure's assurance.



## Independent Assurance Statement



### The Methodology Adopted for Assurance

A multi-disciplinary team from Bureau Veritas conducted the assurance process for Coforge for the financial year (FY) 2024-25, adopting a risk-based approach focusing on issues of high material relevance to Coforge's business and stakeholders. Bureau Veritas carried out following activities:

- Reviewed the disclosures under the GRI 2021 standard, as per the requirements of limited level of verification
- Assessed design and implementation of systems, processes, and controls for collecting, managing, and reporting of GRI Standard.
- Conducted walk-throughs and sample-based testing of data sets to ensure adherence to reporting principles and operational control boundaries.
- Gathered extensive evidence through stakeholder engagement, supported by documentary evidence and management representations.
- Performed on-site audits at selected locations, chosen based on contribution to reported indicators, operational complexity, and reporting systems, to verify data accuracy and process uniformity.
- Interviewed senior managers responsible for monitoring, data collation, and reporting, with freedom to select interviewees.

### Limitations and Exclusions

The assurance is limited to the above-mentioned scope of work and excludes the information relating to:

- Data related to the Company's financial performance disclosures.
- Activities and practices followed outside the defined assurance period stated hereinabove.
- Positional statements, expressions of opinion, belief, aim, or future intention by "Coforge" and statements of future commitment.
- The assurance does not extend to the activities and operations of "Coforge" outside of the scope and geographical boundaries mentioned in the report as well as the operations undertaken by any other entity that may be associated with or have a business relationship with "Coforge".
- Compliance with any Environmental, Social, and legal issues related to the regulatory authority.
- Any of the statements related to company aspects or reputation.

### Our Findings

- Nothing has come to our attention to indicate that the sustainability disclosure in the Sustainability Report based on GRI standard are inaccurate or that the information included therein is not fairly stated.
- It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures.
- The sustainability disclosure in the Sustainability Report provides a fair representation of the Company's activities as included therein.
- The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over the Company and status during the reporting period.

## Independent Assurance Statement



### **Management Responsibilities**

Coforge is completely responsible for the report contents, identification of material topics, and data reporting structure. The selection of reporting criteria, reporting period, reporting boundary, monitoring, and measurement of data, preparation, and presentation of information for the report are the sole responsibility of the management of “Coforge”. Bureau Veritas (BV) was not involved in the drafting or preparation of the report and any other backup data for the reporting period. The responsibility of BV was to provide reasonable independent assurance for the sustainability performance of non-financial disclosures as described in the scope of assurance.

The said assessment is properly based on the assumption that the data and information provided in the report are proper and without any discrepancy. Bureau Veritas shall not be held liable or responsible for any type of decision a person or entity would make based on this assurance statement. While reading the assurance statement, stakeholders shall recognize and accept the limitations and scope as mentioned above.

### **Uncertainty**

The reliability of assurance is subject to uncertainty(ies) that is inherent in the assurance process. Uncertainties stem from limitations in quantification models used, assumptions, or data conversion factors used or may be present in the estimation of data used to arrive at results. Our conclusions with respect to this assurance are naturally subject to any inherent uncertainty(ies) involved in the assurance process.

### **Statement of Independence, Impartiality, and Competence**

Bureau Veritas is an independent professional services company that specializes in Quality, Health, Safety, Social, and Environmental Management with almost 196 years of history in providing independent assurance services. Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with “Coforge”, its Directors, Managers, or officials beyond that required of this assignment. We have conducted this verification independently and there has been no conflict of interest.

### **Competence**

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

## Independent Assurance Statement



### Restriction on use of Our Report

Our assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

Sd/-

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**Amit Kumar**

**Lead Assurer**

Bureau Veritas India Private Limited

New Delhi, India

Date: September 2, 2025

Sd/-

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**Munji Rama Mohan Rao**

**Technical Reviewer**

Bureau Veritas India Private Limited

Hyderabad, India

Date: September 2, 2025

# GRI index

Statement of use	Coforge Ltd. has reported the information cited in this GRI content index for the period 1st April 2024 to 31st March 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Section Mapping
GRI 2: General Disclosures 2021	2-1 Organizational details	About the Report About Coforge
	2-2 Entities included in the organization’s sustainability reporting	About the Report
	2-3 Reporting period, frequency and contact point	About the Report
	2-5 External assurance	About the Report
	2-6 Activities, value chain and other business relationships	About Coforge
	2-7 Employees	Our Workforce Profile
	2-9 Governance structure and composition	Governance
	2-10 Nomination and selection of the highest governance body	Governance
	2-11 Chair of the highest governance body	Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Path to Sustainable Growth
	2-13 Delegation of responsibility for managing impacts	Path to Sustainable Growth

	2-14 Role of the highest governance body in sustainability reporting	Path to Sustainable Growth
	2-15 Conflicts of interest	Ethics & Compliance
	2-16 Communication of critical concerns	Ethics & Compliance
	2-17 Collective knowledge of the highest governance body	Governance
	2-18 Evaluation of the performance of the highest governance body	Governance
	2-19 Remuneration policies	Governance
	2-21 Annual total compensation ratio	Governance
	2-22 Statement on sustainable development strategy	Climate Strategy
	2-23 Policy commitments	Policies & Codes
	2-27 Compliance with laws and regulations	Ethics & Compliance
	2-29 Approach to stakeholder engagement	Powering Progress Through Dialogue
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Prioritising What Matters
	3-2 List of material topics	Prioritising What Matters
	3-3 Management of material topics	Prioritising What Matters
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	Purpose in Action: Our CSR Commitment
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Supplier Engagement & Due Diligence

GRI Standard	Disclosure	Section Mapping
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Ethics & Compliance
	205-2 Communication and training about anti-corruption policies and procedures	Ethics & Compliance
	205-3 Confirmed incidents of corruption and actions taken	Ethics & Compliance
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics & Compliance
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	Ethics & Compliance
	207-2 Tax governance, control, and risk management	Ethics & Compliance
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	GHG Emissions & Energy
	302-3 Energy intensity	GHG Emissions & Energy
	302-4 Reduction of energy consumption	GHG Emissions & Energy
	303-2 Management of water discharge-related impacts	Water and Waste
	303-3 Water withdrawal	Water and Waste
	303-4 Water discharge	Water and Waste
	303-5 Water consumption	Water and Waste

GRI Standard	Disclosure	Section Mapping
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	GHG Emissions & Energy
	305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions & Energy
	305-3 Other indirect (Scope 3) GHG emissions	GHG Emissions & Energy
	305-4 GHG emissions intensity	GHG Emissions & Energy
	305-5 Reduction of GHG emissions	GHG Emissions & Energy
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Water and Waste
	306-2 Management of significant waste-related impacts	Water and Waste
	306-3 Waste generated	Water and Waste
	306-4 Waste diverted from disposal	Water and Waste
	306-5 Waste directed to disposal	Water and Waste
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Supplier Engagement & Due Diligence
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Talent Acquisition & Retention
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent Acquisition & Retention
	401-3 Parental leave	Talent Acquisition & Retention

GRI Standard	Disclosure	Section Mapping
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Occupational Health and Safety Management System
	403-2 Hazard identification, risk assessment, and incident investigation	Hazard Identification and Risk Assessment
	403-3 Occupational health services	Employee Training & Development
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employee Training & Development
	403-5 Worker training on occupational health and safety	Employee Training & Development
	403-6 Promotion of worker health	Employee Training & Development
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Training & Development
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety Management System
	403-9 Work-related injuries	Occupational Health and Safety Management System
	403-10 Work-related ill health	Occupational Health and Safety Management System
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Learning and Development
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning and Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Learning and Development
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Governance (BOD & KMP) Employees - included in A culture of Belongingness



GRI Standard	Disclosure	Section Mapping
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Our Commitment to Anti-Discrimination & Anti-Harassment
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Upholding Human Rights
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Upholding Human Rights
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Upholding Human Rights
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Purpose in Action: Our CSR Commitment
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Supplier Engagement & Due Diligence
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information, Cyber Security, and Data Privacy



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