

August 28, 2025

The Manager,
Department of Corporate Services
BSE Limited
Floor 25, P.J. Towers,
Dalal Street, Mumbai – 400 001
BSE Scrip code: 532541
Equity ISIN: INE591G01025

The General Manager,
Department of Corporate Services
National Stock Exchange of India Limited
Exchange Plaza,
Plot No. C/1, G Block, Bandra Kurla Complex,
Bandra, Mumbai – 400 051
NSE Scrip code: COFORGE

Dear Sir/Madam,

Subject: Submission of Business Responsibility and Sustainability Report for FY 2024-25

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report for FY 2024-25, which also forms part of the Annual Report for FY 2024-25.

This is for your information and records.

Thanking you,

Yours truly,

For Coforge Limited

Barkha Sharma
Company Secretary & Compliance Officer

Encl.: As above

Business Responsibility and Sustainability Report (BRSR)

Introduction

Coforge considers sustainability to be one of its core values. We have been committed to fostering sustainable communities for a long time, and in the past few years, we have embedded sustainability across our strategic and operational framework. We are committed to aligning ourselves with the UN Sustainable Development Goals (SDGs), and our leadership is unwavering in its dedication to realizing this ambition. As a result, we recently revisited our sustainability philosophy to clearly articulate our sustainability values, goals, and actions to our stakeholders. We are pleased to announce our ESG vision, **“In Harmony with the Environment”**, that will enable unidirectional strategy, lead our actions, and help us fulfil our commitments.

Our vision embodies our sustainability values of working for the planet, people, community, and prosperity, and indicates the core idea behind our sustainability strategy. It is our guiding force for integrating different sustainability dimensions to create an interconnected system, which is pivotal in steering our efforts to be a responsible organization ahead. We would leverage constant leadership oversight, innovation, and flexibility in adapting to evolving market needs to realize our goal of bringing harmony between the environment and us

Our ESG mission is defined across three core areas:

1. Climate action: We have committed to being:

- **Carbon neutral by 2040:** Coforge took a big step towards addressing the climate crisis. We have committed to setting near-term and net-zero emission reduction targets as per the guidance from the Science Based Targets initiative (SBTi). The development underscores our dedication to driving meaningful climate action. The commitment reflects Coforge's alignment with the global goal of limiting warming to 1.5°C above pre-industrial levels, as outlined in the Paris Agreement. As part of this pledge, we will set our emissions priorities across the key levers of energy, waste, transportation, nature, and supply chain. We have begun working on setting science-based targets and action plans

to ensure accountability and transparency. We will continuously measure and monitor our progress and communicate it regularly to maintain trust.

- **Water positive by 2040:** We believe water is the most precious resource. Using this belief, we have implemented 100% recycling of wastewater at our Greater Noida and Kolhapur campuses. The treated water is used for landscaping, horticulture, and non-potable purposes. The plan is to expand this initiative and become a water-positive organization by 2040.
- **Zero waste by 2040:** We have adopted circularity to minimize waste and maximize the efficiency of resources. We have completely transitioned to authorized 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 sewage treatment plants (STPs) in all our owned locations (Greater Noida and Kolhapur). Our next milestone is to remove all single-use plastic from all our facilities to make a significant impact and move closer to our goal.

2. Social inclusiveness and community development:

Our social and community development program is hinged on keeping our people engaged, promoting a bias-free culture, leading by example, and giving back to the community. We have a comprehensive community engagement programme, with a strong focus on education, skill development, and employability.

3. Good governance and business ethics:

For us, ethics and integrity are non-negotiable. We govern each aspect of our business through stringent policies, procedures, and guidelines. Our board is diverse, empowered, and inclusive. We engage regularly and meaningfully with our partners and suppliers. We provide our clients with a thorough identification and assessment of upcoming risks, along with recommendations to mitigate them. We have established a robust framework to ensure ongoing policy assessment, keeping it current and relevant.

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Section A: General Disclosures**Details of the listed entity:**

S. No.	Question	Response
1.	Corporate Identity Number (CIN) of the Listed Entity	L72100HR1992PLC128382
2.	Name of the Listed Entity	Coforge Limited
3.	Year of Incorporation	5/13/1992
4.	Registered Office Address	Plot No. 13, Udyog Vihar, Phase-IV, Sector-18, Palam Road, Gurugram - 122015, Haryana, India
5.	Corporate Address	Special Economic Zone, Plot No. TZ-2& 2A, Sector - Tech Zone, Greater Noida (UP)- 201308, India
6.	E-mail	complianceofficer@coforge.com
7.	Telephone	Corporate Office: +91 1141029297
8.	Website	www.coforge.com
9.	Financial Year for which reporting is being done	1 st April 2024 – 31 st March 2025
10.	Name of the Stock Exchange(s) where shares are listed	1. National Stock Exchange of India Limited (NSE) 2. BSE Limited
11.	Paid-up Capital (INR)	668,788,560
12.	Name and contact details (telephone & email) of the person who may be contacted in case of queries on the BRSR report	Gautam Samanta President and Executive Director Barkha Sharma Company Secretary & Compliance Officer Email: complianceofficer@coforge.com / esg@coforge.com Telephone No.: +91 1141029297
13.	Reporting Boundary (Standalone or Consolidated basis)	Standalone (unless otherwise noted)
14.	Name of assurance provider	Bureau Veritas (India) Pvt. Ltd.
15.	Type of assurance obtained	Reasonable

Products/ Services:**Details of Business Activity:**

Coforge is a global digital services and solutions provider, that leverages emerging technologies and deep domain expertise to deliver real-world business impact for its clients. A focus on select industries, a deep domain understanding of the underlying processes of those industries and partnerships with leading technology platforms enables us to be a trusted partner of our clients in their transformation initiatives. Coforge leads with its Product Engineering approach and leverages AI, Cloud, Data, Integration and Automation technologies. Coforge's proprietary platforms power critical business processes across its core verticals.

16. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1.	Information and Communication	Computer programming, consultancy, and related services	100%

17. Product/ Services sold by the entity (accounting for 90% of the entity's turnover):

S. No.	Product/ Service	NIC Code	% of Total Turnover Contributed
1.	Computer programming, consultancy, and related activities	Class: 6201 Sub-class: 62011 & 62013	100%

Operations:**18. Number of locations where plants and/or operations/ offices of the entity are situated:**

Location	Number of Plants	Number of Offices	Total
National	NA	21	21
International	NA	4	4

19. Markets Served by the Entity:

a. Number of Locations:

Location	Number
National (No. of States)	11
International (No. of Countries)	15

b. What is the contribution of exports as a percentage of the total turnover of the entity?

Exports' contribution was 81% of the total turnover for Coforge Limited during the reporting period.

c. A Brief on types of customers?

We laser target our expertise towards select industries where we have invested in understanding their underlying processes as well as their unique challenges and opportunities. This enables us to create solutions that are tailored to their needs and deliver remarkable results. Coforge Limited provides computer programming, consultancy, and related services to various industries, namely the banking and financial services sector, insurance sector, travel and tourism sector, hospitality sector, retail sector, healthcare sector, and public sector.

<https://www.coforge.com/what-we-do/industries>.

Employees:

20. Details as at the end of Financial Year 2024-25:

a. Employees and Workers

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
Employees (including differently abled)						
1.	Permanent Employees	25,620	18,268	71%	7,352	29%
2.	Other than Permanent Employees	1,279	1,111	87%	168	13%
3.	Total Employees (1+2)	26,899	19,379	72%	7,520	28%
Workers (including differently abled)						
4.	Permanent Workers	0	0	-	0	-
5.	Other than Permanent Workers	524	436	83%	88	17%
6.	Total Workers (4+5)	524	436	83%	88	17%

b. Differently abled Employees and Workers

S. No.	Particulars	Total (A)	Male		Female	
			Number (B)	Percentage (B/A)	Number (B)	Percentage (B/A)
Differently Abled Employees						
1.	Permanent Employees	Coforge Limited promotes diversity in its workforce and ensures inclusivity. Currently, the Company does not disclose data on differently abled individuals.				
2.	Other than Permanent Employees					
3.	Total Employees (1+2)					
Differently Abled Workers						
4.	Permanent Workers	Coforge Limited promotes diversity in its workforce and ensures inclusivity. Currently, the Company does not disclose data on differently abled individuals.				
5.	Other than Permanent Workers					
6.	Total Workers (4+5)					

21. Participation/ Inclusion/ Representation of Women

	Total (A)	Number of Female (B)	Percentage (B/A)
Board of Directors	6	1	17%
Key Management Personnel (KMP)	4	1	25%

22. Turnover rate for permanent employees and workers:

	FY 2024- 25			FY 2023- 24			FY 2022- 23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	20%	19%	19%	21%	20%	21%	25%	22%	24%
Permanent Workers	0%	0%	0%	0%	0%	0%	0%	0%	0%

Holding, Subsidiary and Associate Companies (including joint ventures):**23. (a). Names of holding/ subsidiary/ associate companies/ joint ventures**

S. No.	Name of the holding/ subsidiary/ associate company/ joint venture (A)	Indicate whether holding/ subsidiary/ associate company/ joint venture	% of shares held by listed entity	Does the entity indicated at Column A participate in the Business Responsibility initiatives of the entity (Yes/ No)
1.	Coforge SmartServe Limited	Subsidiary	100%	No
2.	Coforge Services Limited	Subsidiary	100%	No
3.	Coforge DPA Private Limited	Subsidiary	100%	No
4.	Coforge SF Private Limited	Subsidiary	100%	No
5.	Coforge Business Process Solutions Private Limited	Subsidiary	80%	No
6.	Coforge Solutions Private Limited	Subsidiary	100%	No
7.	Coforge Inc. USA	Subsidiary	100%	No
8.	Coforge Pte Ltd.	Subsidiary	100%	No
9.	Coforge U.K. Limited	Subsidiary	100%	No
10.	Coforge GmbH	Subsidiary	100%	No
11.	Coforge FZ LLC	Subsidiary	100%	No
12.	Coforge Airline Technologies GmbH	Subsidiary	100%	No
13.	Coforge DPA UK Ltd.	Subsidiary	100%	No
14.	Coforge DPA Australia Pty Ltd.	Subsidiary	100%	No
15.	Coforge DPA NA Inc.	Subsidiary	100%	No
16.	Coforge DPA Ireland Limited	Subsidiary	100%	No
17.	Coforge BPM Inc.	Subsidiary	100%	No
18.	Coforge Healthcare Digital Automation LLC	Subsidiary	100%	No
19.	Coforge Technologies (Australia) Pty Ltd.	Subsidiary	100%	No
20.	Coforge Limited, Thailand	Subsidiary	100%	No
21.	Coforge BV	Subsidiary	100%	No
22.	Coforge AdvantageGo Limited	Subsidiary	100%	No
23.	Coforge S.A.	Subsidiary	100%	No
24.	Coforge SPOLKA Z OGRANICZONA ODPOWIEDZIALNOSCIA	Subsidiary	100%	No
25.	Coforge SDN. BHD	Subsidiary	100%	No
26.	Coforge S.R.L.	Subsidiary	100%	No
27.	Coforge A.B.	Subsidiary	100%	No
28.	Coforge SpA	Subsidiary	100%	No
29.	Coforge SF Limited, UK	Subsidiary	100%	No
30.	Coforge BPS Philippines INC	Subsidiary	80%	No
31.	Coforge BPS America Inc.	Subsidiary	80%	No
32.	Coforge BPS North Carolina LLC	Subsidiary	80%	No
33.	Coforge Japan G K	Subsidiary	100%	No
34.	COFORGE, S.A. de C.V.	Subsidiary	100%	No
35.	Coforge Limited – Company One Person	Subsidiary	100%	No
36.	PT. Coforge Indonesia Services	Subsidiary	100%	No
37.	Cigniti Technologies Limited	Subsidiary	54%	No
38.	Cigniti Technologies Inc	Subsidiary	54%	No
39.	Cigniti Technologies UK Ltd	Subsidiary	54%	No
40.	Cigniti Technologies (Canada) Inc	Subsidiary	54%	No
41.	Cigniti Technologies (Australia) Pty Ltd	Subsidiary	54%	No
42.	Aparaa Digital Private Limited	Subsidiary	54%	No
43.	Cigniti Technologies (CZ) Limited	Subsidiary	54%	No
44.	Cigniti Technologies (SG) Pte. Ltd	Subsidiary	54%	No
45.	Gallop Solutions Private Limited	Subsidiary	54%	No
46.	Cigniti Technologies CR Limitada	Subsidiary	54%	No
47.	Xceltrait Inc	Subsidiary	100%	No
48.	RoundSqr Pty Ltd (Australia)	Subsidiary	100%	No

CSR Details:

24. (i). Whether CSR is applicable as per Section 135 of Companies Act, 2013 (Yes/No): Yes

(ii). Turnover (in INR): 55,569 million*

(iii). Net Worth (in INR): 57,348 million*

* The data for FY 2024-25 is for Coforge Limited, Standalone.

Transparency and Disclosures Compliances:

25. Complaints/ Grievances on any of the Principles (1-9) under the National Guidelines on Responsible Business Conduct:

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy)	Current Financial Year 2024- 25			Previous Financial Year 2023- 24		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Communities	<p>We have a robust code of conduct that applies to all internal and external stakeholders. This code of conduct is central to our company culture and ensures that we maintain the highest ethical standards in all our interactions.</p> <p>In addition, we have adopted a strong Whistle Blower Policy, which has been duly approved by the Audit Committee. This policy is designed to allow internal/ external stakeholders to report any concerns about ethics, unethical behavior, actual or suspected frauds, or violations of the company's Code of Conduct and Ethics. The policy is hosted on our company website and provides adequate safeguards against victimization of those who use this mechanism.</p> <p>Furthermore, our company has a Policy on Prevention of Sexual Harassment of Women at the workplace, which is in line with The Sexual Harassment of Women at the Workplace (Prevention, Prohibition & Redressal) Act, 2013. In accordance with this Act, we have set up an Internal Complaints Committee (ICC) and the contact details of the ICC are prominently displayed in all units of Coforge. We are committed to providing a work atmosphere that is free from discrimination and harassment, regardless of caste, religion, marital status, gender, sexual orientation, etc.</p> <p>Lastly, our company has built a strong relationship with the community through various Corporate Social Responsibility (CSR) projects. These projects are characterized by a collaborative and interactive approach, allowing for direct communication between our implementation partners and community beneficiaries. This includes field visits and an active feedback mechanism to ensure the effectiveness of our initiatives.</p>	0	0	-	0	0	-

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N) (Provide web-link of policy)	Current Financial Year 2024- 25			Previous Financial Year 2023- 24		
		Number of complaints filed	Number of complaints pending at close of year	Remarks	Number of complaints filed	Number of complaints pending at close of year	Remarks
Investors (Other than shareholders)	Yes, the whistleblower policy is designed to allow internal/external stakeholders to report any concerns about ethics, unethical behavior, actual or suspected frauds, or violations of the company's Code of Conduct and Ethics. The policy provides adequate safeguards against victimization of those who use this mechanism.	0	0	-	0	0	-
Shareholders		1	0	The complaint was resolved within the stipulated time frame.	2	0	The complaints were resolved within the stipulated time frame.
Employees and Workers	Yes. Employees can report any concerns about ethics, unethical behavior, actual or suspected frauds, or violations of the company's Code of Conduct and Ethics, POSH and Whistleblower Policy. The respective policies as mentioned above provide adequate safeguards against victimization of those who use this mechanism.	10	0	The complaints were resolved within the stipulated time frame as per POSH Policy.	5	1	One complaint pending resolution.
Customers	Yes. Customers can report any concerns about ethics, unethical behavior, actual or suspected frauds, or violations of the company's Code of Conduct and Ethics. The whistleblower policy provides adequate safeguards against victimization of those who use this mechanism.	0	0	-	0	0	-
Value Chain partners	Yes. Partners can report any concerns about ethics, unethical behavior, actual or suspected frauds, or violations of the company's Code of Conduct and Ethics. The whistleblower policy provides adequate safeguards against victimization of those who use this mechanism.	0	0	-	0	0	-

Please see our website for the following policies:

- Code of Conduct: <https://www.coforge.com/investors/code-of-conduct>
- Whistleblower Policy: <https://www.coforge.com/hubfs/Whistleblower-Policy-1.pdf>
- Prohibition of Sexual Harrassment at Workplace: The policy has been uploaded on the intranet of the Company.

The Corporate governance report contains the information pertaining to investor compliants. Please refer 'investors grievance section' of the corporate governance report for such information.

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk, along with its financial implications, as per the following format:

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.	Cybersecurity Incidents	Risk	As a global organization 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, regulatory non-compliance across jurisdictions, and erosion of stakeholders trust and brand reputation.	<ul style="list-style-type: none"> 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 recognized security frameworks. This is reinforced by a multi-layered, defense-in-depth control architecture that relentlessly safeguards the confidentiality, integrity and availability of our information assets. Our commitment to cybersecurity is reinforced through globally recognized certifications such as ISO/ IEC 27001:2022, ISO/IEC 22301:2019 and independent attestations, such as SOC 2 Type II & HIPAA, reflecting the highest standards of security excellence. 24x7 Security Operations Center (SOC) equipped with SIEM/SOAR, integrated with threat intelligence feeds, continuous monitoring, and coordinated incident response processes proactively detect, analyze and respond to cybersecurity threats. Structured security governance model with multiple independent layers of oversight to ensure accountability, risk visibility and alignment with organizational objective 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. Continuous monitoring and third-party assessments of our external attack surface enable early detection and remediation of exposed assets, enhancing our overall cybersecurity resilience. In response to the evolving threat landscape, we continue to invest in advanced security technologies including External Attack Surface Management (EASM) tools, Endpoint Detection & Response (EDR) solutions, Threat Intelligence Platforms, Unified Threat Management (UTM) systems, data recovery platforms, and continuous vulnerability management solutions to strengthen our overall cyber defense posture. Our data resiliency strategy combines secure backups, recovery validation, and data loss prevention controls to ensure data availability, integrity, and protection against leakage or cyber-driven disruptions Interactive and engaging security awareness initiatives embedded across the employee lifecycle drive security maturity and foster responsible behavior at all levels of the organization. 	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)
2.	Data Privacy	Risk	The identification of potential privacy risks is paramount to our organization's commitment to data protection. Failure to identify these risks could expose personal information to unauthorized access, misuse, or disclosure, potentially leading to data breaches with significant financial and reputational consequences. Furthermore, neglecting to identify and address privacy risks increases the likelihood of non-compliance with data protection laws and regulations, resulting in legal penalties and erosion of stakeholder trust. By prioritizing the identification of privacy risks, we aim to minimize potential harm to individuals whose data we handle and uphold our responsibility to safeguard their information.	<ul style="list-style-type: none"> Our organization's commitment to data privacy is demonstrated through a robust and multifaceted approach, designed to meet regulatory requirements and safeguard the personal information entrusted to us. Our strategy is built upon the following key pillars: <ul style="list-style-type: none"> A Foundation of Compliance and Best Practices: We operate under the guidance of a robust Privacy Information Management System (PIMS), ensuring adherence to all relevant legal, regulatory, and contractual obligations. This commitment is validated by our certifications under ISO/IEC 27701:2019 (Privacy Information Management System), and SOC 2 Type II Attestation. Global Governance and Oversight: Our global privacy policy provides a consistent framework for data protection across all geographies, business units, and stakeholder relationships. This policy is actively managed and continuously improved by our dedicated Data Protection Officer and Privacy Team. Proactive Risk Management: We employ a comprehensive suite of technical and organizational 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. Advanced Security Technologies: We leverage cutting-edge technologies to protect personal data from unauthorized access and misuse. This includes the deployment of Data Loss Prevention (DLP) systems, data classification tools, and strong encryption methods. Stringent Access Controls: Access to personal information is carefully controlled through the implementation of Multi-Factor Authentication (MFA), privileged access management, and regular access reviews, ensuring that data is only accessible on a need-to-know basis. Privacy-Centric Development: We integrate privacy considerations into every stage of the product development lifecycle, ensuring that new products and services are designed with privacy in mind. Vendor Accountability: 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. Data Subject Rights Management: We utilize specialized tools for data discovery, enabling us to efficiently identify and locate personal data across our systems. We also employ dedicated Data Subject Request (DSR) management tools to streamline and effectively respond to data subject requests, such as access, rectification, and erasure requests, in a timely and compliant manner. Continuous Education and Awareness: We foster a culture of privacy awareness through mandatory training programs, ongoing communication campaigns, and readily accessible resources. Independent Validation: Our commitment to data privacy is further validated through periodic reviews and audits conducted by independent audit firms, ensuring ongoing compliance and effectiveness. 	

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	Foreign Exchange	Risk	The Company operates in the global environment and has maximum business from US geography, hence currency fluctuation is a major risk.	<ul style="list-style-type: none"> Coforge has been consistently following a hedging policy which is also reviewed by a third party on periodic basis. As per currency hedging policy, the firm hedges most of the net exposure in USD, GBP, Euro, AUD in India 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. The company doesn't take hedges beyond 12 months and no hedges are taken outside India. The Company is also exploring Balance Sheet hedging in addition to cash flow hedging. 	Negative
4	Geopolitical and Macroeconomic Conditions	Risk	Changing geo-political landscape in multiple regions (war scenarios in the Middle East and Ukraine / Russia), macronomic uncertainty around interest rate cuts may impact customer discretionary spends, leading to potential impact on opportunities.	<ul style="list-style-type: none"> Geographic Risk Diversification: <ul style="list-style-type: none"> Implementing strategic expansion into ASEAN, ANZ and India targeting a more balanced revenue distribution across regions Establishing delivery centres and local leadership across multiple locations globally to ensure operational continuity Rigorous Market Entry Process <ul style="list-style-type: none"> Implementing structured country risk assessment framework including, Political stability analysis, Regulatory environment evaluation, Infrastructure reliability assessment, Local talent availability study, Currency risk analysis Maintaining strict compliance with OFAC regulations and avoid prohibited jurisdictions Industry Diversification: Expanding presence in relatively stable sectors, Healthcare, Utilities and Public Sector to balance portfolio across cyclical and non-cyclical industries Operational Resilience: Geo-specific BCP, regular testing, strong local leadership, cyber-security and clear communication protocols for crisis situations Risk Monitoring and Management: Real-time monitoring, strong local leadership, Regular review and updating of risk mitigation strategies Financial Risk Management: Currency hedging, insurance coverage, contingency reserves, etc. 	Negative
5	Credit Risk	Risk	Delay in collection of customer dues as a result of the global economic situation.	<ul style="list-style-type: none"> Due diligence before onboarding of new clients. Conducting a primary or secondary research on the promoters of the company. Evaluate financial health of clients on periodic basis by monitoring earnings via quarterly filings and earnings calls. Monitor client ratings regularly. Weekly cash collection is tracked and any customer where collection pattern get delayed, gets escalated to the senior levels by finance function. Regular updates on collections are provided during the audit committee. The Company is also evaluating credit insurance for large relationships to cover for payment default and bankruptcy of clients. Clients which involve upfront investments, we limit the exposures by inclusion of termination fee or non-cancelable clause in the contract. 	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)
6	Global Regulatory Landscape	Risk (emerging)	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 automated Compliance tool for real-time tracking of compliances including regular tool updates and comprehensive training to users</p> <p>Conducting regular internal audit and external audits.</p> <p>Regular mandatory training and awareness programs for all the important aspects/areas across geos including the following programs: Annual compliance training on Percipio for all employees (ABAC, Whistleblower, PIT, POSH, Code of conduct).</p> <p>Work with external advisor to validate changes in regulatory requirements on periodic basis.</p>	Negative
7	Customer Relationship and Engagement	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 multi-service accounts, and delivering quality value-added services.	-	Positive
8	Business Ethics and Transparency	Risk and Opportunity	An important cornerstone of our organization's operations is to conduct business with integrity, transparency, and ethics. Establishing ethical principles is an opportunity to reflect and gain mindshare among our clients, partners, suppliers, shareholders, and employees. Our intention and ambition are to operate ethically under all circumstances.	To reduce risks, we, at Coforge, have strategies that involve setting up a code of conduct, running training on compliance and ethics, and making sure employees are held responsible if they don't follow ethical guidelines.	Positive
9	Talent Attraction and Retention	Opportunity	It involves creating a compelling employer brand and value proposition that effectively communicates the Company's unique benefits, culture, and opportunities. It includes targeted recruitment efforts, such as leveraging job boards, social media, networking, and employee referrals to attract candidates with the desired skills and qualifications. Coforge focuses on hiring the right talent at the right time through an effective talent acquisition strategy that includes an unbiased, skill-based, rigorous selection process.	-	Positive
10	Employee Engagement	Opportunity	The Company focuses on the overall engagement of employees, resilience, work-life balance, job satisfaction, and sense of purpose at employment. It encompasses measures and mechanisms to address employee satisfaction and grievance redressal in keeping with regulatory provisions to promote harmony and productivity amongst the company workforce of the Company.	-	Positive
11	Employee Well-being	Risk	In today's business era, ensuring the overall well-being of employees and providing a healthy work environment that promotes workforce productivity, diversity, and inclusivity is of utmost importance. Employee well-being covers overall health, i.e., physical, mental, and emotional well-being of employees and the extended workforce.	At Coforge, employees' holistic well-being is a top priority. We are not immune to force majeure events such as medical emergencies, weather -related events, and others. Some of our strategies include implementing safety protocols, providing access to healthcare resources, and promoting healthy lifestyles for all employees.	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)
12	Climate Action and Energy Management	Risk and Opportunity	Climate change is a global issue that requires immediate action. It encompasses a wide range of strategies and measures aimed at decreasing greenhouse gas emissions and increasing resilience to the changing climate. It involves using new technologies, renewable energies, green buildings, renewable energy credits, or changing management practices or consumer behavior.	To minimize the environmental impact, the Company is taking steps to reduce theits carbon footprint. This involves using renewable energy, switching to energy-efficient lighting, promoting sustainable transportation and buildings, and investing in carbon offset initiatives such as planting trees through CSR. We are investing in practices and, processes, and employee training to achievingachieve carbon neutrality and reducingreduce our environmental footprint.	Negative

"-"means Not Applicable

Section B: Management and Process Disclosures

This section is aimed at helping businesses demonstrate the structures, policies, and processes in place towards adopting the National Guidelines on Responsible Business Conduct (NGRBC) Principles and Core Elements.

Disclosure	P1	P2	P3	P4	P5	P6	P7	P8	P9
Questions	Ethics and Transparency	Sustainable Business	Employee Well-being	Stakeholder Relationship	Human Rights	Environment Stewardship	Public Advocacy	Community Development	Customer Relations
Policy and Management Processes									
1. (a). Whether your entity's policy/ policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(b). Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(c). Web Link of the policies, if available	Code of Conduct: https://www.coforge.com/investors/code-of-conduct Other Governance Policies: https://www.coforge.com/investors/policies								
2. Whether the entity has translated the policy into procedures? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	ISO 14001: 2015 - Environment Management System (EMS) ISO 45001: 2018 - Occupational Health and Safety Management System (OHS) ISO27701 (PIMS) ISO27001:2022 (ISMS) Indian Green Building Council (IGBC) LEED India: New Construction Platinum LEED India: Core & Shell Platinum - Green Building Certificate LEED US Green Building Council: Operation & Maintenance Platinum Certificate LEED ID +C (Interior Designing + Construction) (Gold)								

Disclosure	P1	P2	P3	P4	P5	P6	P7	P8	P9
Questions	Ethics and Transparency	Sustainable Business	Employee Well-being	Stakeholder Relationship	Human Rights	Environment Stewardship	Public Advocacy	Community Development	Customer Relations
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	<p>Coforge Limited has committed to becoming a sustainable and responsible business with the following goals:</p> <p>Reduce Environmental Impact</p> <ul style="list-style-type: none"> • Be Carbon Neutral by 2040 • Be Water Positive by 2040 • Be Zero Waste by 2040 • Drive Sustainable supply chain practices <p>Social Inclusiveness and Development of Communities</p> <ul style="list-style-type: none"> • Drive holistic well-being, health, and wellness of the workforce • Enhance gender parity across the organization • Drive equality and inclusiveness at all levels • Enhance the livelihood of communities through social and community development initiatives <p>Adhere to strong ethics and the Code of Conduct</p> <ul style="list-style-type: none"> • Adhere to a strong Code of Ethics in business conduct • Encourage business partners to adhere to Coforge's code of conduct • Secure digital assets <p>Coforge Limited has shown steady progress on the above-mentioned goals and commitments during the reporting period. It plans to continue its progress in the coming years, with innovative solutions, commitment towards resource optimization, social development, inclusiveness, and ethical and responsible business conduct.</p>								
6. Performance of the entity against the specific commitments, goals, and targets along with reasons in case the same are not met.	Coforge Limited has submitted its commitment to SBTi to set net zero target.								

Governance, leadership, and oversight

7. Statement by the director responsible for the business responsibility report, highlighting ESG related challenges, targets, and achievements (listed entity has flexibility regarding the placement of this disclosure)

"This year, Coforge made significant progress in building and executing its ESG strategy by elevating its ambition to become a truly sustainable organization. We redefined our ESG vision as 'In Harmony With the Environment' a principle that deeply resonates with our stakeholders. A major milestone was reached with our commitment to set SBTi-aligned net-zero targets, reflecting our dedication to shared goals and responsibilities—not only with our employees but also with the broader community. We expanded the scope of our policies to strengthen governance across the organization.

Looking ahead, the next phase of our sustainability journey will focus on embedding our ESG philosophy even more tightly into our core business operations. This involves reinforcing a culture of sustainability, integrating responsible practices throughout our value chain, and enhancing transparency in ESG reporting to ensure accountability and continuous improvement. In addition, we are intensifying our engagement with stakeholders to capture and incorporate diverse perspectives, which enables us to harmonize our collective efforts and drive long-term value creation for all."

Gautam Samanta

President, and Executive Board Member

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	<p>Gautam Samanta, President, and Executive Board Member.</p> <p>He is entrusted with the responsibility of ensuring ESG practices are integrated into all aspects of the organization's strategy, policies, processes, and standards. He leads efforts to reduce the Company's carbon footprint and greenhouse gas emissions, conserve water, and manage waste effectively, among other environmental initiatives and systems.</p>
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Disclosure	P1	P2	P3	P4	P5	P6	P7	P8	P9									
Questions	Ethics and Transparency	Sustainable Business	Employee Well-being	Stakeholder Relationship	Human Rights	Environment Stewardship	Public Advocacy	Community Development	Customer Relations									
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If “Yes”, provide details	Yes, Coforge Limited has a committee to oversee and manage sustainability-related issues.																	
10. Details of Review of NGRBCs by the Company:																		
Subject for Review	Indicate whether review was undertaken by Director/ Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any Other- please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board									Annually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Statutory Compliance Certificate on applicable laws provided by the CEO to the Board of Directors.									Annually								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If “Yes”, provide name of the agency.										P1	P2	P3	P4	P5	P6	P7	P8	P9
	Ethics and Transparency	Sustainable Business	Employee Well-being	Stakeholder Relationship	Human Rights	Environment Stewardship	Public Advocacy	Community Development	Customer Relations									
	No	No	Yes	No	No	Yes	No	No	No									
12. If Answer to Question (1) Above is “NO”, i.e., not all Principles are covered by a Policy, reasons to be stated:																		
Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9									
	Ethics and Transparency	Sustainable Business	Employee Well-being	Stakeholder Relationship	Human Rights	Environment Stewardship	Public Advocacy	Community Development	Customer Relations									
The entity does not consider the Principles material to its business (Yes/No)																		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)																		
The entity does not have the financial or human and technical resources available for the task (Yes/No)																		
It is planned to be done in the next financial year (Yes/No)																		
Any Other Reason (please specify)																		

Section C: Principle Wise Performance Disclosure

Entity demonstrates their performance in integrating the Principles and Core Elements with key processes and decisions.

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent, and Accountable

Essential Indicators

- Percentage coverage by training and awareness programmes on any of the Principles during the financial year 2024-25:

Segment	Total number of training and awareness programs held	Topics/ Principles covered under training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors (BoD)	4	Awareness of Business Responsibility and Sustainability Report (BRSR) and the impact of BRSR Principles on the Company and across the value chain.	100%
Key Managerial Personnel (KMP)	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%
Employees other than BoD and KMPs Workers	12,931	Compliance training such as, POSH, EHS (Environment, Health, and Safety), Global Compliance, Code of Conduct, Anti-bribery, Anti-corruption, Whistleblower, Modern Slavery Act, and Code of Conduct for Prohibition of Insider Trading. Behavioral and soft skill training, Difficult Conversations, Dealing with Ambiguity, Successful Delegation, Presentation Skills, Art of Questioning, Interviewing Skills, Emotional Intelligence, Business Storytelling, creating a Personal Brand, Coaching for Impact, and more. Technical, Domain, and Functional trainings such as Dynamics 365 + Power Platform, PowerBI, Open AI Chat GPT, Java, IMS, SQL, Appian, Snowflake, AWS, Data & Analytics, SQL Database, ReactJS, Python, Insurance, ISTQB, Dot Net, Qlikview, Pega, Docker, GitHub, Azure, Informatica, SDET, ITIL, Safe Scrum, AI Spark, Program Management, Microsoft Fundamentals, Mulesoft, Salesforce, and more.	94%

- Details of fines/ penalties/ punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors/ KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format:

(Note: The entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as discussed on the entity's website)

Monetary					
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of Case	Has an appeal been preferred? (yes/ No)
Penalty/ Fine	During the reporting period, no fine, penalty, or compounding fee was levied on the Company as per SEBI (Listing Obligations & Disclosure Requirements) Regulation, 2015.				
Settlement					
Compounding Fee					
Monetary					
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Brief of Case		Has an appeal been preferred? (yes/ No)
Imprisonment	No such case of non-compliance was recorded in the reporting period.				
Punishment					

3. Of the instances disclosed in Question 2, above detail of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
No such case of non-compliance was recorded in the reporting period.	

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide web-link to the policy.

The Company's Code of Conduct includes directives concerning anti-bribery and anti-corruption measures. Coforge is steadfast in its dedication to maintain the utmost moral and ethical principles and unequivocally condemns any instances of bribery or corruption in any form.

The Company's Code of Conduct is available at: <https://www.coforge.com/investors/code-of-conduct>

5. Number of Directors/ KMPs/ employees/ workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	Current Financial Year 2024-25	Previous Financial Year 2023-24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

	Current Financial Year 2024-25		Previous Financial Year 2023-24	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	NA	Nil	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	NA	Nil	NA

7. Provide details of any corrective action taken or underway on issues related to fines/ penalties/ action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

The Company has ensured compliance with regulatory authorities and statutory norms during the reporting period.

8. Number of days of accounts payables ((Accounts payable*365)/ Cost of goods/services procured) in the following format:

	Current Financial Year 2024-25	Previous Financial Year 2023-24
Number of days of accounts payables	139*	146

* The data for FY 2024-25 is for Coforge Limited, Standalone.

9. Openness of Business:

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	Current Financial Year 2024-25*	Previous Financial Year 2023-24
Concentration of Purchases	a. Purchases from trading houses as % of the total purchases	-	-
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	-	-
Concentration of Sales	a. Sales to dealers/ distributors as % of total sales	-	-
	b. Number of dealers/ distributors to whom sales are made	-	-
	c. Sales to top 10 dealers/ distributors as % of total sales to dealers/ distributors	-	-

Parameter	Metrics	Current Financial Year 2024-25*	Previous Financial Year 2023-24
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	-	0.070386108
	b. Sales (Sales to related parties/ Total Sales)	66%	83%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	NA	NA
	d. Investments (Investments in related parties/ Total Investments made)	100%	100%

* The data for FY 2024-25 is for Coforge Limited, Standalone.

Leadership Indicators

1. Awareness programmes conducted for the value chain partners on any of the Principles during the financial year 2024-25:

Total number of awareness programmes held	Topics/ Principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
The Code of Conduct of Coforge highlights that the standards of business ethics and practices are essential in all business transactions. While Coforge emphasizes and encourages vendors to execute business and stakeholder interactions with integrity and ethically by implementing appropriate governing vendor agreements, the Company also meticulously monitors the same through interval reviews and audits. Currently, there is no formal training conducted for vendors/ suppliers, however, the Company maintains close discussions and collaboration with all its vendor partners to ensure execution and governance principles are in place and adhered to.		

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No).

If "Yes", provide details of the same.

Yes, the Company's Code of Conduct highlights the standards of our business ethics and practices to be adhered to by the Directors and employees of the Company. Also, the Directors of the Company disclose their concern or interest in the Company, Companies, or Bodies, Corporate, Firms, or other Associations of individuals and any change therein, annually or upon any change, which includes the Shareholding. A database of the Directors and the entities in which they are concerned or interested is recorded and maintained by the Company. Further, during the Board Meetings, the Directors abstain from participating in and voting on the agenda items in which they are concerned or interested, to ensure independence and avoid conflict of interest.

Principle 2: Businesses should provide goods and services in a manner that is sustainable and safe.

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	Current Financial Year 2024-25	Previous Financial Year 2023-24	Details of improvements in environmental and social impacts
R&D	Nil	Nil	Not applicable.
Capex	Nil	Nil	

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No).

- b. If "Yes", what percentage of inputs were sourced sustainability?

Yes. Coforge Limited has a comprehensive process and procedure for onboarding suppliers and vendors through systematic vendor assessment, including compliance with our supplier code of conduct. The vendors and suppliers must undergo a screening process, encompassing the Company's business requirements, portfolio, quality parameters, social compliance, governance standards, and environmental compliance and standards. The Company prefers sourcing from suppliers/ vendors who are compliant with various social norms, environmental regulations/ standards, and uphold ethical governance conduct. Currently, the Company is developing its sustainability sourcing program to cover its vendors and suppliers under one sustainable procurement umbrella. In FY 2024-25, 15% of inputs are sourced from MSMEs/ small producers.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life for:
- Plastics (including packaging)
 - E-waste
 - Hazardous waste
 - Other waste

Coforge Limited's business does not involve physical product manufacturing. Our core business is in IT/ITeS-related services, including design, development, testing, implementation, and maintenance of software, system integration solutions, and IT/ITeS/Telecom infrastructure structure management services. As a result, there are typically non-tangible products to reclaim, recycle, or dispose of at the end of their life cycle. The Company aims to develop and maintain software solutions that include services for our clients.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No).

- If "Yes", whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Board?
- If "Not", provide steps taken to address the same.

Extended Producer Responsibility (EPR) does not apply to Coforge Limited. However, the Company acknowledges its commitment towards waste management following the Plastic Waste Management Rules, E-Waste Management Rules, Battery Waste Management Rules, and regulations governing Hazardous and Other Wastes. To effectively manage the waste generated and ensure environmental sustainability, the Company has implemented comprehensive waste management practices, such as:

- Single-use plastics are prohibited within the facilities, aligning with the ban on such materials. Across facilities, the waste segregation process is facilitated by color-coded dustbins to ensure proper categorization before disposal, with waste directed to municipal authorities and third-party recyclers as needed.
- In the Greater Noida facility, to address food waste, the Company has established in-house processes to convert organic waste into valuable manure, minimizing the negative environmental footprint.
- The Company has adopted a sustainable approach to effectively manage battery waste by procuring batteries under 'buy-back terms,' i.e., the same vendor responsible for procurement is also engaged in the environmentally safe disposal of batteries, at the end of their life.
- E-waste is managed through authorized e-waste recyclers by regulatory guidelines, reflecting the Company's strong commitment to responsible handling and disposal of e-waste to minimize waste sent to the landfill.

By adhering to ethical practices, the Company complies with the relevant waste management regulations and actively contributes to environmental conservation and sustainable business practices.

Leadership Indicators

1. Has the entity conducted Life Cycle Perspective/ Assessment (LCA) for any of its products (for manufacturing industries) or for its services (for service industry)? If "Yes", provide details in the following format:

NIC Code	Name of product/ service	% of Total Turnover contributed	Boundary for which the Life cycle perspective/ assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If "Yes", provide web-link
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This does not apply to Coforge Limited. Coforge Limited primarily operates in IT and ITeS services, including software design, development, testing, implementation, maintenance, system integration solutions, and the management of IT, ITeS, and Telecom infrastructure.

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/ services, as identified in the Life Cycle Perspective/ Assessments (LCA) or through any other means, briefly describe the same along with action-taken to mitigate the same.

Name of Product/ Service	Description of the risk/ concern	Action Taken
This is not applicable for Coforge Limited. However, Coforge Limited acknowledges and addresses the environmental concerns associated with its operations. The Company's key focus areas are managing carbon emissions from our transportation fleet, waste management and water management.		

Management of Carbon Emissions from Transportation Fleet:

- Identified Concern: The large, outsourced transportation fleet for employee commute contributes to carbon emissions.
- Action Taken: In an initiative to reduce carbon emissions, the Company transitioned its transportation fleet in the NCR region from diesel to CNG (Compressed Natural Gas) to minimize the negative ecological impact.

Water Consumption Management:

- Identified Concern: The high headcount requirement leads to substantial water consumption in facilities.
- Action Taken: To curtail water consumption, the Company has implemented low-flow and sensor-based water taps, and water-less urinals (in one facility in the Greater Noida campus). In certain facilities, treated water from STPs is used for flushing and horticulture. This multi-faceted approach underscores the Company's ESG commitment to efficient water usage and sustainable practices.

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or re-used input material to total material	
	Current Financial Year 2024-25	Previous Financial Year 2023-24
The Company's scope of work is limited to Design, Development, Testing, Implementation, and Maintenance of Software, System Integration Solutions & IT/ITES/Telecom Infra Structure Management Services for all Offshore Development Centers. Therefore, being in the service sector, the question is not applicable.		

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:

	Current Financial Year 2024-25			Previous Financial Year 2023-24		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not applicable to Coforge Limited					
E-Waste						
Hazardous Waste						
Other Waste						

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category

Indicate Product Category	Reclaimed products and their packaging materials as % total products sold in respective category
Not applicable to Coforge Limited.	

Principle 3: Businesses should respect and promote the well-being of all employees, including those in their value chains.

Essential Indicators

1. a. Details of measures for the well-being of Employees:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	18,268	18,268	100%	18,268	100%	-		18,268	100%	-	-
Female	7,352	7,352	100%	7,352	100%	7,352	100%	-	-	-	-
Total	25,620	25,620	100%	25,620	100%	7,352	100%	18,268	100%	-	-

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Other than Permanent Employees											
Male	1,111	1,111	100%	1,111	100%	-	-	1,111	100%	-	-
Female	168	168	100%	168	100%	168	100%	-	-	-	-
Total	1,279	1,279	100%	1,279	100%	168	100%	1,111	100%	-	-

1. b. Details of measures for the well-being of Workers:

Category	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male						Not applicable					
Female											
Total											
Other than Permanent Workers											
Male						Not applicable*					

* As per the definition of Workers, they do not come under Coforge payroll; the insurance and social welfare benefits covered by the vendors.

1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

	Current Financial Year 2024-25	Previous Financial Year 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	1.86%	2%

* The FY 2024-25 data for cost incurred on well-being measures and total revenue of the Company comprises of Coforge Limited, BPS, and CIGNITI. However, the data for FY 2023-24 is for Coforge Limited only.

2. Details of retirement benefits, for Current FY 2024- 25 and Previous FY 2023- 24

	Current Financial Year 2024-25			Previous Financial Year 2023-24		
	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and deposited with the authority (Yes/ No/ NA)	No. of employees covered as % of total employees	No. of workers covered as % of total workers	Deducted and deposited with the authority (Yes/ No/ NA)
PF	98.62%	0%	Yes	99.81%	0%	Yes
Gratuity	98.62%	0%	Yes	99.81%	0%	Yes
ESI	1.04%	0%	Yes	1.39%	0%	Yes

Note: ESIC is applicable for all ESIC eligible population, even though they are permanent employees, but earning below the threshold level as per the ESI regulation. Trainees are eligible for retirement benefits once confirmed.

3. Accessibility of Workplaces

Are the premises/ offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

If "Not", then whether any steps are being taken by the entity in this regard.

All corporate offices are equipped with wheelchairs and wheelchair-friendly elevators accessible from the parking lot, thereby ensuring accessibility for differently abled employees and the extended workforce. The Company continuously reviews and updates its policies, procedures, and infrastructure support (to whatever extent feasible) to drive an inclusive and equitable working environment.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, please provide the web-link of the policy.

The Company ensures equal opportunity in employment for qualified persons with known disabilities. In addition, Coforge continues to be an equal employment opportunity regardless of caste, creed, color, religion, ethnicity, marital status, age, disability, national origin, citizenship, sexual orientation, gender identity, language, and any other applicable aspects.

The Company's commitment is covered at:

<https://www.coforge.com/investors/code-of-conduct>

www.coforge.com/hubfs/Coforge-Human-Rights-Policy.pdf

<https://www.coforge.com/who-we-are/esg/positive-social-impact/diversity-equity-inclusion>

5. Return to work and retention rates of permanent employees and workers that took parental leave for FY 2024-25.

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	97%	90%	Not applicable	
Female	97%	93%		
Total	97%	91%		

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If "Yes", give details of the mechanism in brief:

Permanent Workers	Coforge does not have workers, therefore, it is not applicable.
Other than Permanent Workers	For any standard grievances, employees can reach out to their aligned Business HR partner, disciplinary committee, or the Company's legal counsel, as per the specific grievance mechanism. The procedure is also defined in the Whistleblower Policy and Code of Conduct.
Permanent Employees	
Other than Permanent Employees	

7. Membership of employees and workers in association(s) or Unions recognized by the listed entity:

Category	Current Financial Year 2024-25			Previous Financial Year 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of Association(s) or Unions. (B)	Percentage (%) (B/A)	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of Association(s) or Unions. (B)	Percentage (%) (B/A)
Total Permanent Employees						
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

Coforge Limited does not have recognized associations.

8. (a). Details of training given to employees and workers on "Health and Safety Measures"

Category	Current Financial Year 2024-25*			Previous Financial Year 2023-24		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	19,379	10,919	56%	10,906	9,893	91%
Female	7,520	3,382	45%	3,412	3,339	98%
Total	26,899	14,301	53%	14,318	13,232	92%

Category	Current Financial Year 2024-25*			Previous Financial Year 2023-24		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Workers						
Male	436	436	100%	126	126	100%
Female	88	88	100%	19	19	100%
Total	524	524	100%	145	145	100%

*The 'Total' is the headcount data for FY 2024-25, which is consolidated for three entities, namely, Coforge Limited, BPS, and CIGNITI, while the Health and Safety training pertains to Coforge Limited only, as currently, the EHS training module is limited to Coforge Limited employees and not cascaded to other subsidiary entities.

(b). Details of training given to employees and workers on "Skill Upgradation"

Category	Current Financial Year 2024-25*			Previous Financial Year 2023-24		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	19,379	15,950	82%	10,906	8,043	74%
Female	7,520	5,959	79%	3,412	2,578	76%
Total	26,899	21,909	81%	14,318	10,621	74%
Workers						
Male	436	436	100%	126	126	100%
Female	88	88	100%	19	19	100%
Total	524	524	100%	145	145	100%

* The data for FY 2024-25 is consolidated for three entities, namely, Coforge Limited, BPS, and CIGNITI.

9. Details of Performance and Career Development reviews of employees and workers:

Category	Current Financial Year 2024-25*			Previous Financial Year 2023-24		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
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%
Workers						
Male	436	0	0%	126	0	0%
Female	88	0	0%	19	0	0%
Total	524	0	0%	145	0	0%

*The 'Total' is the headcount data for FY 2024-25, which is consolidated for three entities, namely, Coforge Limited, BPS, and CIGNITI, while the Health and Safety training pertains to Coforge Limited only, as currently, the EHS training module is limited to Coforge Limited employees and not cascaded to other subsidiary entities.

Performance and Career development initiatives, including annual performance reviews, are conducted for permanent employees.

10. Health and Safety Management System:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No)	Yes, Coforge Limited (India Location) is certified with the Occupational Health and Safety Management System (OHS) as per ISO 45001:2018 standards, and all locations across India are covered under the OHS management system.
If "Yes", then coverage of the system.	

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?	<p>Coforge Limited employs a proactive approach to identifying work-related hazards and assessing risks, both for routine and non-routine activities. The Company conducts activity-based risk assessments to meticulously pinpoint hazards and implement effective techniques to mitigate the identified risks and their impacts. Additionally, standardized operating procedures are in place for all activities conducted within the facilities, ensuring a consistent and structured approach.</p> <p>For specific high-risk activities such as facade cleaning, maintenance of transformers and DGs, and painting, a work permit system has been diligently instituted, adding an extra layer of precaution and control to risk mitigation management. To ensure the effectiveness of hazard identification and risk assessment processes, the Company undergoes comprehensive 6-monthly external and internal audits. These audits serve as a robust mechanism to validate the strength of the safety protocols, assuring that safety practices align with the highest standards and contribute to a secure working environment. All offices are certified with the Environment Health and Safety Management System (EHSMS), which is approved by ISO 14001:2015 and ISO 45001:2018 standards. Coforge Limited also has a global compliance monitoring tool where all the regulatory and statutory compliances get mapped and updated.</p>
c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)	Yes. At Coforge Limited, training for workplace hazard identification and work-related hazards is communicated to all employees and the extended workforce. The Company has a well-defined incident reporting system, i.e., intranet portal, emails, and telecommunication channel, to report work-related hazards and incidents. All offices have a security helpdesk available 24/7 for emergencies, with emergency contact details circulated through emails and notices to all employees.
d. Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes. At Coforge, all employees have access to non-occupational medical and healthcare services. First aid kits are available on the premises, and a standby ambulance facility is available at our high-concentration offices. For employees and extended workforce members who are not feeling well, health centers are present at all premises for immediate assistance. In addition, the “WE CARE” portal offers emotional consultation services. Employees can reach out to the helpline number for confidential emotional, mental, and psychological consultation.

(Access our [Global EHS Policy](#))

11. Details of safety related incidents, in the following format:

Safety Incidents/ Number	Category	Current Financial Year 2024-25*	Previous Financial Year 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
Number of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

* The data for FY 2024-25 is consolidated for three entities, namely, Coforge Limited, BPS, and CIGNITI.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company has devised and implemented an OHS Management System to foster a healthier, safe, and conducive working environment for employees and the extended workforce, in line with ISO 45001:2018 and its certification standard. The foundation of the OHS Management System rests on the principle that all processes can be effectively controlled through clearly defined and documented procedures, that are reinforced by regular reviews, audits, and the promotion of a Company-wide culture of continual improvement. Key measures for the effective implementation of the OHS management system include:

- Establishing communication channels with internal and external stakeholders about the Company's OHS principles, commitments, goals, and performance.

- ii. Developing and implementing health and safety protocols, controls, and procedures to manage health and safety risks and threats across all locations.
- iii. Undertaking internal and external audits periodically, with proper documentation, evidence, and data trails on hazard identification and risk mitigation plans.
- iv. Identifying potential emergencies, establishing response protocols and plans, and monitoring and measuring safety equipment.
- v. Tracking, monitoring, and measuring health and safety performance against the set commitments, goals, and targets.
- vi. Conducting training and awareness sessions with employees and the extended workforce on health and safety practices, including periodic fire and emergency drills to raise awareness levels.
- vii. Reviewing the Health and Safety Management Systems with the top management periodically to identify gaps, develop and implement the corrective action plan, and communicate disclosures.

13. Number of complaints on the following made by employees and workers:

	Current Financial Year 2024-25			Previous Financial Year 2023-24		
	Filed	Pending Resolution at end of year	Remark	Filed	Pending Resolution at end of year	Remark
Working Conditions	0	0	-	0	0	-
Health and Safety	0	0	-	0	0	-

14. Assessment for the Year (2024-25):

	% of plants and offices that were assessed (by entity or statutory authorities or third party)
Health and Safety Practices	100%
Working Conditions	100%

Note: All Coforge Limited's facilities are being covered twice a year during internal audit assessments. Since Coforge is ISO 45001 certified, the certified locations undergo external assessment/audit by a third party on health, safety, and working conditions parameters.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risk/ concerns arising from assessment of health and safety practices and working conditions.

Coforge places the highest priority on employee well-being by maintaining a secure workplace through regular internal and external audits, emergency drills, and safety inspections. Committed to continuous improvement, the Company diligently implements measures to foster a safe and supportive work environment for everyone. Areas identified for improvement include providing emergency response team members with sufficient awareness training in the local language and conducting vertigo tests for facade cleaners to ensure their safety during daily tasks.

Leadership Indicators

1. Does the entity extend any life insurance or compensatory package in the event of death of (A). Employees; and (B). Workers (Yes/No). Provide detail.

The employees working for Coforge Limited are duly covered under life insurance, while the non-permanent workers are covered under the ESIC Act Insurance as per the guidelines.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company ensures that the vendor is assigned the responsibility of ensuring compliance with applicable statutory requirements and norms through an effective governance mechanism. The Company undertakes statutory and internal audits to monitor and track whether the value chain partners are compliant with the timely payment of statutory dues with reference to the well-being of employees. For manpower-based services, the vendor submits evidence for statutory compliance.

3. Provide the number of employees/ workers having suffered high consequence work-related injury/ ill-health/ fatalities (as reported in Qs. 11 of Essential Indicators above), who have been/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total number of affected employees/ workers		No. of employees/ workers that are rehabilitated or whose family member have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

The Company, during employment, provides opportunities for all employees to upskill themselves through domain, skill, and leadership training, which builds the capacity of the employees to provide consultancy services as domain experts to the company(ies). The company offers comprehensive guidance to all retiring employees to assist in planning their retirement benefits, including Provident and pension funds, gratuity, and superannuation (if applicable). Additionally, we provide support for the transition and portability of medical insurance plans to ensure continued coverage.

5. Details on assessment of value chain partners (FY 2024-25):

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	100%^
Working Conditions	100%^

^ At Coforge Limited, all the agreements have a health and safety clause mentioned with all business partners, which is duly confirmed at the start of the partnership. For Onsite Partners, a uniform code of working rights is executed with MSA and PO under which the partners ensure that health and safety standards are adhered to as per the governing laws of the land.

6. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No significant risks or concerns were reported or identified with the value chain partners, who either work in offices or have access to the same health and safety resources as the employees, and any major risk to their health and safety is managed appropriately. The internal EHS team conducts regular health and safety audits for high-risk vendors, such as housekeeping service providers, security services, food and cafeteria vendors, transport vendors and drinking water suppliers. Findings observed during these internal audits are reported and tracked to closure.

Principle 4: Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators

1. Describe the process for identifying key stakeholder groups of the entity.

Demonstrating its commitment to understanding its ecosystem, Coforge Limited, through an internal committee, performed a stakeholder analysis to identify and prioritize all potential stakeholders based on their influence and interest, concerning the Company's commitments and objectives. This included developing a stakeholder matrix to assess potential impacts and analyzing industry peers to identify common stakeholder groups. To ensure rigor, external consultants validated the key stakeholder groups, the matrix, and the engagement strategy. Coforge is dedicated to engaging with diverse stakeholder groups, such as policymakers, government (central, state, and local), business partners, and communities, to fulfill its commitments and achieve its objectives.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Investors and Shareholders	No	Emails, Notice, Annual General Meeting (AGM), Investors Meet, and public disclosures	Quarterly and annually	Policy changes, organizational growth, and corporate investor relations management.

Stakeholder Group	Identified as Vulnerable or Marginalized Group (Yes/No)	Channels of Communication	Frequency of engagement	Purpose and scope of engagement including key topics and concerns raised during each engagement
Employees	No	Email, Yammer, MS Teams, SharePoint, employee engagement, and team interactions	Continuous	Induction, training and development, grievance redressal management, employee engagement, and feedback sessions.
Value Chain Partners	No	Email, meetings	Need Based	Periodic performance review on ongoing services to appraise ourselves on market updates.
Customers	No	Direct connects, emails, visits, market surveys, and the customer relations team	Continuous	Customer satisfaction survey, service availability and quality feedback, collaborate with customers on sustainability initiatives.
Implementing Partner (NGOs)	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 program, outcomes, scope of expansion, beneficiaries' feedback, budget utilization, status, and area of improvement.
Communities	Yes	Site visit, group discussions, and community-level interactions	Continuous/ Ongoing	Execution feedback, ongoing events, volunteer engagement program, scope of expansion, and beneficiaries' feedback.

Leadership Indicators

- 1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

In consultation with various stakeholders on ESG topics, various departments are delegated different responsibilities within the organization. These departments engage with their respective stakeholders on a continuous basis. The departments take the inputs of the stakeholders and frame consolidated decisions based on the interests of different departments, ensuring benefits as a whole over the ESG topics to the organization and its stakeholders.

- 2. Whether stakeholder consultation is used to support the identification and management of environmental and social topic? (Yes/No)**

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

We have framed our ESG vision on material topics based on inputs from various stakeholders' consultations. The vision is based on the material topics relevant to our business and stakeholders, and our ESG plan aims to achieve these objectives.

- 3. Provide detail of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

Coforge Limited is committed to being a purpose-led organization, driving sustainable growth and fostering positive change globally, while excelling as a technology transformation leader. The CSR agenda for Coforge in India is focused on two areas – Education & Skill Development, Environment & Sustainability.

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

We are committed to improving environmental health by protecting vital local ecosystems and spaces and promoting the adoption of sustainable environmental practices among citizens through education, awareness and support.

Education & Skill Development:

Last year, Coforge supported programs that helped underprivileged children gain access to quality education and skill development programs. We supported programs that trained women entrepreneurs. We expanded The Coforge Public Library initiative by setting up our second Library in Gurugram.

- The Coforge Public Libraries are established to be sanctuaries of knowledge and learning for local communities. The first Coforge Public Library in Noida was inaugurated on 7 February 2024. From 1 April 2024 to 31 March 2025, the Noida Public Library attracted a footfall of over 30,000.
- Coforge supported two orphanages run by Sparsha Bangalore and Udayan Care in Noida, benefiting 650 children.
- In Pune, Coforge sponsored a community resource center supporting over 1,000 children from nearby slums and a STEM Lab where over 500 children from the community studied.
- 300 women entrepreneurs received training in Pune through Centre for Youth Development and Activities (CYDA), Pune, and 100 women entrepreneurs were trained in Hyderabad through Kriti, an NGO. This helped them to set up their own businesses and contribute to the family income.
- Coforge worked with Kriti in Hyderabad to ensure additional teachers were deployed in government schools, benefitting approximately 3,000 students.
- We provided funds for sustenance and medical assistive devices through Margadarshi (Bangalore) and Ashagram (Kolhapur) to 500 specially-abled people.
- Coforge sponsored three MBBS and three nursing students at Sri Sathya Sai Sarla Memorial Hospital (SSSSHM), Karnataka, and seven girls for an AI-related data science course at the Women in Technology (WIT) Roundtable 2024.

Environment & sustainability:

In FY25, we undertook an ambitious program to promote waste segregation in Noida which significantly contributed to Noida being ranked among the top 12 cleanest cities in India for the first time (Super Swachh League). We also supported programs to improve agricultural practices, generate livelihood, and improve environment conservation.

- In Noida, 3,138 activities were conducted on waste segregation, reduction of waste generation, and home composting, reaching approx. 4.5 lakh people. 5,000 sanitation workers were trained and provided with safety gear. 25,715 tons of solid waste was segregated in a year, leading to an estimated 5143 tons of CO₂ reduction. Two tons of plastic waste was reduced over the previous year. Coforge donated a litter collection machine, named Jatayu, to the Noida Municipal Authority, which collected 792 tons of street litter from the roads of Noida.
- Coforge sponsored the plantation of 111 trees in collaboration with Sankalp Taru foundation, Hyderabad.
- Environment conservation interventions at Pasali Valley to reduce deforestation, soil nurturing, entrepreneurship development among 7,000 below poverty line and marginalized villagers in Pune.
- Promotion of improved agricultural practices and sustainable livelihoods among 5,000 women in Kolhapur.
- Integrated livelihood approach, including bee keeping, animal husbandry support, and organic and advanced farming techniques to enhance income and food security of over 10,000 fluoride affected villagers close to Bangalore.
- Support for 17 free-of-cost pediatric surgeries to families from disadvantaged backgrounds via Sri Sathya Sai Health & Education Trust, Hyderabad.
- Healthcare Kits distributed to 170 underprivileged high school students through Sri Sathya Sai Health & Education Trust, Hyderabad.

Principle 5: Businesses should respect and promote human rights.

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	Current Financial Year 2024-25			Previous Financial Year 2023-24		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Permanent	25,620	22,576	88%	13,297	12,966	98%
Other than permanent	1,279	861	67%	1,021	626	61%
Total Employees	26,899	23,437	87%	14,318	13,592	95%

Category	Current Financial Year 2024-25			Previous Financial Year 2023-24		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	524	524	100%	145	145	100%
Total Workers	524	524	100%	145	145	100%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	Current Financial Year 2024-25					Previous Financial Year 2023-24				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		Number (B)	% (B/A)	Number (C)	% (C/A)		Number (E)	% (E/D)	Number (F)	% (F/D)
Employees										
Permanent	25,620	-	-	25,620	100%	13,297	-	-	13,297	100%
- Male	18,268	-	-	18,268	100%	9,944	-	-	9,944	100%
- Female	7,352	-	-	7,352	100%	3,353	-	-	3,353	100%
Other than Permanent	1,279	-	-	1,279	100%	1,021	-	-	1,021	100%
- Male	1,111	-	-	1,111	100%	962	-	-	962	100%
- Female	168	-	-	168	100%	59	-	-	59	100%
Workers										
Permanent	Not applicable									
- Male										
- Female										
Other than Permanent	524	-	-	524	100%	145	-	-	145	100%
- Male	436	-	-	436	100%	126	-	-	126	100%
- Female	88	-	-	88	100%	19	-	-	19	100%

3. Details of remuneration/ salary/ wages, in the following format for FY 2024-25:

a. Median remuneration/ wages:

	Male		Female	
	Number	Median salary/ wage of respective category	Number	Median salary/ wage of respective category
Board of Directors	5	1,47,45,482	1	1,00,92,015
KMP other than KMP who are Directors	1	3,88,19,939	1	57,84,088
Employees other than BoD and KMP	19,378	1,400,012	7,519	850,000
Workers	Not applicable			

*1 employee salary process from India, therefore median remuneration calculation estimated based on it.

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

	Current Financial Year 2024-25	Previous Financial Year 2023-24
Gross wages paid to females as % of total wages	21.86%	20.37%

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Coforge Limited has a structured DEI council with representation from functions such as HR, Finance, Legal, and Business across geographies, chaired by the Chief People Officer of the Company. The council's goal is to cultivate and promote a culture of inclusion throughout the firm. In addition, the Company has a POSH Policy with established guidelines for a grievance redressal mechanism. The Sexual Harassment Redressal Committee (SHRC) serves as the nodal committee for addressing sexual harassment-related complaints, a core component of human rights.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Coforge Limited is committed to providing a safe and conducive work environment for all employees. The Code of Conduct highlights Coforge's respect for human rights and promotes respect and dignity for all employees. In the instance of a violation of this code, employees can report their concerns through various windows, including whistleblower policy, disciplinary action committee, POSH guidelines, anti-corruption policy and Code of Conduct guidelines. Employees also have access to their immediate supervisors or HR in charge for raising any other grievances. Such violations may be addressed through the mechanism defined in the Disciplinary Action policy, which may result in a warning, counselling, or termination from the Company.

6. Number of complaints on the following made by employees and workers:

	Current Financial Year 2024-25			Previous Financial Year 2023-24		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Sexual Harassment	8	0	All complaints resolved.	5	0	All complaints resolved.
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-
Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other human rights related issues	Nil	Nil	-	Nil	Nil	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in the following format:

	Current Financial Year 2024-25	Previous Financial Year 2023-24
Total complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH)	8	5
Complaints on POSH as a % of female Employees/ Workers	0.11%	0.15%
Complaints on POSH upheld	8	2

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

Coforge has a comprehensive Policy Against Sexual Harassment and Sexual Harassment Redressal Committee (SHRC) in place to ensure that the complainants are protected against discrimination while their cases are investigated. All complaints are addressed with confidentiality and impartiality. Any victimization of, or retaliation against, the complainant will be subject to disciplinary action, up to and including termination of employment. During the period when a resolution is pending, the SHRC may recommend that Coforge provide the complainant with leave of up to 3 months, a transfer to another workplace, or any other relief, as prescribed.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

At Coforge, while clauses about human rights are included in the agreement with value chain partners, the Company also emphasizes the same by its inclusion in the Supplier Code of Conduct policy.

10. Assessment for the FY 2024-25:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/ Involuntary Labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%

11. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessments at Qs. 9, above.

No significant risk identified during the assessment carried out in the reporting period.

Leadership Indicators

1. Details of a business process being modified/ introduced as a result of addressing human rights grievances/ complaints.

Coforge Limited continuously reviews its governance policies, processes, and procedures to identify gaps and implement corrective action steps in a timely manner. This ensures adherence to regulatory compliance and the adoption of best practices.

2. Details of the scope and coverage of any Human Rights due diligence conducted.

The Company has not formally undertaken human rights due diligence, however, assessments by third parties have been conducted at some locations, covering human rights parameters, at random period, during the reporting year.

3. Is the premise/ office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

All Corporate offices are equipped with wheelchairs and wheelchair-friendly elevators accessible from the parking lot, ensuring friendly accessibility for differently abled employees and visitors. The Company continuously reviews and updates its policies, procedures, and infrastructure support (to whatever extent feasible) to drive an inclusive and equitable working environment.

4. Details on assessment of Value Chain Partners:

	% of value chain partners (by value of business done with such partners) that were assessed:
Child Labour	For onsite and organization-related partners, Coforge Limited implements a standard MSA that includes clauses covering Anti-Slavery, Child Labor, and Anti-Bribery Laws. Additionally, requirements are specified in every agreement and PO for all supply chain partners. Workforce contracts explicitly define the responsibility of the vendor with reference to wage payment to their staff deputed at Coforge. Also, the vendor is mandated to submit evidence to Coforge for the same along with invoices.
Forced/ Involuntary Labour	
Sexual harassment	
Discrimination at workplace	
Wages	

5. Provide details of any corrective actions taken or underway to address significant risks/ concerns arising from the assessment at Qs. 4 above.

No significant risk was identified during the assessment.

Principle 6: Businesses should respect and make efforts to protect and restore the environment.

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format: (In Gigajoules)

Parameter	Current Financial Year 2024-25*	Previous Financial Year 2023-24
From 'Renewable Sources'		
Total Electricity Consumption (A)	8,508	506
Total Fuel Consumption (B)	0	0
Energy consumption through Other Sources (C)	0	0
Total Energy Consumption from Renewable Sources (A+B+C)	8,508	506
From 'Non-Renewable Sources'		
Total Electricity Consumption (D)	54,770	43,683
Total Fuel Consumption (E)	6,809	3,749
Energy consumption through Other Sources (F)	0	0
Total Energy Consumption from non-renewable sources (A+B+C)	61,579	47,432
Total Energy Consumed (RE + Non-RE)	70,087	47,938
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.0000013	0.0000010
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (Total energy consumed/ Revenue from operations adjusted for PPP)	0.000026	0.000023
Energy intensity in terms of physical output (GJ/ Permanent Employees)	2.736	3.348

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency. Yes, Bureau Veritas (India) Pvt. Ltd.

* 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@WEO/OEMDC>.

2. Does the entity have any sites/ facilities identified as designated consumers (DCs) under the Performance, Achieve, and Trade (PAT) Scheme of the Government of India? (Yes/No)

If “Yes”, disclose whether targets set under the PAT Scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

The PAT scheme is not applicable to Coforge Limited.

3. Provide details of the following disclosures related to water, in the following format:

Parameter	Current Financial Year 2024-25*	Previous Financial Year 2023-24
Water withdrawal by source (in kilolitres- KI)		
(i). Surface Water	0	0
(ii). Groundwater	118,644	105,123
(iii). Third Party Water: Municipal Water	22,295	15,959
(iv). Seawater/ Desalinated water	0	0
(v). Others: Packaged Water	956	390
Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)	141,895	121,472
Total volume of water consumption (in KL)		
Water intensity per rupee of turnover (water consumed/ turnover)	0.0000024	0.0000023
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)	0.000049	0.000052
Water intensity in terms of physical output (Total water consumed/ Permanent employees)	5.102	7.710

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If “Yes”, name the external agency.: Yes, Bureau Veritas (India) Pvt. Ltd.

* 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@WEO/OEMDC>.

4. Provide the following details related to water discharge:

Parameter	Current Financial Year 2024-25*	Previous Financial Year 2023-24
Water discharge by destination and level of treatment (in kiloliters)		
(i). To Surface Water		
No treatment	0	0
With treatment- please specify level of treatment	0	0
(ii). To Ground Water		
No treatment	0	0
With treatment- please specify level of treatment	11,172	11,087
(iii). To Seawater		
No treatment	0	0
With treatment- please specify level of treatment	0	0
(iv). Sent to Third Parties		
No treatment	0	0
With treatment- please specify level of treatment	0	0
(v). Others		
No treatment	0	0
With treatment- please specify level of treatment	0	0
Total water discharged (in kilo-litres)	11,172	11,087

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If “Yes”, name the external agency.: Yes, Bureau Veritas (India) Pvt. Ltd.

* The data for FY 2024-25 is consolidated from three entities, namely, Coforge Limited, BPS, and CIGNITI.

5. Has the entity implemented a mechanism for Zero Liquid Discharge (ZLD)? If “Yes”, provide details of its coverage and implementation.

Coforge Limited’s offices in India are institutional offices that utilize water only for domestic purposes, such as drinking and washing. The offices are equipped with various water conservation measures, including sensor-based water dispensing systems and waterless urinals. Additionally, the offices are equipped with STPs for onsite treatment of wastewater, which is then utilized for secondary purposes such as gardening and flushing.

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Please specify unit	Current Financial Year 2024-25	Previous Financial Year 2023-24
NOx	ppmv	117	177
SOx	mg/Nm ³	29	39
Particulate Matter (PM)	mg/Nm ³	48	50
Persistent organic pollutant (POP)		Not applicable	
Volatile organic compounds (VOC)			
Hazardous air pollutant (HAP)			
Others: Carbon mono oxide	mg/Nm ³	13	22

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If “Yes”, name the external agency.: Yes, Bureau Veritas India.

7. Please provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity, in the following format:

Parameter	Please specify unit	Current Financial Year 2024-25*	Previous Financial Year 2023-24
Total Scope 1 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,265	413
Total Scope 2 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	6,344	8,688
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO ₂ equivalent/ INR	0.00000014	0.00000019
Total Scope 1 and Scope 2 emissions per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 & 2 emissions/ Revenue from operations adjusted for PPP)	Metric tonnes of CO ₂ equivalent/ INR	0.0000028	0.0000043
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO ₂ equivalent/ permanent employees	0.297	0.636

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If “Yes”, name the external agency.: Yes, Bureau Veritas (India) Pvt. Ltd.

* For FY 2024-25, the data is consolidated from three entities i.e., 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@WEO/OEMDC>.

8. Does the entity have any project related to reducing Greenhouse gas emissions?

If “Yes”, then provide details.

Coforge Limited has committed to becoming carbon-neutral by 2040. To achieve this target, the Company has ongoing initiatives aimed at reducing greenhouse gas (GHG) emissions, such as:

- The Company has secured LEED certifications for its Greater Noida, Hyderabad and Bangalore facilities.
- The Company transitioned to 100% green energy in Greater Noida campus that accounts for 62% of total electricity consumption (since November 2024).
- The Company reduced 224 units of 150 Ah batteries from the data centre UPS that has significantly minimized lead acid battery (hazardous) waste on the Greater Noida campus.

- The Company regularly organizes plantation drives on Environment Day, Earth Day, and during client visits. These drives involve planting saplings within the office campus and other designated locations, contributing significantly to the development of green belts.
- A pivotal step towards the ongoing GHG emission mitigation strategy is the conversion of food waste into valuable manure (compost) through an in-house compost manufacturing plant. This initiative highlights the Company's unwavering dedication to recycling biodegradable waste, thereby contributing to a reduction in the overall carbon footprint.

These ongoing projects highlight our comprehensive approach toward environmental stewardship and sustainability, and our dedication to mitigating GHG emissions.

9. Provide details related to waste management by the entity, in the following format:

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) (Please specify, if any)	0.76	0.87
Other Non-Hazardous Waste generated (H) (Please specify, if any)	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

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: Yes, Bureau Veritas (India) Pvt. Ltd.

* 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@WEO/OEMDC>.

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

Recognizing its role in the IT industry, Coforge Limited acknowledges that a significant amount of its hazardous waste is produced from the operational aspects of its facilities, particularly concerning generators (DGs) and their upkeep. The Company's strategic approach to managing hazardous waste effectively is a cornerstone of its commitment to environmental sustainability. Coforge actively prioritizes reducing the generation of hazardous waste to minimize disposal. This is implemented

through measures such as preventive and proactive DG maintenance with spill prevention, and by consciously avoiding volatile chemicals and paints in favor of environmentally friendly alternatives. We also periodically disclose waste generation and disposal information to the authorities. These choices underscore Coforge's positive and systematic dedication to responsible hazardous waste management and environmental stewardship within the IT sector.

11. If the entity has operations/ offices in & around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.) where environmental approvals/ clearances are required, please specify details in the following format:

S. No.	Location of operations/ offices	Type of operations	Whether the conditions of environmental approval/ clearance are being complied with? (Yes/No)	If "No", the reasons thereof and corrective action taken, if any.
Coforge Limited's offices are not in proximity to ecologically sensitive areas. All premises are strategically selected in commercially approved locations, including IT/ITES parks and captive SEZ throughout India. Necessary environmental clearances obtained from the Expert Appraisal Committee (EAC) and the Ministry of Environment, Forest & Climate Change (MOEF&CC) before the construction of the Coforge Greater Noida Campus.				

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year 2024-25:

Name and brief of the project	EIA Notification No.	Date	Whether conducted by independent agency (Yes/No)	Results communicated in public domain (Yes/No)	Relevant Web-link
Not applicable to Coforge Limited.					

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and Rules thereunder (Yes/ No).

If "Not", provide details of all such non-compliances, in the following format:

S. No.	Specify the law/ regulation/ guidelines which is not compliant	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control board or by courts	Corrective action taken, if any
Coforge Limited has a 100% compliant status with all applicable laws such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and other regulatory and statutory compliance requirements.				

Leadership Indicators

1. Water withdrawal, consumption, and discharge in areas of 'Water Stress' (in kilo litres):

For each facility/ plant located in areas of water stress, provide the following information:

- i. Name of area
- ii. Nature of operations
- iii. Water withdrawal, consumption, and discharge in the following format:

Parameter	Current Financial Year 2024-25	Previous Financial Year 2023-24
Water withdrawal by source (in kilo litres)		
(i). Surface Water	Not applicable	
(ii). Ground Water		
(iii). Third Party Water		
(iv). Seawater/ Desalinated Water		
(v). Others		
Total volume of water withdrawal (in KL)		
Total volume of water consumption (in KL)		
Water intensity per rupee of turnover (Water consumed/ Turnover)	Not applicable	
Water intensity (optional)- the relevant metric may be selected by the entity		

Parameter	Current Financial Year 2024-25	Previous Financial Year 2023-24
Water discharge by destination and level of treatment (in Kilo litres)		
(i). To Surface Water		
- No treatment		Not applicable
- With treatment- please specify level of treatment		
(ii). To Ground Water		
- No treatment		
- With treatment- please specify level of treatment		
(iii). Sent to Third Party Water		
- No treatment		
- With treatment- please specify level of treatment		
(iv). Into Seawater		Not applicable
- No treatment		
- With treatment- please specify level of treatment		
(v). Others		
- No treatment		
- With treatment- please specify level of treatment		
Total water discharged. (in kilo-litres- KI)		

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency.: Yes, Bureau Veritas (India) Pvt. Ltd.

2. Please provide details of total Scope 3 emissions and its intensity, in the following format:

Parameter	Please specify unit	Current Financial Year 2024-25	Previous Financial Year 2023-24
Total Scope 3 Emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	29,836*	5,543
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO ₂ e / INR	0.00000054	0.00000011

Note: Indicate if any independent assessment/ evaluation/ assurance has been carried out by an external agency? (Yes/No). If "Yes", name the external agency. No.

* During FY 2024-25, Scope 3 emission inventory was carried out for Coforge Limited covering relevant 6 categories namely, Category 1: Purchased goods & services; Category 2: Capital goods, Category 3: Fuel and Energy (related services), Category 5: Waste generated in operations, Category 6: Business travel, and Category 7: Employee commute.

3. With respect to the ecologically sensitive areas reported in Qs. 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

Not applicable to Coforge Limited.

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/ effluent discharge/ waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

S. No. Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
1. Green Energy	The Greater Noida campus has a solar plant with an installed capacity of 75KW. Since November 2024, the campus has been entirely operating on green energy, contributing 62% of Coforge's total energy consumption in India.	Significantly reduce reliance on non-renewable energy sources and campus' carbon footprint.
2. Fuel Switching	<ul style="list-style-type: none"> Converted the transport fleet in NCR locations from diesel/ petrol to CNG and installed electric vehicle (EV) charging stations, promoting EV adoption. Transitioned from LPG to PNG for cooking, aiding in energy savings and reducing hazards associated with gas cylinders. 	Usage of more sustainable sources of fuel.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
3.	Efficiency Improvement	<ul style="list-style-type: none"> 75% of our offices are Grade A, featuring efficient HVAC systems, LED lighting, and water conservation measures, enhancing energy efficiency, reducing operational costs, and conserving water. Achieved Leadership in Energy and Environmental Design (LEED) certification for Hyderabad and Bengaluru facilities, demonstrating a commitment to sustainable building practices, reducing energy consumption, and enhancing indoor environmental quality. An energy-efficient chiller system with a CTI-approved cooling tower is planned in the Greater Noida campus in 2026, reducing HVAC kWh consumption by 20% and saving water from the cooling tower. An energy-efficient VRV system has been installed at the guest house, allowing independent operation and eliminating the need to run the entire 628 TR chiller plant during off-peak times. 	LEED Certification and energy conservation.
4.	Energy Audit	<ul style="list-style-type: none"> Third-party agencies have conducted energy audits for both Greater Noida and Gurugram office locations. This involved scrutinizing existing energy-saving practices and identifying areas for improvement. 	Audit the existing energy-saving practices and identify improvement points.
5.	In-House Compost Manufacturing	<ul style="list-style-type: none"> Our commitment to environmental sustainability is evident in the conversion of food waste into manure through an in-house compost manufacturing plant, exemplifying our dedication to recycling biodegradable waste. 	All our food waste is converted into compost used on campus.
6.	Lead Acid Battery Waste management	<ul style="list-style-type: none"> The reduction of 224 units of 150 Ah batteries from the data centre UPS has significantly minimized lead acid battery (hazardous) waste on the Greater Noida campus of the Company. 	Reduction of Lead Acid Battery Waste
7.	Other eco-friendly initiatives	<ul style="list-style-type: none"> RECD-equipped DGs at Greater Noida Campus: Two DGs at the Greater Noida campus are now equipped with RECD to treat exhaust air before releasing it into the atmosphere. Coforge Limited is certified with ISO 14001:2015 and ISO 45001:2018, ensuring compliance with environmental and safety standards, promoting a safe and sustainable working environment. 	Coforge Limited is ISO 14001:2015 and ISO 45001:2018 certified and compliant.
8.	Plantation Drives	<ul style="list-style-type: none"> Coforge organizes plantation drives during client visits as a commitment to the environment. Saplings are planted on the office campus or other identified locations, contributing to green area development. 	The Coforge campus has won the Noida plantation competition for the last 5 years sequentially.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web-link.

The Company has developed a Business Continuity Plan (BCP) that considers the material topics essential for running the business operations. The BCP addresses a wide range of scenarios that could affect the business, including, but not limited to, natural disasters, terrorist threats, and power failures. The plan emphasizes the severity, risk rating, maximum acceptable outage (MAO), and alternate BCP location for continuation of business operations.

6. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

The Company is sensitive to the impact it has on the environment while executing its business. To reduce the adverse impact on the environment arising from the value chain of the entity, below measures are adopted as mentioned below:

- i. Effective e-waste management, i.e., substantial e-waste is generated from the disposal of laptops, monitors, and other IT equipment, poses environmental challenges due to the presence of hazardous materials and other harmful substances, which can negatively affect ecosystems and human health. To minimize the impact, the Company has extended the lifespan of IT equipment through responsible usage, maintenance, and upgrades, including initiatives to refurbish and reuse functional components to reduce e-waste generation and drive responsible e-waste disposal in adherence to e-waste management rules.

- ii. Reduction in energy consumption: while data centres consume significant energy, the Company is adopting renewable energy sources to reduce dependency on non-renewable energy sources for data centre consumption.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

All value chain partners operating within the Company's premises undergo regular environmental impact assessments, covering aspects such as carbon footprint and waste management practices. 100% of business partners within the Coforge premises adhere to and implement the environmental rules and regulations set by Coforge, ensuring a comprehensive evaluation of environmental impacts.

Recognizing the importance of extending our commitment, the Company plans to initiate environmental assessments for remote partners, including those providing remote services or product-based services, starting from FY25. This initiative aims to further integrate sustainability considerations across the entire value chain.

8. How many "Green Credits" have been generated or procured:

- a. By the listed entity.
- b. By the top ten (in terms of the value of purchases and sales, respectively) value chain partners.
- Not applicable to Coforge Limited in the reporting period.

Principle 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential Indicators

1. (a). Number of affiliations with trade and industry chambers/ associations.

5

(b). List the top 10 trade and industry chambers/ associations (determined based on the total numbers of such body) the entity is member of/ affiliated to.

S. No.	Name the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	NASSCOM	National
2.	University of Pennsylvania	Academia- National
3.	Amity University	Academia- National
4.	Chandigarh University	Academia- National
5.	Manav Rachna	Academia- National

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the Case	Corrective action taken
The Company has not received any complaint on anti-competitive conduct.		

Leadership Indicators

1. Details of public policy positions advocated by the entity:

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain (Yes/No)	Frequency of Review by Board	Web Link, if available
Coforge is committed to engaging policymakers and government entities, including central, regional, and local authorities, along with the community, to achieve our goals and objectives. In the markets we operate in, we ensure that key partnerships are developed and managed with appropriate officials, organizations, associations, and academia to create value for our shareholders, our partners, and employees.					

Principle 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators

- Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2024-25:

Name and brief detail of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/No)	Relevant web-link
Not applicable to Coforge Limited.					

- Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of the project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (in INR.)
Not applicable to Coforge Limited.						

- Describe the mechanisms to receive and redress grievances of the community.

Coforge has built strong relationships with the community through various CSR projects and initiatives targeting programs in education, skill development, women's empowerment, and environmental conservation, all of which have a positive impact on livelihood opportunities. The Company's collaborative and interactive approach to these projects allows for direct communication between the implementation partners and community beneficiaries.

In 'rural communities', CSR programs are implemented in close collaboration with Gram Panchayats. Regular connections, interactions, meetings, awareness sessions, and stakeholder engagements with the community are undertaken to review and address grievances. In 'urban communities', in line with the government's directives on Swachh Bharat and promoting awareness and reading habits, we have undertaken initiatives such as solid-liquid waste management and setting up community libraries. These efforts aim to reach out to the community and address grievances, if any, cohesively and interactively manner.

- Percentage of input material (input to total inputs by value) sourced from suppliers:

	Current Financial Year 2024-25	Previous Financial Year 2023-24
Directly sourced from MSMEs/ Small producers	15%	23%
Directly from within India	91%	63%

- Job creation in smaller towns: Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/ on contract basis) in the following locations, as % of the total wage cost:

Location	Current Financial Year 2024-25	Previous Financial Year 2023-24
Rural	0%	0%
Semi-Urban	0%	0%
Urban	37.28%	52.49%
Metropolitan	62.72%	47.51%

Note: Place to be categorized as per RBI Classification System- rural/ semi-urban/ urban/ metropolitan

Leadership Indicators

- Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference Qs. 1 of Essential Indicators, above).

Details of negative social impact identified	Corrective action taken
Not applicable to Coforge Limited.	

- Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount Spent (in INR.)
No CSR program implemented in Aspirational district during the reporting period.			

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/ vulnerable groups? (Yes/No)

Coforge Limited does not have a preferential procurement policy, however, the Company promotes vendor/supplier diversity to whatever extent possible.

- (b) From which marginalized/ vulnerable groups do you procure?

Not applicable

- (c) What percentage of total procurement (by value) does it constitute?

Not applicable

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year 2024-25), based on traditional knowledge:

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit Shared (Yes/ No)	Basis of calculating benefit share
Not applicable to Coforge Limited.				

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.

Name of authority	Brief of Case	Corrective action taken
Not applicable to Coforge Limited.		

6. Details of beneficiaries of CSR Projects:

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
1.	The Coforge Public Library: Coforge launched a 12,000 sq. ft. public library in Sector 59, Noida —India's first corporate-led community library offering free access to quality resources. Open to all, including marginalized groups, it serves as a sustainable, inclusive hub of knowledge with a diverse collection of books and authors.	30,321	-
2.	Sponsorship of Specially-abled Young Adults: Coforge partnered with Ashagram in Kolhapur , Maharashtra, to support specially-abled young adults through holistic initiatives—providing sustenance, medical aid, and skill development in areas such as gardening, poultry, bakery, and crafts—empowering them with confidence and livelihood opportunities.	103	100%
3.	Entrepreneurship Development Training: Coforge, in partnership with CYDA , empowered marginalized, single, and BPL women in Kolhapur and Pune through entrepreneurship training. The program included counselling and skill development in areas such as tailoring, tiffin services, baking, kitchen gardening, and food processing—enabling women to build sustainable livelihoods and achieve financial independence.	300	100%
4.	Support for Children in Need: Coforge partnered with Sparsha , Bangalore, who supports rescued and referred children through comprehensive care—ensuring continued education, life skills training, career guidance, exposure trips, higher education assistance, and internships. These efforts foster growth, learning, and self-reliance in a nurturing environment.	600	100%
5.	Assistance and Support for Physically Challenged Children and Persons with Disabilities (PWD): Coforge, in collaboration with Margadarshi at Bangalore , provided comprehensive support to physically challenged children and PWD through initiatives such as customized mobility aids (wheelchairs, calipers, artificial limbs, crutches, walkers), physiotherapy sessions to enhance mobility and health, and psychological counselling to foster dignity and independence. These efforts aim to improve quality of life and promote social integration.	300	100%

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
6.	Sponsorship of MBBS and Nursing Students at SSSSHM: Coforge partnered with Prashanthi Bala Mandira Trust at Hyderabad to sponsor MBBS and nursing students at Sri Sathya Sai Sarla Memorial Hospital, providing free, quality education and healthcare support. This initiative ensured aspiring medical professionals can pursue their careers without financial barriers.	6 students	100%
7.	Sponsorship of AI-related Data Science Female Students: Coforge partnered with Nirmaan at Hyderabad to sponsor female students in an AI-focused data science course under the Women in Technology (WIT) Roundtable 2024. The initiative provided training, mentorship, and career guidance, empowering women to excel in the tech industry.	7 students	100%
8.	Waste Management: Coforge, in partnership with the Institute of Livelihood Research & Training , promoted sanitation in Noida through effective waste management. The initiative included waste segregation and collection, research, awareness campaigns, cloth bag vending machines to reduce plastic use, and deployment of a waste transport vehicle (Jatayu), in collaboration with local authorities.	450,000	-
9.	Environment Conservation Intervention: Coforge partnered with Jnana Prabodhini to promote environmental sustainability in Pasali Valley, Pune . The initiative focused on preventing deforestation, improving soil health, and empowering BPL and marginalized villagers through training in sustainable agriculture and entrepreneurship—fostering a self-reliant and eco-friendly community.	7,000	100%
10.	Promotion of Improved Agricultural Practices and Sustainable Livelihoods: Coforge, in partnership with Swayansidhha in Kolhapur , launched an initiative to empower women through enhanced agricultural practices and sustainable livelihood opportunities. The program equipped women with essential knowledge, tools, and resources to boost productivity, ensure food security, and generate stable income, fostering long-term community development and gender empowerment.	5,000	100%
11.	Integrated Livelihood Approach for Fluoride-Affected Communities: Coforge, in collaboration with BAIF in Bangalore , implemented an integrated livelihood initiative to enhance income and food security for over 10,000 marginalized and below poverty line villagers affected by fluoride contamination. The program combined sustainable agriculture, skill development, and access to essential resources, helping build resilient livelihoods and improve overall well-being in vulnerable rural communities.	10,000	100%
12.	Support for Free Pediatric Surgeries: Coforge provided financial support for free pediatric surgeries, focusing on cardiac care for children from disadvantaged backgrounds at Hyderabad . This initiative is part of its commitment with Sri Sathya Sai Health & Education Trust to delivering accessible, life-saving healthcare to underserved communities.	17	100%
13.	Healthcare Kits Distribution to Underprivileged Students: Coforge, in partnership with Sri Sathya Sai Health & Education Trust , distributed healthcare kits to underprivileged high school students, providing essential hygiene products, basic medical supplies, and health education materials in Hyderabad . This initiative supports student well-being, helping them stay healthy and focused on their education.	170	100%

Principle 9: Business should engage with and provide value to their consumers in a responsible manner.

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Coforge is a B2B consulting and professional services organization that does not sell directly to consumers but is committed to exceeding clients' expectations. The Company has a robust framework and associated policies to track and respond to client complaints and feedback during interactions with clients. The latest annual survey demonstrates the trust clients have bestowed upon Coforge Limited, indicating that a large set of the Company's clients are extremely delighted with the relationship built and the value delivered to them.

2. Turnover of products and/services as a percentage of turnover from all products/services that carry information about:

Parameters	As percentage to total turnover
Environmental and social parameters relevant to the product	Not applicable to Coforge Limited.
Safe and responsible usage	
Recycling and/or safe disposal	

3. Number of consumer complaints in respect of the following:

	Current Financial Year 2024-25			Previous Financial Year 2023-24		
	Filed during the year	Pending resolution at end of year	Remark	Filed during the year	Pending resolution at end of year	Remark
Data Privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber-security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-
Customer Complaints	Nil	Nil	-	Nil	Nil	-

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary Recalls		
Forced Recalls		Not applicable

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No).
If available, provide a web-link of the policy.

Yes. Coforge's Privacy Framework and Information Security Management Framework are published on the Company intranet and include policies, processes, and guidelines followed by employees and the extended workforce. The Privacy Statement is published on the Company's website and can be accessed at <https://www.coforge.com/privacy-statement>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services, cyber security, and data privacy of customers; re-occurrence of instances of product recalls, penalty/ action taken by regulatory authorities on safety of products/ services.

There have been no customer complaints or any penalties by regulatory authorities related to Data Privacy or Cyber Security during FY25.

7. Provide the following information relating to data breaches during FY 2024-25:

- (a). Number of instances of data breaches:

Nil

- (b). Percentage of data breaches involving personally identifiable information of customers.

Nil

- (c). Impact, if any, of the data breaches.

Not Applicable.

Leadership Indicators

1. Channels/ platforms where information on products and services of the entity can be accessed (provide web link, if possible)

Company's website is <https://www.coforge.com/> for service information and offerings. In addition, the Company has LinkedIn page that is updated with the latest announcements and associated news; it can be accessed using the following link: <https://www.linkedin.com/company/coforge-tech/>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/ or services.

Coforge Limited is an IT/ ITes Company and offers information technology services to its customers and updates its customers through its website, sales representatives, and client relationship representatives. Therefore, in a broader sense, the question does not apply to the Company.

3. Mechanism in place to inform consumers of any risk of disruption/ discontinuation of essential services.

Coforge ensures that during the project governance meeting, the clients are notified about the active risk(s) that could impact the project deliverables. The Company has developed a comprehensive risk management framework that allows it to identify, assess, and prepare corrective action plans according to the identified risks and threats.

4. (a). Does the entity display product information on the product over and above what is mandated as per the local laws? (Yes/ No/ Not Applicable).

If "Yes", provide details in brief.

(b). Did your entity carry out any survey about customer satisfaction relating to the major products/ services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/ No).

(a). Not applicable to Coforge Limited.

(b). Coforge has developed a Client Satisfaction Survey process to collect client feedback on a quarterly basis. Post receipt, the Company performs a feedback analysis to derive tangible actions to improve/sustain the scores, as deemed appropriate. In FY25, we recorded a Net Promoter Score (NPS) of 65.

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 referred as “Coforge”) to conduct an independent assurance of the Business Responsibility and Sustainability Report Core (hereinafter abbreviated as “BRSR Core”), consisting of the Key Performance Indicators (KPIs) under Environment, Social and Governance (ESG) attributes, which are mentioned in Annexure I, as prescribed under the Securities and Exchange Board of India (SEBI) Circular dated 12th July, 2023 and & SEBI/HO/CFD/CFD-PoD- 1/P/CIR/2024/177 dated December 20, 2024.

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

Reporting Framework based on BRSR Core, Business Responsibility and Sustainability Report as per Annexure 1 of the SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023 & SEBI/HO/CFD/CFD-PoD- 1/P/CIR/2024/177 dated December 20, 2024, BRSR Core KPIs.

The reported information of BRSR core based on following nine ESG attributes:

1. Greenhouse Gas (GHG) Footprint
2. Water Footprint
3. Energy Footprint
4. Embracing Circularity - details related to waste management by the entity
5. Enhancing Employee Wellbeing and Safety
6. Enabling Gender Diversity in Business
7. Enabling Inclusive Development
8. Fairness in Engaging with Customers and Suppliers
9. Open-ness of Business

Assurance Standards Used

Bureau Veritas conducted reasonable assurance of BRSR Core in accordance with the requirements of the International Federation of Accountants' (IFAC) International Standard on Assurance Engagement (ISAE) 3000 (Revised). Under

this standard, Bureau Veritas has reviewed the information presented in the report against the characteristics of relevance, completeness, materiality, reliability, neutrality, and understandability.

Scope and Boundary of Assurance

- Checking that the data and information included in the BRSR Core (part of BRSR), consisting of a set of Key Performance Indicators (KPIs) / metrics under 9 ESG attributes for the reporting period from 01.04.2024 to 31.03.2025 was fairly presented without material misrepresentation.
- Appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse, and review the information reported.

Reporting Boundary: Only the standalone operations of Coforge.

The Methodology Adopted for Assurance

Bureau Veritas conducted a sustainability assurance process for Coforge's BRSR core disclosures for April 1, 2024, to March 31, 2025, following SEBI's BRSR guidelines. Our procedures, tailored to the provided data and associated risks, included:

- Assessing report preparation against BRSR Core parameters.
- Evaluating assumptions, data estimation, and systems for accuracy and adherence to materiality, inclusivity, and responsiveness principles.
- Verifying quantification and analysis processes through discussions with management and operational personnel.
- Reviewing stakeholder engagement, materiality assessments, and data compilation processes at corporate and plant levels.
- Auditing claims and data streams for accuracy in collection, transcription, and aggregation.
- Evaluating ESG policies, practices, and GHG emissions calculations for reliability and fairness.
- Ensuring no misrepresentation of disclosures through review of evidence and backup data.

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.

Conclusion

Bureau Veritas conducted a comprehensive review of Coforge's BRSR core disclosures for the period April 1, 2024, to March 31, 2025, as presented in its Report. Based on the procedures performed, evidence obtained, and information and explanations provided by management, and subject to the inherent limitations outlined in the Report, in our opinion, Coforge's BRSR core disclosures are, in all material respects, prepared in accordance with the Securities and Exchange Board of India's (SEBI) BRSR guidelines.

As part of our independent reasonable assurance engagement, we rigorously evaluated the robustness and appropriateness of the underlying reporting systems and processes used to collect, analyse, and validate the reported information.

Our assessment confirms that these systems are effectively designed and implemented to ensure alignment with SEBI's BRSR framework, supporting the accuracy, reliability, and completeness of the disclosures.

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 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 for environmental, social, ethical, and health & safety information, systems, and processes, along with an excellent understanding of Bureau Veritas' standard methodology for the assurance of sustainability reports.

Restriction on use of Our Report

Our Reasonable 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.

Amit Kumar

Lead Assurer

Bureau Veritas (India) Private Limited
Noida, India

Dt: July 23, 2025

Munji Rama Mohan Rao

Technical Reviewer

Bureau Veritas (India) Private Limited
Hyderabad, India

Dt: July 23, 2025