August 02, 2026

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
The National Stock Exchange of India Limited
Exchange Plaza,
Plot No. C/1, G Block, Bandra Kurla Complex,
Bandra, Mumbai – 400 051
NSE Symbol – COFORGE

Dear Sir/Madam,

Subject: Submission of Business Responsibility and Sustainability Report for FY 2025-26

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 2025-26, which also forms part of the Annual Report for FY 2025-26.

This is for your information and records.

Thanking you,
Yours truly,

For Coforge Limited

BARKHA SHARMA
Digitally signed by BARKHA SHARMA
Date: 2026.08.02 22:09:48 +05'30'

Barkha Sharma
Company Secretary & Compliance Officer

Encl.: As above

Contents

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	05/13/1992
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: +91 120 4592300
8.	Website	www.coforge.com
9.	Financial Year for which reporting is being done	1st April 2025 – 31st March 2026
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)	67,16,21,874*
12.	Name and contact details (telephone & email) of the person who may be contacted in case of queries on the BRSR report	John Speight President, Executive Director Anuradha Sehgal Chief Brand & Sustainability Officer Barkha Sharma Company Secretary & Compliance Officer Email: complianceofficer@coforge.com / esg@coforge. comTelephone No.: +91 120 4592300
13.	Reporting Boundary(Standalone or Consolidated basis)	Standalone (unless otherwise noted)
14.	Name of assurance provider	Bureau Veritas (India) Private Limited
15.	Type of assurance obtained	Reasonable

*As on June 16, 2026, the paid-up share capital of the Company is INR 885,343,092

Products/ Services:

Details of Business Activity:

We are a global AI-native engineering services leader, where AI is the very foundation of how we design, build, and deliver intelligent solutions for our clients. We use AI and hyperspecialized industry expertise to engineer autonomous enterprises. We combine AI agents with our AI-enabled workforce, including specialized FDEs in hybrid pod-based delivery units.

With a deep focus on trusted AI, our solutions are secure, governed, and enterprise-grade. We are outcome-led by design. Moving beyond AI experimentation, we deliver measurable business outcomes - lower operating costs, faster cycle times, higher conversion rates, and sustained margin growth.

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	12	12
International	NA	20	20

*Delivery centers

19. Markets Served by the Entity:

a. Number of Locations:

Location	Number*
National (No. of States)	19
International (No. of Countries)	26 (including India)

*The number includes virtual offices, sales offices and delivery centers.

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?

Coforge serves enterprise customers across select industry verticals, including:

- Banking and Financial Services
- Insurance
- Travel
- Healthcare and Life Sciences
- Public Sector
- Hi-Tech

The Company's customers primarily comprise organizations that require technology-enabled solutions to support their business operations and transformation initiatives.

Coforge delivers customized software solutions, digital platforms, and managed services tailored to address the unique challenges and opportunities of each industry, while building long term, strategic client relationships as a trusted technology partner.

Employees:

20. Details as at the end of Financial Year 2025-26:

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	26,932	19,096	71%	7,836	29%
2.	Other than Permanent Employees	1,434	1,214	85%	220	15%
3.	**Total Employees (1+2)**	**28,366**	**20,310**	**72%**	**8,056**	**28%**
Workers (including differently abled)						
4.	Permanent Workers	0	0	0%	0	0%
5.	Other than Permanent Workers	456	381	84%	75	16%
6.	**Total Workers (4+5)**	**456**	**381**	**84%**	**75**	**16%**

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 follows inclusive and non-discriminatory employment practices and provides equal opportunity to all candidates. The Company does not seek or maintain specific information related to disability and, accordingly, does not disclose data on differently abled employees.				
2.	Other than Permanent Employees					
3.	Total Employees (1+2)					
Differently Abled Workers						
4.	Permanent Workers	Coforge Limited follows inclusive and non-discriminatory employment practices and provides equal opportunity to all candidates. The Company does not seek or maintain specific information related to disability and, accordingly, does not disclose data on differently abled employees.				
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) (including 2 executive directors)	4	1	25%

As on June 16, 2026, there are a total of 9 Directors (including 2 female Directors)

22. Turnover rate* for permanent employees and workers:

	FY 2025-26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	19%	19%	19%	20%	19%	19%	21%	20%	21%
Permanent Workers	0%	0%	0%	0%	0%	0%	0%	0%	0%

*Turnover rate is for Coforge Limited and covers both voluntary and involuntary attrition.

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 the listed entity	Does the entity indicated at Column A participate in the Business Responsibility initiatives of the entity (Yes/No)
1.	Coforge Technologies Private Limited (Erstwhile Coforge DPA Private Limited)	Subsidiary	100	No
2.	Coforge Business Process Solutions Private Limited	Subsidiary	80	No
3.	Coforge Solutions Private Limited	Subsidiary	100	No
4.	Coforge Inc. USA	Subsidiary	100	No
5.	Coforge Pte Ltd.	Subsidiary	100	No
6.	Coforge U.K. Ltd.	Subsidiary	100	No
7.	Coforge GmbH	Subsidiary	100	No
8.	Coforge FZ LLC	Subsidiary	100	No
9.	Coforge Airline Technologies GmbH	Subsidiary	100	No
10.	Coforge DPA UK Ltd.	Subsidiary	100	No
11.	Coforge DPA Australia Pty Ltd.	Subsidiary	100	No
12.	Coforge DPA NA Inc.	Subsidiary	100	No
13.	Coforge DPA Ireland Limited	Subsidiary	100	No
14.	Coforge BPM Inc.	Subsidiary	100	No
15.	Coforge Healthcare Digital Automation LLC	Subsidiary	100	No
16.	Coforge Technologies (Australia) Pty Ltd.	Subsidiary	100	No
17.	Coforge Limited	Subsidiary	100	No
18.	Coforge BV	Subsidiary	100	No
19.	Coforge S.A.	Subsidiary	100	No
20.	Coforge SPOLKA Z OGRANICZONA ODPOWIEDZIALNOSCIA	Subsidiary	100	No
21.	Coforge SDN. BHD	Subsidiary	100	No
22.	Coforge S.R.L.	Subsidiary	100	No
23.	Coforge A.B.	Subsidiary	100	No
24.	Coforge SpA	Subsidiary	100	No
25.	Coforge SF Limited, UK	Subsidiary	100	No
26.	Coforge BPS Philippines INC	Subsidiary	80	No
27.	Coforge BPS America Inc.	Subsidiary	80	No
28.	Coforge BPS North Carolina LLC	Subsidiary	80	No
29.	Coforge Japan G K	Subsidiary	100	No
30.	COFORGE, S.A. de C.V.	Subsidiary	100	No
31.	Coforge Limited – Company One Person	Subsidiary	100	No
32.	PT. Coforge Indonesia Services	Subsidiary	100	No
33.	Cigniti Technologies Limited1	Subsidiary	54	No
34.	Cigniti Technologies Inc	Subsidiary	54	No

S. No.	Name of the holding/subsidiary/ associate company/joint venture(A)	Indicate whether holding/ subsidiary/ associate company/ joint venture	% of shares held by the listed entity	Does the entity indicated at Column A participate in the Business Responsibility initiatives of the entity (Yes/No)
35.	Cigniti Technologies UK Ltd	Subsidiary	54%	No
36.	Cigniti Technologies (Canada) Inc	Subsidiary	54%	No
37.	Cigniti Technologies (Australia) Pty Ltd	Subsidiary	54%	No
38.	Aparaa Digital Private Limited	Subsidiary	54%	No
39.	Cigniti Technologies (CZ) Limited S.R.O.	Subsidiary	54%	No
40.	Cigniti Technologies (SG) Pte. Ltd	Subsidiary	54%	No
41.	Gallop Solutions Private Limited	Subsidiary	54%	No
42.	Cigniti Technologies CR Limitada	Subsidiary	54%	No
43.	Xceltrait Inc	Subsidiary	100%	No
44.	Rythmos Inc.	Subsidiary	100%	No
45.	Rythmos India Private Limited	Subsidiary	100%	No
46.	Coforge Services Pty Ltd (Erstwhile TmLabs Pty Ltd)	Subsidiary	100%	No
47.	Roundsqr Pty Ltd	Subsidiary	54%	No
48.	Artexmind S.A.	Subsidiary	100%	No
49.	Coforge SmartServe Limited2	-	-	-
50.	Coforge Services Limited2	-	-	-
51.	Coforge SF Private Limited2	-	-	-
52.	Coforge AdvantageGo Limited3	-	-	-

Notes:

1. Merger with the Company with effect from May 5, 2026.
2. Merged with Coforge Technologies Private Limited (Erstwhile Coforge DPA Private Limited) with effect from June 30, 2025.
3. Ceased to be wholly-owned subsidiary pursuant to sale and transfer of entire shareholding by Coforge U.K. Limited, wholly owned subsidiary of the Company, to Sapiens (UK) Limited with effect from May 5, 2026.

For detailed information on the above, please refer Board Report forming part of Annual Report for FY26.

CSR Details:

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

(ii). Turnover (in INR) : 95,725 million*

(iii). Net Worth (in INR) : 84,537 million*

*The data is for Coforge Limited and Cigniti.

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 2025-26			Previous Financial Year 2024-25		
		Number of complaints filed	Number of complaints pending at the close of the year	Remarks	Number of complaints filed	Number of complaints pending at the close of the year	Remarks
Communities	Yes, we have a robust grievance redressal mechanism as part of our 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. In addition, we have adopted a strong Whistleblower 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. 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. 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.** Code of Conduct: Code of Conduct Whistleblower Policy: Whistleblower Policy Policy Against Sexual Harassment at Workplace: Policy Against Sexual Harassment at Workplace	0	0	0	0	0	-

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N)(Provide web-link of policy)	Current Financial Year 2025-26			Previous Financial Year 2024-25		
		Number of complaints filed	Number of complaints pending at the close of the year	Remarks	Number of complaints filed	Number of complaints pending at the close of the year	Remarks
Investors (Other than shareholders)	Yes, the Whistleblower policy is designed to allow internal/ external stakeholders to report any	0	0	-	0	0	-
Shareholders	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. The Corporate governance report contains information pertaining to investor complaints. Please refer 'investors grievance section' of the corporate governance report for such information. Code of Conduct: Code of Conduct Whistleblower Policy: Whistleblower Policy During the year, the Company has appointed MUFG Intime India Private Limited as the registrar and share transfer agent of the Company who is having latest SOPs and software equipped with effectively and efficiently rendering investor services. All shareholder related services, including matters relating to share transfer and transmission, unclaimed dividends and Investor Education and Protection Fund (IEPF) claims, are being handled by the new RTA with effect from March 19, 2026.	3	1	-One complaint was pending as at the end of the year, which was subsequently resolved on April 9, 2026. The complaints were resolved within the stipulated time frame.	1	0	The complaint was resolved within the stipulated time frame.
Employees and Workers	Yes. Every employee, representative, and stakeholder must duly adhere to Coforge's Code of Conduct and all policies and procedures, and report any suspected violations in accordance with the procedure stated in Whistleblower policy. Any complaint/ concern/incident/ violation/non-compliance should be reported to the appropriate authority, i.e., Chief Compliance Officer/ Chief People Officer etc. For Whistleblower complaints, the mechanism is well defined under the Whistleblower Policy. Code of Conduct: Code of Conduct Whistleblower Policy: Whistleblower Policy	22*	0	The complaints were resolved within the stipulated time frame as per POSH Policy	10	0	The complaints were resolved within the stipulated time frame as per the POSH Policy.

Stakeholder Group	Grievance Redressal Mechanism in place (Y/N)(Provide web-link of policy)	Current Financial Year 2025-26			Previous Financial Year 2024-25		
		Number of complaints filed	Number of complaints pending at the close of the year	Remarks	Number of complaints filed	Number of complaints pending at the close of the year	Remarks
Customers	Yes. Customers can report any concerns about ethics, unethical behaviour, 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. Code of Conduct: Code of Conduct Whistleblower Policy: Whistleblower Policy Policy Against Sexual Harassment at Workplace: Policy Against Sexual Harassment at Workplace	0	0	0	0	0	-
Value Chain partners	Yes. Partners can report any concerns about ethics, unethical behaviour, actual or suspected frauds, or violations of the company's Code of Conduct and Ethics. The whistleblower policy provides adequate safeguards against victimisation of those who use this mechanism. Code of Conduct: Code of Conduct Whistleblower Policy: Whistleblower Policy	0	0	-	0	0	-

*Complaints and grievances for "Employees and Workers" include matters relating to career development, and job and responsibilities. We developed a digital system in FY26 to record complaints and grievances from employees and workers. The digital system enhanced reporting channels, and improved accessibility and transparency

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:

Material Issues for Enterprise Value Creation

S. No.	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Description of Risk/Opportunity	Stakeholders Impact	In Case of Risk, Approach to Adapt or Mitigate	Financial Implications of the Risk or the Opportunity (Negative/ Positive)
1	Information Security, Data Privacy and Protection	R	As a global technology services provider with deep integration into clients' critical business processes, Coforge handles confidential	Internal: Leadership, Employees External: Customers	Coforge maintains a robust and mature Information Security Management System (ISMS) and Privacy Information Management System (PIMS), both anchored in a comprehensive suite of policies and standards aligned to globally recognised security frameworks,	Negative — Cybersecurity incidents or data-protection breaches may lead to regulatory penalties under GDPR, the DPDP Act and other privacy regimes, contractual

S. No.	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Description of Risk/Opportunity	Stakeholders Impact	In Case of Risk, Approach to Adapt or Mitigate	Financial Implications of the Risk or the Opportunity (Negative/ Positive)
			data — including personal, financial and health-related information — across multiple jurisdictions. The Company is exposed to evolving cyber threats, including phishing, ransomware, malware, advanced persistent threats and third-party vulnerabilities, alongside increasingly stringent data-protection regulations (GDPR, India DPDP Act, HIPAA, US state-level privacy laws and others). A material cyber incident or data breach could result in regulatory penalties, contractual liability, business disruption, customer compensation, litigation, erosion of stakeholder trust and significant reputational damage with downstream impact on client retention and new-business outcomes.		regulatory requirements and industry-leading practices. This integrated approach proactively mitigates cybersecurity, data privacy and regulatory compliance risks, and is reinforced by a multi-layered defence-in-depth control framework designed to consistently safeguard the confidentiality, integrity and availability of our information assets. • Our cybersecurity and data protection framework is strengthened through globally recognised certifications and attestations, including ISO/IE₹ 27001:2022, ISO/IE₹ 27701:2019, ISO/IE₹ 22301:2019, HITRUST, Cyber Essentials Plus, PCI DSS, SO₹ 2 Type II and HIPAA, demonstrating alignment with industry best practices, including CIS Benchmarks. • Coforge operates a 24x7 Security Operations Centre (SOC) leveraging advanced capabilities such as next generation SIEM (Security Information and Event Management), AI-powered SOAR (Security Orchestration, Automation and Response), EDR (Endpoint Detection and Response), DLP (Data Loss Prevention), MDM (Mobile Device Management), behavioural analytics, next gen firewalls, (Intrusion Detection and Prevention System), secure email gateways and zero day threat protection. This enables continuous monitoring, rapid incident response, reduced breach dwell time and lower operational risk related to personal and sensitive data. • A structured Vulnerability Assessment and Penetration Testing (VAPT) programme is in place to proactively identify and remediate security weaknesses across applications, infrastructure and networks. VAPT activities are conducted periodically and following material changes, based on risk led prioritisation and industry standards.	liability and indemnities, business disruption, customer compensation, remediation costs, litigation expense and significant reputational damage with downstream impact on client retention, new-business outcomes and ESG ratings.

S. No.	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Description of Risk/Opportunity	Stakeholders Impact	In Case of Risk, Approach to Adapt or Mitigate	Financial Implications of the Risk or the Opportunity (Negative/ Positive)
					• Our cybersecurity governance model comprises multiple, independent layers to ensure accountability, risk visibility and alignment with organisational objectives. Robust identity and access management controls govern the complete identity lifecycle, including multi factor authentication and privileged access safeguards across hybrid environments. • Continuous monitoring and third party assessments of our external attack surface enable early detection and remediation of exposed assets, strengthening cyber resilience. We continue to invest in advanced security technologies such as the External Attack Surface Management (EASM), threat intelligence platforms, continuous vulnerability management, UTM systems, secure data recovery platforms and air gapped backups • Our data resilience and privacy framework integrates secure backups, recovery validation, DLP controls, PI inventories, PIAs, and well defined incident and breach management processes aligned with regulatory requirements. • Security and privacy awareness are embedded across the employee lifecycle through regular training and engagement initiatives. • We apply rigorous due diligence and contractual controls for vendors and third parties, covering confidentiality, purpose limitation and cross border data transfers, supported by periodic independent audits to reduce third party data privacy risks.	
2	Corporate Governance & Business Ethics	**R&O**	Conducting business with integrity, transparency and ethics is foundational to Coforge's licence to operate and a cornerstone of stakeholder trust.	Internal: Leadership, Employees External: Customers, Suppliers, alliances and partners	• Coforge is governed by a Board comprising a majority of Independent Directors, with separation of the roles of Chairman and CEO, and constituted Board committees (Audit, Nomination and Remuneration, Stakeholders' Relationship, Risk Management, CSR and ESG) overseeing focus areas in line with the Companies Act, 2013 and SEBI Listing Regulations.	Both Positive and Negative — Non-compliance or governance lapses may result in regulatory penalties, litigation costs, businessrestrictions and reputational impact.

S. No.	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Description of Risk/Opportunity	Stakeholders Impact	In Case of Risk, Approach to Adapt or Mitigate	Financial Implications of the Risk or the Opportunity (Negative/ Positive)
			Strong corporate governance, including an independent and diverse Board, effective committee oversight, transparent disclosures and a sound internal control framework, represents a clear opportunity to enhance investor confidence, lower cost of capital, and support long-term sustainable value creation with clients, partners, suppliers, shareholders and employees. At the same time, the risk of non-compliance with existing statutory regulations, new regulations or amendments, covering areas such as immigration, payroll and social security, taxation, employment laws, ABAC, competition law and data privacy laws across the geographies in which the Company operates, could result in legal, financial and reputational impact.		• A comprehensive Code of Conduct articulates the Company's ethical standards, supplemented by policies on ABAC, Whistleblower, Prevention of Insider Trading (PIT), Prevention of Sexual Harassment (POSH), Related Party Transactions, Board Diversity and Code for Fair Disclosure. • Mandatory annual training and awareness programmes are conducted across geographies on key topics, including compliance training on the Company's training portal covering ABAC, Whistleblower Policy, PIT, POSH and the Code of Conduct. • An automated compliance management tool enables real-time tracking of statutory and regulatory compliances, with periodic tool updates, comprehensive user training, and quarterly compliance certifications reviewed by the Audit Committee. • Regular internal audits (by an external firm) and statutory audits provide independent assurance over governance, compliance and ethical practices, with findings tracked to closure under Audit Committee oversight. • Coforge engages external advisors on a periodic basis to validate changes in regulatory requirements and ensure continued compliance in all jurisdictions of operation. • An ESG governance structure overseen by the CSR & ESG Committee of the Board, anchors sustainability strategy, climate action, and integrated ESG performance reporting.	Strong governance and ethical conduct enhance investor confidence, reduce cost of capital, improve ESG ratings and strengthen the Company's ability to win and retain enterprise business.
3	Human Capital Management	**R&O**	In a knowledge-driven, talent-intensive industry, Coforge's ability to attract, develop, engage and retain skilled professionals is fundamental to delivering client outcomes and driving long-term competitiveness.	Internal: Leadership, Employees	• Coforge maintains policies on Equal Opportunity, Non-discrimination and Prevention of Sexual Harassment (POSH), with mandatory training and awareness programmes for all employees.	Both Positive and Negative — Failure to ensure equal opportunity, inclusion and competitive employee experience may lead to regulatory exposure, elevated attrition, project delivery disruption and reputational impact.

S. No.	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Description of Risk/Opportunity	Stakeholders Impact	In Case of Risk, Approach to Adapt or Mitigate	Financial Implications of the Risk or the Opportunity (Negative/ Positive)
			The Company's talent strategy includes targeted recruitment leveraging job boards, social media, professional networks and employee referrals, and a skill-based, rigorous and unbiased selection process focused on hiring the right talent at the right time. Equally important are employee engagement, well-being, work-life balance, job satisfaction, and a sense of purpose. Effective grievance redressal mechanisms, in line with regulatory provisions, are essential to harmony and productivity. Failure to provide equal opportunities and an inclusive workplace presents both compliance and reputational risk, while a strong Diversity, Equity, Inclusion and Belongingness (DEIB) agenda is a clear opportunity to attract and retain top talent and expand the available talent pool. Wage inflation, attrition and skills shortages in emerging-technology areas (AI, GenAI, cloud, data) further amplify the strategic importance of this topic.		• Recruitment, performance management, compensation and promotion processes are designed to be merit-based, skill-led and free from bias, supported by structured calibration and review forums. • DEIB initiatives, including women-in-leadership programmes, gender-balanced hiring goals, employee resource groups, and inclusive workplace practices, are progressively strengthened. Coforge has been recognised among India's Best Workplaces in IT & IT-BPM and as a Most Preferred Workplace for Women. • Continuous Learning and Development (L&D) is delivered through Coforge's in-house learning platform and partnerships (Percipio, academies), with significant upskilling and re-skilling investments in AI / GenAI, cloud, data, automation and domain-led capabilities. • Structured career progression frameworks, internal job postings and talent mobility programmes support long-term career growth. • Confidential grievance and whistleblower mechanisms are available to all employees, with defined investigation and resolution protocols and senior management oversight. • Engagement and well-being initiatives, including pulse surveys, recognition programmes, employee assistance programmes (Employee Assistance Programme), mental health support and family care benefits, support an inclusive, high-performance culture.	Conversely, a strong DEIB and engagement agenda supports talent attraction, retention, productivity, access to a wider talent pool, and improved performance on MSCI Human Capital and S&P CSA Talent Attraction & Retention indicators.
4	Risk and Crisis Management	**R**	As a global technology services provider, Coforge is exposed to a range of strategic, operational, financial, technology, regulatory, geopolitical and	Internal: Leadership, Employees External: Customers, Suppliers, Board, Investors	• Coforge maintains an Enterprise Risk Management (ERM) framework, broadly aligned with ISO 31000 and COSO ERM, that systematically identifies, assesses, monitors and mitigates strategic, operational, financial and compliance risks across the organisation, with defined risk appetite and threshold parameters.	Negative - Crisis events or unmitigated risks may lead to revenue impact, contractual penalties, recovery costs, regulatoryexposure, and reputational damage.

S. No.	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Description of Risk/Opportunity	Stakeholders Impact	In Case of Risk, Approach to Adapt or Mitigate	Financial Implications of the Risk or the Opportunity (Negative/ Positive)
			climate-related risks, including events that may escalate into crisis situations such as cyber incidents, natural disasters, pandemics, civil unrest or supply chain disruption. Inadequate identification, monitoring or response to these risks could disrupt service delivery, breach client commitments and affect financial performance and stakeholder confidence Example: The evolving geopolitical landscape across multiple regions, including ongoing conflicts in the Middle East and the Russia-Ukraine region, together with macroeconomic uncertainty around inflation and interest rate trajectories, may impact customer discretionary spending and lead to potential pressure on technology demand, deal cycles and overall business opportunities.		• A documented Business Continuity and Crisis Management framework, aligned to ISO/IE₹ 22301, governs response to disruptions, with geo-specific Business Continuity Plans (BCPs), Disaster Recovery (DR) plans and periodic drills. • A defined crisis management governance structure, including senior leadership oversight (Crisis Management Team) and clear communication protocols, ensures coordinated response during incidents. • Key risks and mitigation progress are reviewed periodically by the Risk Management Committee of the Board and reported to the Board of Directors. • Continuous monitoring of emerging risks, including geopolitical, macroeconomic, regulatory, climate and cyber, supports timely management action. • Categorically: **1. Geographic Risk Diversification:** • Strategic expansion into ASEAN, ANZ and India, targeting a more balanced revenue distribution across regions. • Establishment of delivery centres and local leadership across multiple geographies to ensure operational continuity. **2. Rigorous Market-Entry Process:** • A structured country risk assessment framework covering political stability, regulatory environment, infrastructure reliability, local talent availability and currency risk analysis. • Strict compliance with OFAC regulations and avoidance of prohibited jurisdictions. **3. Industry Diversification:** Expanding presence in relatively stable sectors such as Healthcare, Utilities and the Public Sector to balance the portfolio across cyclical and non-cyclical industries.	These may also have indirect implications for client retention, ESG ratings, and cost of capital. Positive- (Opportunity from Identified Risks) At the same time, identified risks, particularly those related to rapid technological shifts, can present strategic opportunities. For example, the accelerated adoption of emerging technologies such as artificial intelligence, often without adequate governance frameworks or implementation maturity, may create market gaps. Coforge is well positioned to capitalize on such opportunities through its domain expertise in AI governance, digital transformation, and enterprise technology solutions. This enables the Company to support clients in navigating technological complexity while simultaneously unlocking new avenues for growth.
					4. Operational Resilience: Geo-specific business continuity plans, regular testing, strong local leadership, cybersecurity readiness and clear communication protocols for crisis situations. **5. Risk Monitoring and Management:** Real-time monitoring of geopolitical and macroeconomic developments, with periodic review and updating of risk mitigation strategies. **6. Financial Risk Management:** Currency hedging, insurance coverage and contingency reserves, with progressive enhancement of treasury and risk management practices. **7. Foreign Exchange:** • Coforge consistently follows a hedging policy that is reviewed periodically by an independent third party. • In line with the currency-hedging policy, the Company hedges most of its net exposure in USD, GBP, EUR and AUD from India. • All such hedges are designated as effective hedges, with any gain or loss recognised in the revenue line. The current policy absorbs the impact of currency fluctuations on quarterly and yearly earnings. • The Company does not take hedges beyond a 12-month tenor, and no hedges are taken outside India. • Coforge is also exploring balance sheet hedging in addition to cash flow hedging.	

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					8. Credit Risk: • Due diligence is conducted before the onboarding of new clients, including primary or secondary research on the promoters of the customer. • The financial health of clients is evaluated periodically by monitoring quarterly filings and earnings calls. • Client credit ratings are monitored on a regular basis. • Weekly cash collections are tracked, and any customer where the collection pattern is delayed is escalated to senior management by the Finance function. • Regular updates on collections are presented to the Audit Committee. • Credit insurance is being evaluated for large client relationships to cover the risk of payment default and bankruptcy. • For client engagements involving upfront investments, exposure is limited through the inclusion of termination fees or non-cancellable contractual clauses.	
5	Health and Safety	R	Ensuring the holistic well-being of employees and the extended workforce, covering physical, mental and emotional health, alongside occupational health and safety, is fundamental to sustained productivity, talent retention and an inclusive workplace. Although Coforge's operations are predominantly office-based and considered low-hazard, inadequate health and safety practices can lead to absenteeism, disengagement, regulatory	Internal: Leadership, Employees External: Suppliers	• Employee well-being is a stated priority at Coforge, with safety protocols, healthcare access and healthy-lifestyle initiatives extended across all locations. • An Occupational Health and Safety Management System aligned to ISO 45001 principles is maintained at office premises, with regular safety drills, ergonomic assessments, fire-safety audits and incident-reporting mechanisms. • Comprehensive medical insurance, an Employee Assistance Programme (EAP), and tele-counselling and mental health support services are made available to employees and eligible dependents.	Negative — Inadequate health-and-safety practices can result in higher absenteeism, attrition, healthcare-related costs, regulatory penalties and reputational damage, with potential indirect impact on client delivery and employee productivity.

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			exposure (under the Occupational Safety, Health and Working Conditions Code, 2020 and equivalent geography-specific regimes), and reputational impact, particularly in the context of force majeure events such as medical emergencies, pandemics or weather-related disruptions. Mental health and stress-related risks in a high-performance technology environment further heighten the materiality of this topic.		• employees and eligible dependents. • Business-continuity arrangements (aligned to ISO 22301) ensure preparedness for medical emergencies, weather-related events and other force-majeure situations, including remote-working enablement. • Awareness initiatives on physical fitness, mental wellness, preventive healthcare and women-specific wellness are conducted on an ongoing basis, including health-screening camps and lifestyle coaching.	
6	Climate Strategy and Energy Management	R&O	Climate change presents both physical and transition risks for Coforge, ranging from operational disruption at delivery centres due to extreme weather events, to evolving climate-related regulations and disclosure mandates (IFRS S2 / TCFD, EU CSRD, SEC climate rules, India's BRSR-Core), carbon pricing mechanisms, energy price volatility, and rising client and investor expectations on decarbonisation, science-based targets (SBTi) and net-zero pathways. Climate strategy is equally a strategic opportunity. A credible climate strategy strengthens stakeholder trust, supports participation in ESG-linked client	Internal: Leadership, Employees External: Customers, Suppliers	• Coforge's ESG vision, "In Harmony with the Environment", anchors a phased decarbonisation roadmap with progressive transition to renewable electricity, energy-efficient lighting and HVAC systems, occupancy of green-certified buildings (LEED / IGBC/ USGBC), and sustainable workplace practices. • GHG inventory is computed in line with the GHG Protocol covering Scope 1, Scope 2 (location- and market-based) and material Scope 3 categories (business travel, employee commute, purchased goods and services, capital goods), with progressive enhancement of measurement granularity and assurance. Energy efficiency initiatives, including LED retrofits, optimised HVAC scheduling, motion sensors, server-room efficiency upgrades and energy-efficient IT infrastructure, are deployed across office locations. • Workplace consolidation and design choices, including occupancy of green-certified buildings where available, are leveraged to optimise energy use.	Both Positive and Negative — Higher energy tariffs, carbon-related compliance costs (e.g., CBAM-style mechanisms in client geographies), transition investments and physical climate events could increase operating expenses in the near to medium term. At the same time, energy efficiency, renewable energy adoption, green building investments and sustainability-led service offerings deliver long-term cost savings, lower emissions, premium ESG positioning with clients and investors, and access to ESG-linked deal flow.

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			mandates, drives efficient energy management and cost optimisation, and positions Coforge to enable clients on their own sustainability journeys through technology-led solutions (sustainable cloud, ESG data platforms, AI-enabled sustainability use cases). Energy consumption, primarily electricity used at office and delivery locations, is the most significant component of Coforge's environmental footprint and the principal driver of its Scope 2 GHG emissions. Rising energy costs, evolving carbon pricing regimes and increasing client and investor expectations around renewable energy adoption represent transition risk. At the same time, energy efficiency, renewable electricity, and smart building investments offer opportunities to reduce operating costs, lower emissions intensity and strengthen sustainability credentials.		• Climate-related risks and opportunities are progressively integrated into the Enterprise Risk Management (ERM) framework, with disclosures aligned to globally accepted reporting standards, including IFRS S2 / TCFD, GRI, BRSR-Core and CDP. • Afforestation and carbon offsetting initiatives are pursued as part of CSR programmes to support the decarbonisation roadmap. • Employee awareness and behavioural initiatives reinforce responsible energy use across the organisation. • Practices, processes and employee training are aligned to drive progress toward a defined carbon neutrality / net-zero ambition, in line with peer best-practice in the IT services sub-industry.	
7	Customer Relations	O	The profitability and sustained growth of the Company are underpinned by customer retention and brand loyalty	Internal: Leadership External: Customers	• Coforge captures this opportunity through structured account management programmes for strategic clients, dedicated client success and customer experience initiatives, and outcome-based delivery models.	Positive — Strong customer relationships drive recurring revenue, higher client wallet share, lower customer acquisition costs, improved revenue and earnings

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			Strong customer relationships create opportunities for cross-selling and up-selling, expansion within top multi-service accounts, acquisition of new logos, and delivery of higher-value, differentiated services and outcome-based engagements, directly supporting revenue growth, margin expansion and predictability. As a service-led organisation, Customer Satisfaction is a leading indicator of long-term enterprise value, and is increasingly evaluated by rating agencies (S&P CSA Customer Relationship Management) and clients in vendor scorecards.		• Periodic Net Promoter Score (NPS) and customer satisfaction surveys are conducted with closed-loop action plans and senior management oversight. • Continuous investment in service quality, domain expertise and proprietary platforms strengthens differentiation and improves client outcomes. • Longstanding client partnerships are nurtured through executive sponsorship, governance forums (Quarterly Business Reviews, joint innovation councils) and innovation engagements that expand the breadth and depth of the relationship. • Voice of the customer feedback is integrated into service line strategy, capability investments and internal quality improvement programmes. • Data protection and information security commitments are integrated into customer engagements to support trust and long-term partnership.	predictability, and enhanced positioning with rating agencies and ESG-conscious enterprise procurement panels.
8	Human Rights	R	Operating across multiple geographies and through an extended network of vendors, contractors and staffing partners, Coforge is exposed to the risk of human rights-related issues, including discrimination, harassment, forced or child labour, modern slavery, wage and working hour violations, and unfair labour practices, within its own operations and across its value chain.	Internal: Leadership, Employees External: Suppliers	• Coforge upholds internationally recognised human rights principles, including the UN Guiding Principles on Business and Human Rights, the ILO Core Conventions and the UN Global Compact, with policies on Prevention of Sexual Harassment (POSH), anti-discrimination, equal opportunity, freedom of association and prohibition of child and forced labour. • A Human Rights Policy is published and accessible to all stakeholders, supplemented by a dedicated Modern Slavery / Human Trafficking statement where required by law.	Negative — Human rights incidents, whether within own operations or in the value chain, may result in legal liability, regulatory penalties, exclusion from client panels with stringent supplier human-rights expectations, higher attrition, reputational harm and adverse impact on ESG ratings.

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			Failure to uphold human rights standards could lead to legal action, contractual breach, exclusion from client panels, and significant reputational impact, particularly given growing regulatory and investor scrutiny on human rights due diligence (UK Modern Slavery Act, German Supply Chain Due Diligence Act, EU CSRD/ CSDDD, California Transparency in Supply Chains Act). Human Rights & Labour Practices is identified as material under SASB and is increasingly assessed under MSCI ESG and S&P CSA Human Rights criteria		• Human rights expectations are extended to vendors and partners through the Supplier Code of Conduct and contractual provisions, supported by supplier due diligence. • Confidential grievance and whistleblower mechanisms are available to employees and external stakeholders, with defined escalation and investigation protocols and Audit Committee oversight. • Periodic awareness and training programmes are conducted on POSH, the Code of Conduct and ethical workplace behaviour, with completion tracked. • Human rights considerations are progressively being incorporated into enterprise risk assessments, supplier due diligence reviews and ESG materiality assessments.	
9	Supply Chain Management	R&O	As a global IT services organisation, Coforge relies on a diverse network of technology vendors, infrastructure providers, hyperscalers, sub-contractors and staffing partners across multiple geographies. Disruption, supplier concentration, ESG non-compliance, cybersecurity weakness or unethical practices within the supply chain can affect service delivery, regulatory standing and brand reputation.	Internal: Leadership External: Customers, Suppliers, alliances and partners	• Coforge follows a structured Supplier Code of Conduct covering ethics, human rights, labour practices, environmental responsibility, data protection, anti-corruption, anti-bribery and information security expectations. • Risk-based vendor due diligence is conducted at onboarding and reviewed periodically, with enhanced screening for critical and high-spend suppliers (financial health, sanctions, cyber, ESG, modern slavery). • ESG and information security parameters are progressively integrated into supplier qualification, contractual obligations, periodic assessments and performance reviews. • Concentration risk is monitored, with multi-sourcing strategies in place for business-critical categories to safeguard continuity.	Both Positive and Negative — Disruptions, vendor non-compliance or concentration risk could increase delivery costs, contractual penalties and reputational exposure. Conversely, a resilient and sustainable supply chain reduces operational risk, supports ESG-linked client wins, improves performance on third-party sustainability assessments (EcoVadis, CSA), and improves long-term cost predictability.

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			At the same time, a responsibly managed supply chain offers an opportunity to strengthen operational resilience, embed sustainability across the value chain, and respond to client expectations on responsible sourcing — increasingly a differentiator in enterprise procurement decisions, ESG ratings (EcoVadis, S&P CSA Supply Chain Management) and ESG-linked deal qualifications.		• Concentration risk is monitored, with multi-sourcing strategies in place for business-critical categories to safeguard continuity. • Periodic supplier assessments and grievance mechanisms enable early identification and remediation of compliance, quality, or sustainability issues. • Coforge is progressively aligning supplier engagement practices to globally recognised frameworks (EcoVadis, S&P CSA Supply Chain Management) to drive transparency and continuous improvement. • Local sourcing and small / diverse supplier inclusion are encouraged, supporting community development and inclusive growth.	
10	Innovation, Research and Development	O	Continuous innovation in emerging technologies, including Artificial Intelligence, Generative AI, cloud, data and automation, is central to Coforge's ability to differentiate, deliver client outcomes and command premium positioning. A strong innovation and R&D agenda is a key opportunity to drive new service lines, accelerate digital transformation outcomes for clients, and strengthen long-term competitiveness. MSCI ESG identifies Innovation Management / Clean Technology as a relevant key issue for the sub-industry.	Internal: Leadership, Employees External: Customers, Suppliers	• Coforge captures this opportunity through dedicated, investment in AI / Generative AI capabilities (including the Quasar AI platform suite), industry-aligned solution accelerators, intellectual property creation, and structured partnerships with leading technology providers and academic institutions (e.g., the Coforge Data & AI Lab at IIT-BHU, Varanasi). • Continuous upskilling and re-skilling of talent on emerging technologies, internal innovation challenges, hackathons, and a portfolio of proprietary platforms and accelerators support faster client adoption and outcome-led delivery. • Coforge progressively identifies ways of embedding sustainability into its service portfolio, including ESG reporting platforms, sustainable cloud and infrastructure design, energy-efficient application engineering, and AI / data solutions that enable clients to measure, manage and reduce their environmental footprint.	Positive — Investment in innovation and R&D supports new revenue streams, premium pricing on differentiated offerings, deeper client engagement and long-term competitive resilience. Sustainability-led services, in particular, support expansion of client wallet share, premium positioning in ESG-linked deals, and improved competitive differentiation in enterprise procurement evaluations.

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			Enterprise demand for sustainability-aligned technology solutions — including ESG data platforms, sustainable IT, green cloud and AI-enabled sustainability use cases — is growing rapidly. By embedding sustainability into its services portfolio and helping clients decarbonise, optimise resource use and adopt circular practices, Coforge has a meaningful opportunity to differentiate, deepen client relationships and create new revenue streams aligned to global sustainability priorities.		• Industry partnerships, internal capability building, and alignment with client sustainability roadmaps are leveraged to scale these offerings. • Internal IT operations are also designed with sustainability principles to demonstrate practical impact and serve as a reference for clients. • A defined IP-management framework governs creation, protection and commercialisation of proprietary assets; investments in R&D are tracked and reported in line with applicable regulatory disclosures.	
11	Community Engagement	O	Engaging meaningfully with the communities in which Coforge operates strengthens the Company's social licence to operate, reinforces brand trust, and contributes to inclusive growth in line with national development priorities and the UN Sustainable Development Goals (SDGs). A focused community-development agenda is an opportunity to create long-term societal impact while reinforcing employee engagement, stakeholder confidence, and ESG positioning (S&P CSA Corporate Citizenship & Philanthropy).	Internal: Leadership, Employees External: Customers, Community	• Coforge captures this opportunity through a structured CSR programme, governed by the Board's CSR & ESG Committee and aligned with the requirements of the Companies Act, 2013, and Schedule VII. • Programmes are delivered in partnership with credible implementation partners, with focus areas, including: – Education and digital inclusion (e.g., STEM labs, higher-education sponsorships, the Coforge Public Library, and the Coforge Data & AI Lab at IIT-BHU); – Skill development and livelihood creation for underserved communities; – Environmental initiatives such as afforestation, carbon offsets and biodiversity-positive programmes. • Employee volunteering programmes encourage active participation in community initiatives, with logged hours and recognition.	Positive — A meaningful community-development programme enhances brand equity, supports stakeholder trust, strengthens employee engagement and retention, contributes to Coforge's long-term ESG positioning (CSA) and supports the social licence to operate.

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					• Monitoring, evaluation and impact assessment processes, including third-party impact assessments where mandated, ensure transparency and accountability in outcomes delivered, and align with the SDGs (SDG 4 Quality Education, SDG 3 Good Health, SDG 8 Decent Work, SDG 13 Climate Action).	
12	Waste Management	R&O	While Coforge's operations are largely office-based, the Company generates e-waste, paper waste, packaging waste, limited hazardous waste (e.g., used batteries, lubricants from DG sets) and municipal solid waste across its facilities. Inadequate handling of waste, particularly e-waste under the E-Waste (Management) Rules, 2022 and equivalent international regimes, could result in environmental harm, regulatory non-compliance and reputational impact. Effective waste management concurrently presents an opportunity to advance circular economy principles, reduce resource consumption, improve performance on S&P CSA Resource Efficiency / Circularity criteria, and demonstrate responsible environmental stewardship to clients, investors and regulators.	Internal: Leadership External: Suppliers, Customers	• Hazardous, non-hazardous and e-waste is disposed of exclusively through Central Pollution Control Board (CPCB) authorised recyclers in compliance with the E-Waste (Management) Rules 2022, and equivalent international regulations, with documented chain-of-custody and periodic reviews of disposal partners. • Segregation at source is implemented across all India locations, with separate collection of dry, wet, hazardous, and electronic waste. • Initiatives to reduce paper consumption (digitisation, double-sided printing, paperless approvals, recycling into notepads), eliminate single-use plastics, and promote reuse and recycling are progressively rolled out across facilities. • Circular economy practices, including refurbishment, reuse, donation and extended-life management of IT assets (laptops, monitors, servers), are embedded into asset management processes. • Awareness campaigns and employee engagement initiatives reinforce responsible waste-handling practices across the organisation, including World Environment Day initiatives. • Waste data is captured and disclosed in alignment with GRI 306 (Waste) and BRSR Principle 6 indicators.	Both Positive and Negative — Non-compliance with waste-related regulations (notably e-waste and solid waste management rules) or improper handling may result in penalties and reputational impact. Conversely, efficient waste management and circular practices contribute to cost optimisation, improved ESG ratings (CSA) and stronger stakeholder confidence.

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13	Water Management	R&O	Although Coforge is not a water-intensive industry, withdrawals are largely limited to drinking, sanitation, HVAC and landscaping uses at office and delivery locations, water remains an environmentally material topic in the context of growing physical water risk in India and other operating geographies. Several Coforge facilities are in water-stressed regions identified by recognised water-risk tools (e.g., WRI Aqueduct, WWF Water Risk Filter), and groundwater depletion, regulatory tightening (Central Ground Water Authority norms, state-specific regulations) and rising water costs may impact operating expenses and business continuity. Effective water stewardship is also an opportunity. Demonstrable water efficiency, recycling and replenishment performance strengthens the Company's ESG positioning (S&P CSA Water-Related Risks and CDP Water Security) and contributes to broader environmental commitments.	Internal: Leadership External: Suppliers, Customers	• Coforge measures, monitors and discloses water withdrawal, consumption and discharge across major facilities in line with the GHG / GR₹ 303 (Water and Effluents) framework and BRSR Principle 6 requirements. • Water efficiency interventions, including low-flow fixtures and aerators, sensor-based taps, dual-flush systems, and leak-detection and preventive-maintenance programmes, are progressively deployed across office locations. • Wastewater is treated through Sewage Treatment Plants (STPs) at owned/major leased premises where applicable, with treated water reused for landscaping, flushing and HVAC make-up wherever feasible, supporting a zero-liquid-discharge ambition at qualifying sites. • Rainwater harvesting systems are implemented at owned campuses and explored at leased premises in coordination with landlords, supporting groundwater recharge and reducing dependence on municipal supply. • Drinking water quality is periodically tested at office locations to ensure compliance with applicable health and safety standards. • Water stress assessments at facility level inform site-selection decisions and progressive enhancement of water management practices at facilities in water-stressed basins. • Employee awareness and behavioural change initiatives reinforce responsible water use across the organisation. • Water-related risks are progressively integrated into enterprise risk assessments and physical climate risk assessments under the IFRS S2 / TCFD framework.	Both Positive and Negative — Higher water tariffs, water-related regulatory tightening, or physical disruption from water stress at delivery locations could increase operating expenses and impact business continuity. Conversely, water-efficiency, recycling and replenishment initiatives reduce operating cost, improve performance on third-party water-related disclosures (CDP Water Security, S&P CSA Water-Related Risks) and enhance ESG positioning with clients and investors.

S. No.	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Description of Risk/Opportunity	Stakeholders Impact	In Case of Risk, Approach to Adapt or Mitigate	Financial Implications of the Risk or the Opportunity (Negative/ Positive)
14	Sustainable and Responsible AI	R&O	The rapid adoption of AI and GenAI across enterprise workflows, both in Coforge's own service offerings and in clients' transformation programmes, has elevated Responsible AI to a material governance, technology and ethics topic. Inadequate AI governance, model bias, hallucinations, lack of explainability, mishandling of training data, IP infringement, or unintended downstream impact on workforce and consumers could expose the Company to regulatory action (under the EU AI Act, the US AI Bill of Rights framework, India's emerging AI advisories and DPDP Act, and sector-specific AI rules in BFSI and Healthcare), contractual liability, reputational damage, and erosion of client and stakeholder trust. Equally, sustainable and responsible AI is a strategic opportunity. Enterprise clients are increasingly assessing their technology partners on AI governance maturity, model risk management, transparency and ethical-use safeguards.	Internal: Leadership, Employees External: Customers, Suppliers	• Coforge has established Responsible AI as a foundational design principle across its AI services portfolio, anchored by the Quasar Responsible AI capability, which embeds safeguards for fairness, transparency, accountability, security and ethical use into AI / GenAI solutions. • A Responsible AI governance framework, covering principles such as human oversight, fairness and non-discrimination, explainability, robustness and safety, privacy by design, accountability and transparency, is progressively being formalised, aligned to leading external frameworks (NIST AI Risk Management Framework, ISO/IE₹ 42001 AI Management System, OECD AI Principles, EU AI Act risk categorisation). • AI / GenAI use cases are evaluated through structured AI-risk assessments covering data provenance, bias and fairness, model performance, explainability, privacy, security and intellectual property, with risk-tiered controls applied accordingly. • Data governance practices, including data classification, lineage tracking, consent management and minimization, are integrated with AI development to ensure responsible use of personal and sensitive data, in alignment with GDPR, the DPDP Act and applicable sectoral regulations. • Cybersecurity controls specific to AI systems, including model access controls, prompt-injection safeguards, output monitoring, and protection against model theft and data poisoning, are integrated with the broader ISMS.	Both Positive and Negative — Inadequate AI governance could expose the Company to regulatory penalties (EU AI Act, DPDP Act and emerging AI rules), contractual liability, IP and data-related litigation, and reputational damage with downstream impact on client trust and ESG ratings. Conversely, mature Responsible AI capabilities support new revenue streams, premium positioning in regulated industry deals, expansion of client wallet share, and stronger ESG and rating agency positioning on AI governance.

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			Building and demonstrating Responsible AI capabilities, together with energy-efficient and sustainable AI engineering, enables Coforge to differentiate, command premium positioning, win regulated-industry mandates, and align with evolving rating agency expectations on AI governance.		• Mandatory AI ethics, responsible AI and security training is being rolled out to engineering and delivery talent building or operating AI / GenAI solutions, complemented by continuous upskilling and certifications on emerging AI frameworks. • Sustainable AI engineering practices, including model-efficiency choices, rightsized model selection, prompt optimisation, and use of energy-efficient cloud infrastructure, are progressively embedded to manage the energy and carbon footprint of AI workloads. • AI governance, deployment standards and emerging regulatory requirements are reviewed periodically with leadership, and disclosures aligned to evolving rating-agency expectations and regulatory frameworks.	

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 Questions	P1 Ethics and Transparency	P2 Sustainable Business	P3 Employee Well-being	P4 Stakeholder Relationship	P5 Human Rights	P6 Environment Stewardship	P7 Public Advocacy	P8 Community Development
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
(b). Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
(c). Web Link of the policies, if available	**Principle 1:** Code of Conduct: Code of Conduct Whistleblower Policy: Whistleblower Policy Tax Policy: Coforge_Tax Policy Risk Management Policy: Risk Management Policy Policy on Materiality Events: Policy on Materiality Events Archival Policy: Archival Policy **Principle 2:** Supplier Code of Conduct: Supplier Code of Conduct Sustainable Procurement Policy: Sustainable Procurement Policy Code of Conduct: Code of Conduct Environment Sustainability Policy: Environment Sustainability Policy Environment, Health and Safety Policy: Environment, Health and Safety Policy Environment, Health & Safety Management System Manual: Environment, Health & Safety Management System Manual **Principle 3:** Board Diversity Policy: Board Diversity Policy Coforge Employee Stock Option Plan: Coforge Employee Stock Option Plan Policy Against Sexual Harassment at Workplace: Policy Against Sexual Harassment at Workplace Supplier Code of Conduct: Supplier Code of Conduct Sustainable Procurement Policy: Sustainable Procurement Policy Code of Conduct: Code of Conduct Environment Sustainability Policy: Environment Sustainability Policy Environment, Health and Safety Policy: Environment, Health and Safety Policy Environment, Health & Safety Management System Manual: Environment, Health & Safety Management System Manual Nomination and Remuneration Policy: Nomination-Remuneration-Policy Tax Policy: Coforge_Tax Policy Human Rights Policy: Human Rights Policy **Principle 4:** Dividend Distribution Policy: Dividend Distribution Policy Policy on Determining Material Subsidiaries: Policy on Determining Material Subsidiaries Related Party Transaction Policy: Related Party Transaction Policy The Code for Fair Disclosure: The Code for Fair Disclosure Code of Conduct: Code of Conduct Whistleblower Policy: Whistleblower Policy CSR and ESG Policy: CSR and ESG Policy Familiarization Programme for Independent Directors: Familiarization Programme for Independent Directors **Principle 5:** Human Rights Policy: Human Rights Policy Code of Conduct: Code of Conduct Modern Slavery Act Statement: Modern Slavery Act Statement Supplier Code of Conduct: Supplier Code of Conduct **Principle 6:** Environment Sustainability Policy: Environment Sustainability Policy Environment, Health and Safety Policy: Environment, Health and Safety Policy CSR and ESG Policy: CSR and ESG Policy Carbon Reduction Plan: Carbon Reduction Plan Scrap Disposal Policy: Scrap Disposal Policy							

Disclosure Questions	P1 Ethics and Transparency	P2 Sustainable Business	P3 Employee Well-being	P4 Stakeholder Relationship	P5 Human Rights	P6 Environment Stewardship	P7 Public Advocacy	P8 Community Development	
	Principle 7: Code of Conduct: Code of Conduct Policy on Materiality Events: Policy on Materiality Events Code for Fair Disclosure: Code of Fair Disclosure **Principle 8:** Supplier Code of Conduct: Supplier Code of Conduct CSR and ESG Policy: CSR and ESG Policy Human Rights Policy: Human Rights Policy Board Diversity Policy: Board Diversity Policy Sustainable Procurement Policy: Sustainable Procurement Policy **Principle 9:** Code of Conduct: Code of Conduct Quality and Service Management Policy: Quality and Service Management Policy								
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 (OHSMS) • 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) • ISO 27001:2022 (Information Security Management System) • ISO 22301:2019 (Business Continuity Management System) • SOC2 Type II • ISO 27701:2019 (Privacy Information Management System)• Hi-TRUST (Cybersecurity and Risk Management Framework) • ISO 20000-1:2018 (Information Technology – Service Management System) • CMMI – Maturity Level 5 • ISO 9001:2015 (Quality Management System)								

Disclosure Questions	P1 Ethics and Transparency	P2 Sustainable Business	P3 Employee Well-being	P4 Stakeholder Relationship	P5 Human Rights	P6 Environment Stewardship	P7 Public Advocacy	P8 Community Development
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	Coforge Limited is committed to being a sustainable and responsible business with the following goals: **Reduce Environmental Impact** • Be Carbon Neutral by 2040 • Be Water Positive by 2040 • Be Zero Waste to Landfill by 2040 • Drive Sustainable supply chain practices **Social Inclusiveness and Development of Communities** • 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 **Adhere to Strong Ethics and the Code of Conduct** • Adhere to a strong Code of Ethics in business conduct • Encourage business partners to adhere to Coforge's code of conduct • Secure digital assets During the reporting period, Coforge Limited has demonstrated steady progress against the above-mentioned goals and commitments. The Company remains committed to sustaining this momentum in the coming years, with continued focus on resource optimisation, social development, inclusiveness, ethical and responsible business conduct, and the development of innovative solutions.							
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 received validation from SBTi on its near term and net-zero targets. Coforge has demonstrated steady and measurable progress across water, waste, and emissions, aligned with its long term 2040 environmental commitments. Alongside environmental action, the Company has also maintained a strong focus on social and governance aspects through inclusive workforce practices and robust ESG integrated governance frameworks. Progress of FY2025-26: **Environment** • SBTi validated near term and net zero emissions targets (42% reduction in Scope 1 and 2 emissions by 2030 over FY24 and 25% reduction in Scope 2 emissions by 2030 over FY25) • ~2% year on year reduction in total water withdrawal and consumption in FY 2025-26 • 100% wastewater recycling achieved at Greater Noida and Kolhapur campuses • Water recycled and treated water reused for horticulture and landscaping • 18,692 KL rainwater recharged • ~16% reduction in total waste generated in FY 2025-26 vs FY 2024-25 • Zero food waste through composting • Significant shift to renewable energy; ~83% reduction in Scope 2 emissions • Energy efficiency initiatives: CNG to EV fleet transition started, LEED and ISO certified facilities, and setting an internal carbon price **Social** • Focus on employee health, safety, and well being with zero accidental incidents recorded • Large scale employee engagement through well being and learning initiatives • Strong internal talent development and leadership readiness programs **Governance** • Robust governance framework with Board and committee oversight • Strong ethics and compliance framework, including ABAC policy and Code of Conduct • Comprehensive policy framework covering whistleblower, RPT, risk management and ESG • Integration of ESG into business strategy and risk management with leadership oversight • Effective vigil mechanism for reporting and addressing concerns • Strong internal controls with regular internal and external audits • Focus on data privacy, cybersecurity and information security practices • Supplier due diligence and responsible value chain practices • Transparent disclosures in line with regulatory requirements • Independent assurance of select sustainability disclosures							

Disclosure Questions	P1 Ethics and Transparency	P2 Sustainable Business	P3 Employee Well-being	P4 Stakeholder Relationship	P5 Human Rights	P6 Environment Stewardship	P7 Public Advocacy	P8 Community Development

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)

Mr. John Speight, President, and Executive Director

This year, Coforge continued to embed sustainability into the decisions that define how we operate - advancing our vision of being 'In Harmony with the Environment' through structured execution and genuine accountability.

Our long-term climate commitments are clear: carbon neutrality, water positivity, and zero waste to landfill by 2040. We are making measurable progress through accelerated clean energy adoption, facility-level efficiency, and by embedding sustainability directly into our technology choices and enterprise risk management framework.

Through initiatives such as The Coforge Public Library, DiversITy-talent, the Udayan Shalini Program and Vidya & Child Schools, we are breaking down barriers to quality education, learning resources, and skill-development programs to children and youth from underprivileged backgrounds, addressing skills gaps, creating lifelong learning pathways and inclusive employment opportunities for those who need them most.

We are working in partnership with local governments and environment-focused NGOs to protect local ecosystems and promote sustainable practices through education, awareness, community support and focused interventions.

Underpinning all of this is a continued strengthening of ESG governance, risk management and institutional processes, ensuring accountability, transparency and sustained impact.

Looking ahead, we will continue to embed our ESG philosophy more tightly into how we deliver for clients, develop our people, and engage with our communities - driving long-term value for all our stakeholders.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	**Board of Directors** The Board of Directors retains ultimate accountability for driving and supervising the Company's Business Responsibility and Sustainability agenda. It sets the overarching direction for ESG-related priorities, ensures their integration into the Company's business objectives and risk oversight framework, and periodically reviews performance on key sustainability matters. The Board also ensures that appropriate governance mechanisms are established to support responsible business conduct. Ms. Beth Boucher, Chairperson of CSR & ESG Committee, provides strategic direction and leadership on ESG priorities at the enterprise level, and supports strategic planning and integration across functions. She supports the alignment of sustainability priorities with business strategy, risk management and value creation objectives, and assists the Board in monitoring progress on material ESG matters.
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 CSR & ESG committee to oversee and manage sustainability-related issues. The entity has a Board level CSR & ESG Committee responsible for oversight and decision making on sustainability related matters. The Committee supports the Board in approving ESG strategy, policies, targets, performance review, and disclosures. Implementation is supported by a management level ESG Steering Group and led by the Chief Sustainability Officer (CSO), with periodic reporting to the Board/Committee.

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
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 Ethics and Transparency	P2 Sustainable Business	P3 Employee Well-being	P4 Stakeholder Relationship	P5 Human Rights	P6 Environment Stewardship	P7 Public Advocacy	P8 Community Development	P9 Customer Relations
Yes*	Yes*	Yes**	Yes*	Yes*	Yes**	No	No	No

*Evaluated by a third party

**ISO 45001 (Occupational Health and Safety (OH&S) Management Systems) and ISO 14001 (Environmental Management System)

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 Ethics and Transparency	P2 Sustainable Business	P3 Employee Well-being	P4 Stakeholder Relationship	P5 Human Rights	P6 Environment Stewardship	P7 Public Advocacy	P8 Community Development	P9 Customer Relations
The entity does not consider the Principles material to its business (Yes/No)	The requirements of the NGRBC Principles are adequately addressed through the various policies of Coforge Limited.								
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

1. **Percentage coverage by training and awareness programmes on any of the Principles during the financial year 2025-26:**

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 Compliances covering Code of Conduct, ABAC, Whistleblower, Modern Slavery Act, and Code of Conduct for prohibition of insider trading.	100%
Employees other than BoD and KMPs	5	Compliance training like POSH, EHS (Environment, Health, and Safety), Global Compliances like Code of conduct, ABAC, Whistleblower, Modern Slavery Act, and Code of conduct for prohibition of Insider Trading.	97%
Workers			

Employees also go through behavioural and soft skill training, such as 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 and Functional training such as AI Spark, Dynamics 365 + Power Platform, PowerBI, Open AI Chat GPT, Java, IMS, Performance JMeter, SQL, Appian, Snowflake, AWS, Data & Analytics, SQL Database, ReactJS, Python, Insurance, ISTQB, Dot Net, Qlikview, Pega, Docker, GitHub, Azure, Informatica, SDET, ITIL, Safe Scrum, and more.

2. **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 fines, penalties, or compounding fees were levied on the Company under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.				
Settlement					
Compounding Fee					

Non-Monetary				
	NGRBC Principle	Name of the Regulatory/ enforcement agencies/ judicial institutions	Brief of Case	Has an appeal been preferred? (yes/ No)
Imprisonment	The Company did not report any cases of non-compliance 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
The Company did not report any cases of non compliance 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.**

Yes. Coforge Limited maintains a standalone ABAC Policy, which is an internal document applicable across the organisation.

Brief details in summary:

- The internal ABAC Policy establishes a zero tolerance approach to bribery, corruption, facilitation payments, and kickbacks.
- It applies to all directors, officers, employees (including consultants and temporary staff), subsidiaries, controlled joint ventures, and relevant third parties.
- The policy clearly prohibits the offering, promising, giving, soliciting, or accepting of improper payments or advantages in any form.
- It provides guidance on gifts and hospitality, donations, interactions with government officials, and third party engagements.
- The policy mandates ethical conduct, due diligence on third parties, defined disciplinary actions for violations, and continuous monitoring and review.
- Training and communication mechanisms are in place to ensure awareness and compliance.

These requirements are further reinforced through:

- Code of Conduct, which applies to all employees, directors, and business associates and explicitly prohibits bribery, conflicts of interest, facilitation payments, kickbacks, and other unethical or unlawful inducements.
- Whistleblower Policy, which enables employees and external stakeholders to report suspected unethical or improper conduct anonymously and without fear of retaliation, with defined escalation to the Compliance Officer and Audit Committee.

Together, the internal ABAC Policy, Code of Conduct, and Whistleblower Policy form a comprehensive and integrated governance framework, ensuring alignment with NGRBC principles, SEBI BRSR requirements, and recognised governance best practices.

Publicly available supporting policies:

- Code of Conduct: https://investors.coforge.com/code-of-conduct
- Whistleblower Policy: https://www.coforge.com/hubfs/Whistleblower-Policy-1.pdf

Coforge Limited, through its Code of Conduct and ABAC Policy, is committed to preventing bribery and corruption and ensuring that its business is conducted in an ethical, transparent, and compliant manner across all its operations. The Code of Conduct lays down the principles governing ethical business behaviour, compliance with applicable laws, avoidance of conflicts of interest, fair dealings, and protection of stakeholder interests, applicable to all employees, directors, and associated persons across jurisdictions.

The ABAC Policy establishes a zero tolerance approach towards bribery, corruption, facilitation payments, and improper inducements, and extends to third parties including agents, consultants, vendors, and business partners. The policy outlines prohibited conduct, permissible practices relating to gifts and hospitality, interactions with government officials, and requirements for third party due diligence.

The governance framework is driven by the Board of Directors, with oversight of ethical and compliance practices, and is supported by the Compliance function responsible for policy administration, communication, training, and monitoring. Employees are required to acknowledge adherence to these policies, and periodic training and awareness programs are conducted.

The Company has established mechanisms for reporting potential violations, including escalation channels to supervisors and the Legal/Compliance functions, supported by a whistleblower framework that ensures confidentiality and protection against retaliation.

The monitoring framework includes periodic reviews, compliance certifications, and internal audit processes to evaluate the effectiveness of controls and policy implementation. The ABAC Policy is reviewed periodically to ensure continued alignment with applicable laws and regulatory requirements.

Through this framework, Coforge seeks to prevent, detect, and address risks relating to bribery and corruption, and to promote a culture of integrity and responsible business 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 2025-26	Previous Financial Year 2024-25
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 2025-26		Previous Financial Year 2024-25	
	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.**

During the reporting period, no incidents of corruption, bribery, or conflicts of interest resulted in fines, penalties, enforcement actions, or proceedings initiated by regulators, law enforcement agencies, or judicial authorities against the Company.

As no such cases were identified or reported, there were no corrective actions required or underway 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 2025-26	Previous Financial Year 2024-25
Number of days of accounts payables	229	139

The data for FY 2025-26 is for Coforge Limited and Cigniti and that 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 2025-26	Previous Financial Year 2024-25*
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	-	-
Share of RPTs in	a. Purchases (Purchases with related parties/ Total Purchases)	-	-
	b. Sales (Sales to related parties/ Total Sales)	36%	66%
	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 2025-26:**

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
2	• Updating supply chain partners on Coforge's ESG commitments and strategy • Enhancing suppliers' sustainability knowledge and skills through technical capacity-building sessions on topics such as environment, energy, human rights, gender equality, non- discrimination, fair wages, occupational health and safety, and adherence to statutory compliances etc. • Accelerating the ESG performance of our suppliers.	100% critical IT vendors were imparted training or awareness sessions

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. Coforge has processes in place to identify, avoid, and manage conflicts of interest involving members of the Board.

In line with statutory requirements under the Companies Act, 2013 and SEBI (LODR) Regulations, 2015, the Directors provide disclosures of their concern or interest in the Company, other companies, bodies corporate, firms, or associations of individuals at the beginning of every financial year and upon any change during the year, including any changes in their shareholding. The Company maintains a database of such disclosures, recording the Directors and the entities in which they are concerned or interested.

Further, the Company's Code of Conduct outlines the ethical standards expected of Directors and requires them to avoid any activity or association that creates, or appears to create, a conflict between their personal interests and the interests of the Company.

During Board Meetings, wherever an agenda item relates to an entity or matter in which a Director is concerned or interested, the concerned Director abstains from participating in the discussion and voting on such matters to ensure objectivity, independence, and avoidance of conflict of interest.

Code of Conduct: Code of Conduct

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 2025-26	Previous Financial Year 2024-25	Details of improvements in environmental and social impacts
R&D	3%	Nil	Investments made in developing new products and platforms.
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 has implemented a Sustainable Procurement policy. The Company also has a Supplier Code of Conduct. Together, these policies reinforce the commitment to responsible sourcing and the incorporation of ESG parameters across the supply chain.

   As part of the onboarding process, suppliers are assessed on defined criteria, including financial strength, quality systems, ethical governance practices, adherence to statutory and regulatory compliances, environmental standards, and responsible workforce and labour practices. Suppliers are engaged only after meeting the Company's due diligence requirements.

   Coforge continues to enhance its responsible sourcing framework through the development of a standalone Sustainable Sourcing Policy. The Company has established systems aligned with ISO 20400 Sustainable Procurement guidance, with external certification/validation currently under process. These measures are aimed at strengthening transparency, embedding ESG considerations within procurement practices, and aligning with globally recognised sustainability standards.

   For FY2025–26, 23% of inputs were sourced from MSMEs / small producers, demonstrating Coforge's commitment to inclusive and responsible supply chain development.

3. **Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life for:**

   a. Plastics (including packaging)

   b. E-waste

   c. Hazardous waste

   d. Other waste

   Coforge Limited operates in the IT/ITeS sector and does not engage in the manufacturing of physical products. The Company's business activities primarily relate to software development, IT services, system integration, and digital solutions. As a result, Coforge does not produce tangible products or packaging materials that would require end-of-life reclamation, reuse, recycling, or disposal.

   Accordingly, the requirements relating to the reclaiming or recycling of:

   a. Plastics (including packaging)

   b. E-waste generated from manufactured products

   c. Hazardous waste arising from product manufacturing

   d. Other end-of-life product waste

   are not applicable to the Company.

   Coforge continues to responsibly manage operational waste generated in offices and delivery centres (such as IT equipment, batteries, printer cartridges, and general waste) in accordance with applicable waste management regulations; however, this does not fall under product-related end-of-life reclamation obligations.

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, as the Company does not engage in the manufacturing of physical products or packaging materials that fall under EPR obligations. Coforge operates in the IT/ITeS services sector, where the nature of business does not generate product-related waste requiring EPR-based collection or recycling mechanisms.

However, the Company remains committed to responsible waste management and complies with applicable waste-management regulations, including the Plastic Waste Management Rules, E-Waste Management Rules, Battery Waste Management Rules, and the regulations relating to Hazardous and Other Wastes.

To ensure environmentally sound waste disposal across operations, Coforge has implemented several measures, including:

- Segregation at source using color-coded bins across facilities to enable appropriate disposal through municipal authorities and authorized recyclers.
- Organic waste processing at the Greater Noida campus, where food waste is converted into manure through in-house treatment systems.
- Battery waste management through procurement arrangements with vendors under "buy-back" terms, ensuring responsible end-of-life disposal.
- E-waste disposal through certified and authorized e-waste recyclers, in full compliance with regulatory requirements, minimizing landfill contribution.

By adhering to these practices, the Company remains aligned with environmental regulations and demonstrates its commitment to sustainable and responsible waste-management operations, despite EPR not being applicable.

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
Coforge Limited operates primarily as an IT and ITeS services provider, with its core activities encompassing software design, development, testing, implementation, maintenance, system integration, and management of IT, ITeS, and telecom infrastructure. As a service-oriented organization, the applicability of conducting a formal Life Cycle Perspective / Life Cycle Assessment (LCA) is limited.					

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

Coforge Limited does not manufacture physical products, and accordingly, no significant social or environmental concerns or risks have been identified arising from the production or end-of-life disposal of products or services through a Life Cycle Perspective / Life Cycle Assessment (LCA).

However, consistent with practices followed by leading IT/ITeS organizations, the Company recognises that certain environmental impacts may arise from its operational activities supporting service delivery. These impacts are identified through internal assessments and managed through focused mitigation initiatives.

Key operational concerns identified and actions taken include:

- Carbon emissions from transportation

  Identified concern: The outsourced employee transportation fleet contributes to greenhouse gas emissions.

  Action taken: To mitigate this impact, the Company has transitioned a significant portion of its employee transportation fleet in the NCR region from diesel to Compressed Natural Gas (CNG) vehicles, thereby reducing emissions and improving fuel efficiency.

Name of Product/ Service	Description of the risk/ concern	Action Taken

- Water consumption management

  Identified concern: High employee headcount leads to increased water consumption across facilities.

  Action taken: Coforge has implemented multiple water-efficiency measures, including low-flow and sensor-based taps, waterless urinals (implemented at the Greater Noida campus), and the use of treated water from Sewage Treatment Plants (STPs) for flushing and horticulture in select facilities.

  Through these initiatives, the Company proactively mitigates environmental impacts associated with its service operations and remains aligned with responsible resource-management and sustainability practices, despite the non-applicability of LCA-based product risk assessments.

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 2025-26	Previous Financial Year 2024-25
The Company operates in the IT and ITeS services sector, with its scope of work limited to the design, development, testing, implementation, and maintenance of software, system integration solutions, and IT/ITeS/telecom infrastructure management services. As the Company does not engage in manufacturing activities or use physical raw materials in production, the concept of recycled or reused input material is not applicable in the context of service delivery. Accordingly, the percentage of recycled or reused input material to total material used 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 2025-26			Previous Financial Year 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	Not Applicable. Coforge Limited operates in the IT and ITeS services sector and does not engage in the manufacturing of physical products or packaging materials. Accordingly, there are no products or packaging reclaimed at the end of their life cycle for reuse, recycling, or safe disposal.					
E-Waste						
Hazardous Waste						
Other Waste	Therefore, the disclosure regarding the amount of products and packaging reclaimed and reused, recycled, or safely disposed of (in metric tonnes) is not applicable to the Company.					

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. Coforge operates in the IT and ITeS services sector and does not engage in the manufacturing or sale of physical products or packaging materials. Accordingly, there are no products or packaging materials reclaimed at the end of their life cycle. Therefore, the disclosure relating to reclaimed products and their packaging materials (as a percentage of products sold) for each product category is not applicable to the Company.	

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	19,096	19,096	100%	19,096	100%		0%	19,096	100%	-	-
Female	7,836	7,836	100%	7,836	100%	7,836	100%		0%	-	-
Total	**26,932**	**26,932**	**100%**	**26,932**	**100%**	**7,836**	**29%**	**19,096**	**71%**	**-**	**-**
Other than Permanent Employees											
Male	1,214	1,214	100%	1,214	100%		0%	1,214	100%	-	-
Female	220	220	100%	220	100%	220	100%		0%	-	-
Total	**1,434**	**1,434**	**100%**	**1,434**	**100%**	**220**	**15%**	**1,214**	**85%**	**-**	**-**

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*										
Female											
Total											

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

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 2025-26	Previous Financial Year 2024-25*
Cost incurred on well-being measures as a % of total revenue of the company	2.03%	1.86%

*The FY 2025-26 and FY 2024-25 data for cost incurred on well-being measures and total revenue of the Company comprises of Coforge Limited, BPS and Cigniti.

2. **Details of retirement benefits, for Current FY 2025-26 and Previous FY 2024-25**

Benefits	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	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	98.87%	0%	Yes	98.62%	0%	Yes
Gratuity	98.87%	0%	Yes	98.62%	0%	Yes
ESI	6.33%	0%	Yes	1.04%	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.

Yes. The premises/offices of Coforge Limited are accessible to differently-abled employees and workers in line with the requirements of the Rights of Persons with Disabilities Act, 2016. Coforge's corporate offices are equipped with essential accessibility features, including wheelchairs, wheelchair-friendly elevators, and barrier-free access from parking areas, to support mobility-impaired employees and members of the extended workforce. These facilities are designed to facilitate ease of movement and ensure an inclusive workplace environment.

The Company remains committed to fostering an inclusive and equitable work culture and continuously reviews and enhances its policies, procedures, and infrastructure support, wherever feasible, to improve accessibility and address the needs of differently-abled employees.

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.**

Yes. Coforge Limited has an equal opportunity framework in place in line with the Rights of Persons with Disabilities Act, 2016.

The Company is committed to providing equal opportunity in employment for qualified persons with known disabilities and ensures non-discrimination across all aspects of employment, irrespective of caste, creed, color, religion, ethnicity, marital status, age, disability, national origin, citizenship, sexual orientation, gender identity, language, or any other applicable characteristic. This commitment to equality, inclusion, and dignity at the workplace is embedded within the Company's governance and people policies.

The Company's approach to equal opportunity and non-discrimination is covered under the following policy documents and disclosures:

- Code of Conduct: Code of Conduct
- Human Rights Policy: Human Rights Policy

Through these policies and practices, Coforge reaffirms its commitment to fostering an inclusive, accessible, and equitable work environment for all employees, including persons with disabilities.

5. **Return to work and retention rates of permanent employees and workers that took parental leave for FY 2025-26.**

Gender	Permanent Employees		Permanent Workers	
	Return to Work Rate	Retention Rate	Return to Work Rate	Retention Rate
Male	97.94	92.41	Not applicable	
Female	96.53	92.03		
Total	**97.23**	**92.22**		

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 Permanent Employees Other than Permanent Employees	Coforge has a structured grievance redressal mechanism applicable to both permanent and non-permanent employees. Employees can raise concerns through multiple channels, including their aligned Business HR partner, the disciplinary committee, or the Company's legal counsel, depending on the nature of the grievance. In addition, employees have access to the Whistleblower Policy and the Code of Conduct, which provide secure, confidential, and retaliation-free avenues for reporting grievances related to ethical issues, misconduct, harassment, discrimination, or policy violations. The Company ensures that all categories of employees and members of the extended workforce have access to established mechanisms for timely reporting and redressal of workplace concerns.

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

Category	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	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	Coforge Limited does not have recognised associations.					
- Male						
- Female						
Total Permanent Workers						
- Male						
- Female						

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

Category	Current Financial Year 2025-26*			Previous Financial Year 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	26,932	23,823	88%	19,379	10,919	56%
Female	1,434	1,043	73%	7,520	3,382	45%
Total	**28,366**	**24,866**	**88%**	**26,899**	**14,301**	**53%**
Workers						
Male	381	381	100%	436	436	100%
Female	75	75	100%	88	88	100%
Total	**456**	**456**	**100%**	**524**	**524**	**100%**

*'Total' is the headcount data for FY 2025-26, 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 2025-26			Previous Financial Year 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	20,310	18,506	92%	19,379	15,950	82%
Female	8,056	7,048	89%	7,520	5,959	79%
Total	**28,366**	**25,554**	**91%**	**26,899**	**21,909**	**81%**
Workers						
Male	381	381	100%	436	436	100%
Female	75	75	100%	88	88	100%
Total	**456**	**456**	**100%**	**524**	**524**	**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 2025-26			Previous Financial Year 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Male	20,215	17,716	88%	19,379	16,048	83%
Female	8,059	7,227	90%	7,520	6,580	88%
Total	**28,274**	**24,943**	**88%**	**26,899**	**22,628**	**84%**
Workers						
Male	351	0	0%	436	0	0%
Female	70	0	0%	88	0	0%
Total	**421**	**0**	**0%**	**524**	**0**	**0%**

*The 'Total' is the headcount data for FY 2025-26 and FY 2024-25, which is consolidated for three entities, namely, Coforge Limited, BPS, and Cigniti, while the performance review data is for Coforge Limited only. 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) If "Yes", then coverage of the system.	Yes. Coforge Limited has implemented an Occupational Health and Safety (OHS) Management System. The Company's delivery locations in India are certified under ISO 45001:2018, the global standard for Occupational Health and Safety Management Systems. This certification ensures that workplace safety risks are systematically identified, assessed, and effectively controlled, and it reinforces the Company's commitment to employee well-being and regulatory compliance. The OHS management system covers 100% of Coforge's India locations, and the Company continues to maintain and improve safety processes through regular audits, risk-mitigation practices, incident-reporting mechanisms, and compliance with applicable occupational health and safety regulations.
b.	What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis of the entity?	Coforge Limited adopts a proactive, activity-based approach to identify work-related hazards and assess risks for both routine and non-routine activities. Standard operating procedures guide routine operations, while non-routine and high-risk activities such as façade cleaning, electrical works, transformer and DG maintenance are governed by a permit-to-work system with task-specific risk assessments and defined controls. The effectiveness of these processes is reviewed through six-monthly internal and external audits. All offices operate under a certified Environment, Health and Safety Management System (EHSMS) aligned with ISO 14001:2015 and ISO 45001:2018, supported by a global compliance monitoring tool to track regulatory and statutory requirements across locations.
a.	Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks? (Yes/No)	Yes. Coforge Limited has established processes that enable workers to report work-related hazards and remove themselves from unsafe situations. Employees and the extended workforce can report hazards and incidents through multiple channels, including the intranet portal, emails, and telecommunication systems. All offices have a 24/7 security helpdesk for emergencies, with emergency contact details regularly communicated. Workers are empowered, through training and awareness programs, to stop work and remove themselves from situations posing imminent risk to health or safety, with reported hazards tracked and addressed through defined follow-up mechanisms.
d.	Do the employees/ workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)	Yes. Coforge Limited provides employees and the extended workforce access to non-occupational medical and healthcare services. All offices are equipped with first-aid facilities, and standby ambulance services are available at high-concentration locations. On-site health centers provide immediate medical assistance for employees who are unwell. In addition, Coforge offers emotional, mental, and psychological well-being support through the "WE CARE" portal, which includes confidential counseling services accessible via a dedicated helpline.

Access our Global EHS policy

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

Safety Incidents/ Number	Category	Current Financial Year 2025-26	Previous Financial Year 2024-25
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 2025-26 and FY 2024-2025 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.**

Coforge Limited is committed to providing a safe, healthy, and conducive workplace for employees and the extended workforce. The Company has established and implemented a comprehensive Occupational Health and Safety (OHS) Management System aligned with ISO 45001:2018, which forms the foundation of its workplace health and safety framework.

Key measures undertaken include:

- Regulatory Compliance: Ensuring compliance with applicable occupational health and safety laws and regulations across all locations.
- Structured OHS Governance: Implementing clearly defined and documented health and safety procedures to systematically identify, assess, and control workplace risks.
- Training and Awareness: Conducting regular training and awareness programs, including fire safety and emergency preparedness drills, to enhance employee readiness and safety culture.
- Risk Management: Identifying potential emergencies, establishing response plans, developing and implementing health and safety protocols, and deploying appropriate safety equipment to mitigate risks.
- Monitoring and Audits: Undertaking periodic internal and external audits to evaluate the effectiveness of safety controls, supported by proper documentation and corrective action tracking.
- Performance Tracking: Monitoring and measuring health and safety performance against defined objectives, targets, and commitments.
- Leadership Oversight: Periodic review of the OHS Management System by senior management to identify gaps, implement corrective actions, and reinforce continual improvement.
- Employee Engagement: Encouraging employees to proactively report workplace hazards and safety concerns through established reporting mechanisms, fostering shared accountability.
- Communication: Establishing communication channels with internal and external stakeholders about the Company's OHS principles, commitments, goals, and performance.

Through these measures, Coforge Limited reinforces a strong culture of safety and well-being, ensuring continuous improvement and alignment with international best practices in occupational health and safety.

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

	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	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 (2025-26):**

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

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 parameters such as health, safety, and working conditions.

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 and accidental death and disability coverage, while the fixed term employees and non-permanent workers are covered under the ESIC Act Insurance, as applicable.

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 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
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)**

Coforge, during employment, provides all employees with opportunities to upskill through domain, functional, and leadership training programmes, enabling them to build capabilities to deliver consultancy services as domain experts to the company(ies). The Company also extends comprehensive guidance to retiring employees to support planning of retirement benefits, including provident and pension funds, gratuity, and superannuation, as applicable. In addition, support is provided for the transition and portability of medical insurance plans to ensure continuity of medical coverage post retirement. Subject to employee interest and availability of roles, Coforge offers retiring employees opportunities to engage with the Company as fixed term or part time contractors.

5. **Details on assessment of value chain partners (FY 2025-26):**

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

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.**

Coforge has implemented a structured approach to identify, assess, and address health and safety risks and working condition related concerns across its value chain. Health and safety practices, labour conditions, and related ESG parameters are embedded in the ESG questionnaire shared with all vendors during onboarding. Vendors are required to provide relevant disclosures, enabling early identification of potential risks and gaps.

The Supplier Code of Conduct, which promotes occupational health and safety, fair wages, humane working conditions, and ethical employment practices, is mandatorily acknowledged by all vendors at onboarding. Adherence to the Code is a prerequisite for engagement and establishes minimum expected standards. Coforge also conducts ESG focused assessments and audits for select value chain partners, based on risk prioritisation. Where gaps, non-conformances, or improvement areas are identified in health and safety practices or working conditions, corrective action recommendations are formally communicated to the respective vendors.

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. The Company actively follows up on the implementation of corrective actions and, where required, extends guidance and support to help vendors strengthen policies, processes, and controls. This collaborative approach supports continuous improvement while ensuring that identified risks and concerns are effectively addressed.

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 operating ecosystem, Coforge Limited undertook a structured stakeholder analysis through an internal committee to identify and prioritise potential stakeholders based on their influence and interest in the Company's commitments and objectives. This process involved the development of a stakeholder matrix to evaluate potential impacts, along with an analysis of industry peers to identify common stakeholder groups. To strengthen robustness, the identified stakeholder groups, matrix, and engagement approach were validated by external consultants. Coforge is committed to engaging with a broad range of stakeholders, including policymakers, government authorities (central, state, and local), business partners, and communities, to support delivery of its commitments and 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 of AGM/ EGM/postal ballot, phone calls, Annual General Meeting (AGM), annual report, investors' meet, earnings call, and public disclosures as submitted to Exchanges/website	Continuous/ ongoing	The Company's engagement with investors and shareholders is aimed at ensuring transparent and consistent communication. The scope includes dissemination of material information on financial performance, business developments, and corporate actions, and, where applicable, seeking shareholders' approval on matters requiring consent under applicable laws and regulations. Key topics addressed include financial results and outlook, dividend-related matters and resolution of investor queries and concerns.
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, phone, vendor meet, direct communications, newsletter, and audit	Need based	• Periodical performance review with vendors • Supplier engagement for ESG training and awareness • Commercial discussions • Seeking insights on the new offerings by existing vendors
Customers	No	Direct connects, emails, visits, market surveys, and through the customer relations team	Continuous	Customer satisfaction survey, service availability and quality feedback, and 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 stakeholders on ESG-related matters, responsibilities are distributed across relevant departments within the organisation. These departments engage continuously with their respective stakeholder groups and channel stakeholder inputs into internal deliberations. The inputs are consolidated to arrive at informed decisions that balance the perspectives of different functions, ensuring outcomes aligned with ESG priorities and collective value creation for the Company 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.

   Our ESG vision has been developed on the basis of material topics identified through consultations with various stakeholders. The vision reflects the issues most relevant to our business and stakeholders, and our ESG plan is designed to deliver on these priorities and objectives.

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

   Coforge engages with vulnerable and marginalized stakeholder groups through structured partnerships with credible NGOs and organisations, and local authorities (aligned with BRSR Principle 8 – Inclusive Development). Engagement mechanisms include community consultations through implementing partners, direct interaction with beneficiaries, employee volunteering, and periodic program reviews to identify barriers to education, livelihoods, gender equity, and environmental wellbeing.

   For children from underprivileged backgrounds, stakeholder engagement highlighted little access to a wide variety of books, literacy gaps, and no access to aspirational environments. Coforge responded by establishing the Coforge Public Library Network and implementing a Library Outreach Program, combining visits, in-school reading sessions by volunteers and facilitating visits to the libraries along with reading and learning activities.

   In partnership with Vidya & Child, the Company sponsored the education of 600 children, in addition to providing them with exposure to libraries, visits to the Coforge campus, career awareness programmes, and digital skills training.

   Girls from underserved communities face a high dropout risk from higher education due to socio-economic constraints. Coforge supported 190 adolescent girls under the Udayan Shalini Program through education sponsorships, mentoring, leadership interactions, apart from visits to The Coforge Public Libraries, enabling continuity in education and transition toward higher studies and employability.

   Concerns around youth employability and women's economic participation were addressed through a Community Resource Centre in Pune supporting 270 youth, and a Women Entrepreneurship Program benefiting 100 women entrepreneurs and 300+ women through skill training and seed support.

   Discussions with local communities and authorities resulted in Coforge sponsoring and undertaking interventions in wetland restoration, water conservation, biodiversity parks, and urban greening, addressing ecological degradation and improving community wellbeing.

Vulnerable / Marginalized Stakeholder Group	Key Concerns Identified Through Engagement	Actions Taken by Coforge	Outcomes / Impact
First generation learners	Poor financial resources, the pressure to work and contribute to the family income results in very low literacy levels among children of daily wages and street vendors	Sponsorship of Vidya & Child Schools which provide good quality education in a supportive environment combined with continual counselling of families	600 children supported
Children from underserved and marginalized communities	Poor literacy. No exposure to aspirational environments. No access to a wide variety of books. Poor motivation to read	Two more Coforge Public Libraries were opened in Gurugram and Hyderabad. 100% free access. Volunteers from Coforge and the community conducted story-telling and reading sessions in government and NGO-run schools. We also made arrangements to bring these children to the Coforge Public library.	Reading and storytelling activities conducted in 146 schools with 3,662 children 4,424 children from 123 government and NGO-run schools visited the library
Girls from underserved communities	High risk of dropping out of higher secondary and higher studies owing to financial constraints, lack of support and motivation from their immediate environment	Sponsorship of the Udayan Shalini Program. Visits arranged to The Coforge Public Library. Mentoring sessions by Coforge leaders	190 girls supported
Youth from low income communities	Employability gaps; lack of future ready skills	Community Resource Center, Pune	270 youth trained in STEM & AI skills
Women from livelihood constrained households	Limited enterprise skills and capital access	Women Entrepreneurship Program, Pune & Kolhapur	100 entrepreneurs supported; 300+ women upskilled

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 2025-26			Previous Financial Year 2024-25		
	Total (A)	Number (B)	Percentage (%) (B/A)	Total (C)	Number (D)	Percentage (%) (D/C)
Employees						
Permanent	26,932	23,823	88%	25,620	22,576	88%
Other than permanent	1,434	1,043	73%	1,279	861	67%
Total Employees	**28,366**	**24,866**	**88%**	**26,899**	**23,437**	**87%**
Workers						
Permanent	-	-	-	-	-	-
Other than permanent	456	456	100%	524	524	100%
Total Workers	**456**	**456**	**100%**	**524**	**524**	**100%**

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

Category	Current Financial Year 2025-26					Previous Financial Year 2024-25				
	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	**26,932**	**-**	**-**	**26,932**	**100%**	**25,620**	**-**	**-**	**25,620**	**100%**
- Male	19,096	-	-	19,096	100%	18,268	-	-	18,268	100%
- Female	7,836	-	-	7,836	100%	7,352	-	-	7,352	100%
Other than Permanent	**1,434**	**-**	**-**	**1,434**	**100%**	**1,279**	**-**	**-**	**1,279**	**100%**
- Male	1,214	-	-	1,214	100%	1,111	-	-	1,111	100%
- Female	220	-	-	220	100%	168	-	-	168	100%
Workers										
Permanent	Not applicable									
- Male										
- Female										
Other than Permanent	**456**	**-**	**-**	**456**	**100%**	**524**	**-**	**-**	**524**	**100%**
- Male	381	-	-	381	100%	436	-	-	436	100%
- Female	75	-	-	75	100%	88	-	-	88	100%

3. **Details of remuneration/ salary/ wages, in the following format for FY 2025-26:**

   a. **Median remuneration/ wages:**

	Male		Female	
	Number	Median salary/ wage of respective category	Number	Median salary/ wage of respective category
Board of Directors	5	44,813,976	1	16,294,078
Key Managerial Personnel (KMP)**	1*	93,240,269	1*	8,312,790
Employees other than BoD and KMP***	20,300	14,53,324	8,053	9,49,394
Workers	Not applicable			

*1 Employee salary processed from India, therefore median remuneration calculation estimated based on it.

**Other than KMP who are Directors

***Interns in the "Employees other than BoD and KMPs" are not included

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

	Current Financial Year 2025-26	Previous Financial Year 2024-25
Gross wages paid to females as % of total wages	22.83%	21.86%

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)**

Yes, Coforge Limited has established defined governance mechanisms to address human rights related issues across its operations. The Company's Human Rights Policy outlines its commitment to respect and promote human rights in line with applicable laws and internationally recognised standards.

A structured DEI (Diversity, Equity and Inclusion) Council, chaired by the Chief People Officer and comprising representatives from Human Resources, Legal, Finance, and Business functions across geographies, serves as a key forum to oversee inclusion, equality, and broader human rights matters within the organization.

In addition, Coforge has a Policy Against Sexual Harassment at Workplace and a formally constituted Sexual Harassment Redressal Committee (SHRC), which acts as the nodal committee for addressing sexual harassment-related complaints, a critical aspect of human rights.

Further, employees and other stakeholders can raise concerns related to human rights, ethical conduct, discrimination, or harassment through established grievance redressal and whistleblower mechanisms, ensuring confidentiality, non-retaliation, and appropriate investigation and resolution.

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

Coforge Limited has established formal and clearly defined internal mechanisms to redress human rights-related grievances, in line with its Human Rights Policy and Code of Conduct. Employees and affected individuals can raise concerns through multiple channels, including reporting managers, Human Resources, the whistleblower mechanism, POSH framework, and disciplinary processes. Grievances related to discrimination, harassment, unethical conduct, or human rights violations are investigated through structured procedures with assured confidentiality, non-retaliation, and impartiality. Based on investigation outcomes, appropriate corrective and disciplinary actions, ranging from counselling and warnings to termination of employment, are implemented to ensure fair resolution and accountability.

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

	Current Financial Year 2025-26			Previous Financial Year 2024-25		
	Filed during the year	**Pending resolution at end of year**	**Remark**	**Filed during the year**	**Pending resolution at end of year**	**Remark**
Sexual Harassment	3	0	All complaints resolved	8	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 2025-26	Previous Financial Year 2024-25
Total complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (POSH)	3	8
Complaints on POSH as a % of female Employees/ Workers	0.05%	0.11%
Complaints on POSH upheld	3	8

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

Coforge Limited has a comprehensive Policy Against Sexual Harassment (POSH) at Workplace in place, supported by a formally constituted Internal Committee (IC) to ensure that complainants are protected against discrimination, victimisation, or retaliation during and after the investigation of complaints.

All complaints are handled with strict confidentiality, impartiality, and sensitivity, and are investigated in accordance with applicable laws, including The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, and relevant requirements in jurisdictions where Coforge operates. Any form of retaliation, victimisation, or adverse action against the complainant or witnesses is strictly prohibited and may result in disciplinary action, up to and including termination of employment. To prevent adverse consequences while an investigation is ongoing, the IC may recommend interim relief measures for the complainant, including leave of absence (up to three months), transfer to another workplace or team, change in reporting structure, or any other support deemed appropriate, without prejudice to the complainant's employment terms. Employees are encouraged to report complaints without fear, and protection is extended not only to complainants but also to individuals assisting in investigations. Regular awareness programs and mandatory training are conducted to reinforce respectful workplace behaviour, non-discrimination, and the Company's zero tolerance approach to harassment. Through these mechanisms, Coforge remains committed to providing a safe, inclusive, and supportive work environment where concerns can be raised and addressed without any adverse consequences to the complainant.

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

At Coforge, in addition to Supplier code of Conduct, the Code of Conduct and the Sustainable Procurement Policy of Coforge emphasizes commitment from suppliers on human rights and same is included in vendor agreements and purchase orders.

10. **Assessment for the FY 2025-26:**

	% 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.**

All applicable compliances have been met, and all audits and requests for information received from authorities and customers have been satisfactorily closed. No significant risks or concerns were identified during the assessments 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 few instances, covering human rights parameters, at random periods, 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 FY 2025-26:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	100% of onsite and organization related value chain partners (by value of business) are assessed through mandatory contractual requirements. Coforge Limited implements a standard Master Service Agreement (MSA) that includes clauses covering sexual harassment, respectful workplace conduct, and ethical behaviour, with these requirements specified in all agreements and purchase orders.
Discrimination at workplace	100% of vendors operating at Coforge locations are covered under contractual clauses prohibiting forced or involuntary labour, and discrimination at workplace, and are assessed for compliance with applicable labour laws through agreement reviews and audit-based mechanisms.
Child labour	100% of vendors working at Coforge facilities are assessed through contractual compliance with Coforge's policies on anti slavery and child labour, as mandated under the Supplier Code of Conduct.
Forced labour/ involuntary labour	100% of onsite and organization related partners are assessed for non discrimination and equal opportunity practices through contractual provisions and policy reviews embedded within supplier engagement frameworks.
Wages	100% of workforce vendors are assessed for wage compliance through contractual obligations that define vendor responsibility for timely and statutory compliant wage payments. Vendors are required to submit wage payment evidence along with invoices as part of ongoing compliance monitoring.

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 risks or concerns were identified during the assessments.

Preventive controls are embedded in contractual agreements, supplier audits, and ongoing compliance monitoring. Where improvement opportunities are observed, vendors are required to implement time-bound corrective action plans, which are tracked to closure as part of Coforge's supplier governance framework.

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 2025-26	Previous Financial Year 2024-25*
From 'Renewable Sources		
Total Electricity Consumption (A)	33,359	8,508
Total Fuel Consumption (B)	0	0
Energy consumption through Other Sources (C)	0	0
Total Energy Consumption from Renewable Sources (A+B+C)	**33,359**	**8,508**
From 'Non-Renewable Sources		
Total Electricity Consumption (D)	22,213	54,770
Total Fuel Consumption (E)	4,478	6,809
Energy consumption through Other Sources (F)	0	0
Total Energy Consumption from non-renewable sources (D+E+F)	26,691	61,579
Total Energy Consumed (RE + Non-RE)	**60,050**	**70,087**
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.0000007	0.0000013
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed/ Revenue from operations adjusted for PPP)	0.000015	0.000026
Energy intensity in terms of physical output (GJ/ Permanent Employees)	2.236	2.736

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 Private Limited.

The data is for India locations.

As per IMF Database, PPP for India is 20.34 (INR) per dollar (USD), as of May 2026, World Economic Outlook (April 2026) - Implied PPP conversion rate.

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.

   Not applicable. Coforge is a software and IT services organization and does not fall within the applicability criteria of the Perform, Achieve and Trade (PAT) scheme.

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

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25*
Water withdrawal by source (in kilolitres- KL)		
(i). Surface Water	-	-
(ii). Groundwater	-	-
(iii). Third Party Water: Municipal Water	1,38,207	1,40,939*
(iv). Seawater/ Desalinated water	-	-
(v). Others: Packaged Water	1,090	956
Total Volume of water withdrawal (in KL) (i + ii + iii + iv + v)	**1,39,298**	**1,41,895**
Total volume of water consumption (in KL)	**1,28,141**	**1,30,722**
Water intensity per rupee of turnover (water consumed/ turnover)	0.0000013	0.0000024
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)		
(Total water consumption/ Revenue from operations adjusted for PPP)	0.000027	0.000049
Water intensity in terms of physical output (Total water consumed/ Permanent employees)	4.758	5.102

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 Private Limited.

The data is for India locations.

*The FY 2024-2025 figure is suitably restated/amended for fair representation; Recharged 18,692 Kl water through rainwater harvesting pits and used 26,083 KL in horticulture (totaling 44,775 KL) in FY 2025-26.

As per IMF Database, PPP for India is 20.34 (INR) per dollar (USD), as of May 2026, World Economic Outlook (April 2026) - Implied PPP conversion rate.

4. **Provide the following details related to water discharge:**

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25*
Water discharge by destination and level of treatment (in kiloliters-KL)		
(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	0	
(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	11,156	11,172
Total water discharged (in kilolitres-KL)	**11,156**	**11,172**

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 Private Limited.

The data is for India locations.

*The FY 2024-2025 figure is suitably restated/amended for fair representation.

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, non-industrial facilities that utilize water solely for domestic purposes such as drinking, handwashing, sanitation, and kitchen use. While the nature of operations does not necessitate a Zero Liquid Discharge (ZLD) mechanism, the organization has implemented a range of water efficiency and wastewater management measures aligned with responsible resource stewardship.

   The offices are equipped with Sewage Treatment Plants (STPs) for the treatment of domestic wastewater. The treated water is reused within the premises for secondary applications such as gardening and toilet flushing in our owned offices, thereby significantly reducing freshwater consumption. Additionally, the offices incorporate several water-saving interventions, including sensor-based water dispensing fixtures, motorised overflow control valves (in overhead water tanks in Greater Noida and Kolhapur), low-flow fittings, waterless urinals, and sprinkler-based irrigation systems (deployed for green belts in Greater Noida) to minimize overall water demand.

   Coforge continues to evaluate advanced water recycling options in line with regulatory expectations and best practices. Although a full ZLD system is not currently implemented, the existing wastewater treatment and reuse measures ensure that the organization maintains a minimal environmental footprint with respect to liquid discharge.

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 2025-26	Previous Financial Year 2024-25
NOx	ppmv	116	117
SOx	mg/Nm^3	16	29
Particulate Matter (PM)	mg/Nm^3	35	48
Persistent organic pollutant (POP)		Not applicable	
Volatile organic compounds (VOC)	µg/m^3	131	145*
Hazardous air pollutant (HAP)		Not applicable	
Others: Carbon mono oxide	mg/Nm^3	3.5	13

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 Private Limited.

The data is for India locations.

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 2025-26	Previous Financial Year 2024-25*
Total Scope 1 Emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	1,570	1,265
Total Scope 2 Emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	1,039	6,344
Total Scope 1 and Scope 2 emissions per rupee of turnover	Metric tonnes of CO_2 equivalent/ INR	0.00000003	0.00000014
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/ PPP (USD)	0.0000006	0.0000028
Total Scope 1 and Scope 2 emission intensity in terms of physical output	Metric tonnes of CO_2 equivalent/ permanent employees	0.097	0.297

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 Private Limited.

The data is for India locations.

As per IMF Database, PPP for India is 20.34 (INR) per dollar (USD), as of May 2026, World Economic Outlook (April 2026) - Implied PPP conversion rate

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 in operations by 2040. To achieve this target, the company has ongoing initiatives aimed at reducing greenhouse gas (GHG) emissions, such as:

Emission reduction:

- All DG sets are now equipped with RECD systems across all owned offices in India (Kolhapur and Greater Noida), reducing emission of harmful air pollutants
- Replaced air conditioning units using R22 refrigerant with R32 based systems in Greater Noida
- EV charging stations set up at the Greater Noida campus to support electric mobility adoption
- EV integration across India, covering approximately 7% of the total vehicle fleet (transition from CNG vehicles)
- An app-based carpooling system has been rolled out, with implementation currently in progress. The system operates on a subscription-based model.

Energy and efficiency:

- Our Greater Noida facility is running on 100% green energy
  - Plan to transition our Pune and Kolhapur facilities to green energy
- Complete conversion to LED lighting across Greater Noida, Gurugram, Bangalore and Hyderabad, supported by motion sensors to reduce idle energy use
- Optimized UPS and DG system in Greater Noida, leading to nearly 1,700 KVA reduction in connected load through rightsizing of backup infrastructure and 48,000 kWh reduced in electricity consumption. The rightsizing reduced lead acid batteries from 384 units to 160 units (12V, 150Ah), reducing hazardous waste and associated emissions.

Policies and certifications:

- The company has secured LEED USGBC platinum rating (Operation and Maintenance) for Greater Noida and Bengaluru and LEED ID+C Gold Rating in Hyderabad office. We have also applied for LEED USGBC (EBOM) for Pune office
- Obtained WASH certifications for the Greater Noida campus, highlighting the company's green initiatives
- Expansion of ISO certification scope to cover pan India operations
- Implementation of Single Use Plastic Free Policy across offices.

Biodiversity:

- Development and maintenance of biodiversity-rich, green belts within owned campus premises (Greater Noida and Kolhapur)
- Plantation drives on campuses on occasions such as Environment Day, Earth Day and client visits

These ongoing projects collectively enhance the company's dedication to mitigating GHG emissions, highlighting a comprehensive approach toward environmental stewardship and sustainability.

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

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25*
Total Waste Generated (in metric Tonnes)		
Plastic Waste (A)	6.85	2.7
E-Waste (B)	0	7
Bio-medical Waste (C)	0.008	0.007
Construction and Demolition Waste (C&D) (D)	0	0
Battery Waste (E)	0	26
Radioactive Waste (F)	0	0
Other Hazardous Waste generated (G) (Please specify, if any)	0.82	0.76
Other Non-Hazardous Waste generated (H) Paper, Food and PPE issuance (Please specify, if any)	39	20
Total Waste Generated (A+B+C+D+E+F+G+H)	**47**	**56**
Waste intensity per rupee of turnover (Total waste generated/ Revenue from operations)	0.0000000005	0.0000000010
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated/ Revenue from operations adjusted for PPP)	0.000000010	0.000000021
Waste intensity in terms of physical output (Total waste generated/ permanent employees)	0.00174	0.00219
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category Waste		
(i). Recycled	46	55
(ii). Re-used	0	0
(iii). Other recovery operations	0	0
Total	**46**	**55**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category Waste		
(i). Incineration	0.008	0.007
(ii). Landfilling		0
(iii). Other disposal operations	0.82	0.76
Total	**0.828**	**0.767**

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 Private Limited.

The data is for India locations.

No e-waste was generated in FY 2025-26

As per IMF Database, PPP for India is 20.34 (INR) per dollar (USD), as of May 2026, World Economic Outlook (April 2026) - Implied PPP conversion rate

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.**

Due to the nature of its IT services–led operations, Coforge does not undertake manufacturing or industrial activities and therefore does not generate hazardous waste from core business processes. However, the Company acknowledges that limited quantities of regulated hazardous waste may arise from facility management and support operations.

Limited hazardous waste such as used batteries, e waste, and DG set-related waste (including used oil, oil soaked cotton waste, and filters) is segregated, stored safely, and disposed of through authorized and licensed vendors.

Some of our core waste management initiatives are:

- In-house compost manufacturing plants converting food and horticulture waste into manure.
- E-waste and hazardous waste disposal strictly through government-approved vendors.
- Recycling and repurposing paper waste into stationery through authorized recycler.

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.
No. 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 SEZs 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 2025-26:

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
All Coforge sites/facilities are 100% compliant 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 2025-26	Previous Financial Year 2024-25
Water withdrawal by source (in kilo litres)		
(i). Surface Water		
(ii). Ground Water		
(iii). Third Party Water		
(iv). Seawater/ Desalinated Water		
(v). Others		
Total volume of water withdrawal (in KL)	Not applicable	
Total volume of water consumption (in KL)		
Water intensity per rupee of turnover (Water consumed/ Turnover)		
Water intensity per rupee of turnover		
(Water consumed/ Turnover)		
Water intensity (optional)- the relevant metric may be selected by the entity		
Water discharge by destination and level of treatment (in Kilo litres)		

Parameter	Current Financial Year 2025-26	Previous Financial Year 2024-25
(i). To Surface Water		
- No treatment		
- 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	Not applicable	
- With treatment- please specify level of treatment		
(iv). Into Seawater		
- 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- KL)		

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 Private Limited.

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

Parameter	Please specify unit	Current Financial Year 2025-26	Previous Financial Year 2024-25
Total Scope 3 Emissions (Break-up of the GHG into CO_2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	36,315	29,836
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO_2e / INR	0.00000038	0.00000054

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.

*Scope 3 emissions for relevant 6 categories, 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	Coforge's Greater Noida campus transitioned to green energy in November 2024. A captive solar power plant with an installed capacity of 75 kW supports operations, enabling the campus to operate on 100% renewable electricity.	• Achieved ~83% reduction in Scope 2 emissions at the organization level. • Reduced dependence on grid supplied fossil based power and enhanced long term energy resilience.
2.	Fuel switching & low carbon mobility	• Transition from CNG vehicles to electric vehicles (EVs) across NCR locations, with EV charging stations installed at the Greater Noida campus. • EVs currently constitute approximately 7% of the total vehicle fleet Pan India. • Transition from LPG to PNG for cooking operations to improve fuel efficiency and safety.	• Reduced direct fuel related emissions and enhanced adoption of cleaner mobility solutions. • Lowered reliance on high carbon fuels and improved employee awareness toward sustainable transportation.

S. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the Initiative
3.	Resource efficiency & energy optimization	• Approximately 75% of offices are Grade A, equipped with energy efficient HVAC systems, LED lighting, and water conservation features. • Pan India conversion to LED lighting, supported by motion sensors to minimize idle energy usage (except Pune and Kolhapur) • Installation of an energy-efficient VRV system at the Greater Noida guest house, eliminating the need to operate the entire 628 TR chiller plant during off peak periods.	• Reduction of approximately 1,700 KVA in connected load and nearly 48,000 kWh in annual electricity consumption. • Improved power reliability and operational flexibility during off peak hours. • Mitigation of Scope 1 emissions through refrigerant transition and Scope 2 emissions through reduced electricity demand. • Strengthened regulatory compliance and responsible disposal of replaced UPS equipment and batteries through authorised recyclers.
4.	Sustainable buildings & infrastructure	• Achieved LEED certification for Hyderabad and Bengaluru facilities, reflecting sustainable building design, energy efficiency, and enhanced indoor environmental quality. • Development and maintenance of green belts within campus premises.	• LEED-certified facilities result in an estimated reduction of approximately 750 tCO_2e emissions annually. • Improved biodiversity, micro climate regulation, and employee wellbeing through green infrastructure.
5.	Energy audits & management systems	• Third-party energy audits conducted at Greater Noida and Gurugram offices to assess existing practices and identify efficiency improvement opportunities. • Expansion of ISO certification scope to cover Pan India operations. • ISO 50001 (Energy Management System) targeted for implementation by FY27.	• Identification of energy saving measures enabling continuous improvement. • Strengthened governance and systematic monitoring of energy performance aligned with national and global best practices.
6.	Waste recycling & waste minimization	• In house composting plant converts all food waste generated on campus into manure, reused for landscaping. • Deployment of segregated waste bins across Pan India offices. • Reduction in paper consumption through ID card enabled printers and digitization of administrative workflows. • Removal of paper cups from Greater Noida and Gurugram offices. • Recycling carton waste into notepads.	• 100% diversion of food waste from landfill at Greater Noida through composting. • Reduced landfill burden and improved waste segregation efficiency. • Lower paper consumption and associated environmental footprint.
7.	Water stewardship & conservation	• Constructed rainwater harvesting pits at the Greater Noida campus. • Reduction of WC flushing capacity from 9 litres to 6 litres per flush. • Replacement of manual taps with automatic sensor based taps across Pan India offices. • Installation of motorised overflow control valves in overhead tanks (Greater Noida and Kolhapur). • Use of Sewage Treatment Plants (STPs) for recycling treated water for horticulture at all owned offices. • Deployment of sprinkler based irrigation systems for green belts at Greater Noida.	• 18,692 KL of water recharged in FY 2025-26. • Reduction in freshwater withdrawal and improved water use efficiency per employee. • Enhanced compliance with local water conservation norms.
8.	Plantation drives & biodiversity enhancement	• Coforge organises plantation drives during client visits and at identified locations. Saplings are planted across office campuses as part of green area development initiatives.	Enhanced green cover and carbon sequestration potential. Coforge campus has won the Noida plantation competition for five consecutive years, demonstrating sustained environmental stewardship.
9.	Other initiatives	• RECD systems installed on DG sets at all owned offices (including Greater Noida and Kolhapur) to treat exhaust air prior to release. • Implementation of a Single Use Plastic Free Policy across offices, including removal of plastic cups, bottled water, disposable cutlery, and promotion of reusable alternatives. • All delivery centers of Coforge Limited are ISO 14001:2015 and ISO 45001:2018 certified.	• Reduced emission of harmful air pollutants from DG operations. • Lower plastic waste generation and improved employee awareness.

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

The Company has implemented a robust Business Continuity Plan (BCP) to ensure the continuity of critical business operations across identified material processes. The BCP covers potential disruption scenarios such as natural calamities, security-related incidents, and infrastructure or power outages. It incorporates structured impact assessments, defined risk ratings, maximum acceptable outage (MAO) thresholds, and identified alternate recovery locations to enable timely and effective resumption of 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 a significant amount of energy, the Company is adopting renewable energy to reduce dependency on non-renewable energy for its operations.

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.

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.**

It is not applicable to Coforge Limited during 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.**

(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.	HYSEA – Hyderabad Software Enterprises Association	National
3.	IMA India Council	National
4.	Forbes Council	International

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 complaints about 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

1. **Details of Social Impact Assessments (SIA) projects undertaken by the entity based on applicable laws, in the current financial year 2025-26:**

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.					

2. **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.						

3. **Describe the mechanisms to receive and redress grievances of the community.**

Coforge has instituted a structured grievance redressal mechanism to address concerns of communities and beneficiaries impacted through its CSR initiatives. Grievances may be raised directly with implementing partners during project execution, outreach activities, community meetings, or routine interactions. All CSR partners are required to maintain documented grievance handling processes, record complaints received, and report resolution status as part of periodic monitoring updates.

Grievances that cannot be resolved at the partner level are escalated to the Coforge CSR team for review and corrective action. The mechanism is accessible to vulnerable and marginalised groups, with assurance of non-retaliation. Insights from grievances are reviewed as part of CSR governance and monitoring frameworks and are used to strengthen programme design, partner capacity, and long-term community outcomes.

4. **Percentage of input material (input to total inputs by value) sourced from suppliers:**

	Current Financial Year 2025-26	Previous Financial Year 2024-25
Directly sourced from MSMEs/ Small producers	23%	15%
Directly from within India	91%	91%

5. **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 2025-26	Previous Financial Year 2024-25
Rural	0%	0%
Semi-Urban	0%	0%
Urban	40.58%	37.28%
Metropolitan	59.42%	62.72%

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

Leadership Indicators

1. **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.	

2. **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 was implemented in the 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)**

Yes, Coforge Limited follows a Sustainable Procurement Policy that integrates supplier diversity and social inclusion considerations, including engagement with small, local and Tier-II/Tier-III suppliers, into its procurement processes. The Company encourages participation of Micro, Small and Medium Enterprises (MSMEs) and other socio-economically diverse suppliers by embedding ESG and social criteria, such as fair labour practices fair labour practices, non-discrimination, and human rights compliance, into vendor selection, onboarding, and review processes. While procurement decisions remain merit-based, Coforge promotes inclusive sourcing practices wherever feasible as part of its responsible and sustainable supply chain strategy.

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

Vendors who are qualified as MSMEs by registration under the law.

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

23%

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year 2025-26), 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:** • Opened 2 more free Coforge Public Libraries in Gurugram and Hyderabad in FY26 taking the number of Coforge Public Libraries to 3. The Coforge Public Libraries are being set up to democratize access to knowledge, provide inclusive learning spaces for the community and create pathways to increased literacy and life-long learning for all, especially underprivileged children • The Library locations are carefully selected to serve densely populated population clusters including slums, bastis, and villages • Entry and usage of the libraries is 100% free. They are inclusive spaces with zero barriers to entry for all including the physically challenged • Sector 59, Noida population in 3 km radius – 90,000-105,000; Badshahpur, Gurugram population in a 3 km radius – 85,000-90,000; Kotahguda population in a 3 Km radius – 145,000 – 160,000 • We reach out to government and NGO-run schools within a 10 km radius by conducting reading sessions in the schools by volunteers from Coforge as well as the library community. We also arrange buses to bring the children to the Coforge Public Library for exposure to a wide selection of books and an inspiring environment	1,67,000 footfall recorded across the 3 Coforge Public Libraries uptil 31 March 2026	Volunteers from Coforge and the Library community visited 146 schools and conducted reading activities with 3,662 children 4,424 children from 123 government and NGO-run schools visited the Coforge Public Library until 31 March 2026 For reasons of privacy, we do not ask for the socio-economic status of visitors of The Coforge Public Libraries
2.	Animal Welfare projects in Delhi NCR and Bangalore to mitigate the human-animal conflict and support medical treatment and survival of abused and abandoned animals Organisations supported – Me and My Human, Voice of Stray Dogs and All creatures great and small: • Medical care, surgeries, rehabilitation, and ambulances • Animal Birth Control (ABC) programs, sterilization, vaccination	1,550+	100%
3.	Sponsored a program for children of jawans (soldiers) aimed at providing them with equitable access to quality higher education	150	100%
4.	**Coforge Amrit Sarovar (Sector 135, Noida):** • Rejuvenated a degraded pond of 3.2 lakh litres capacity into a thriving ecological space, supporting migratory birds and enhancing biodiversity, using treated sewage water • Initiated the set-up of 20 KL per day WWTP with floating wetlands	60,000-70000 (Population in Sector 135 and nearby areas, up to 3 Km)	
5.	**Coforge Biodiversity Park (Sector 108, Noida):** • In 2023, Coforge cleared 22 truckloads of waste from a degraded dumping site and planted 10,000 trees to create a biodiversity park • In FY26, planted additional 1,000 trees with employee participation, developed water bodies, installed insect hotels and nests to augment native habitats for insects and birds	60,000+ (Population in Sector 108 and nearby areas, up to 3 Km)	
6.	**Coforge Citizen's park (Sector 108, Noida):** • Initiated development and maintenance of a public park in 10 acres	60,000+ (Population in Sector 108 and nearby areas, up to 3 Km)	
7.	**Coforge Data & AI Lab:** • Provided access to 6,700+ curated Skillsoft courses for continuous digital learning • Delivered a structured AI & Data Science certification pathway with capstone projects • Built ethical, future-ready technology capabilities within a public academic institution	2,500	
8.	**Coforge Innovation Lab to foster STEM learning in underprivileged youth:** • Delivered STEM education, foundational AI skills, and employability training • Strengthened career readiness for emerging job markets • Enabled sustainable livelihood pathways for urban youth	270	100%
9.	**Surajpur Wetland & Natural Forest Support Programme:** • Undertaking the cleaning and restoration of water quality in a 308-hectare wetland ecosystem with a degraded core waterbody, affecting migratory birds and local flora and fauna • Once completed, this initiative will result in the treatment of 64,735 million litres of wastewater, groundwater recharge of 22,657 million litres, carbon sequestration of 280 tCO_2e, and air pollution removal of 31.25 tonnes of air pollutants over 20 years • It will revive Surajpur's habitat value for migratory birds and local flora and fauna	1,30,000+ (Surajpur and nearby locations, up to 5 Km)	

S. No.	CSR Project	No. of persons benefited from CSR Projects	% Beneficiaries from vulnerable & marginalized groups
10.	**Entrepreneurship Development Training:** • Enabled women entrepreneurs with training and catalytic seed support for enterprise growth • Upskilled women in financial literacy, business resilience, and scalability • Supported transition from informal to sustainable income generating livelihoods • Strengthened women's economic agency and local economic participation	400	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 places strong emphasis on receiving, tracking, and acting upon client feedback to strengthen long term relationships and enhance service delivery.

To systematically capture client feedback, Coforge conducts an annual Voice of Customer (VoC) study covering a representative set of key accounts across geographies and business units. The study gathers inputs from CXOs, senior leadership, and mid management stakeholders, ensuring a holistic view of client experience across engagement levels.

The VoC program is administered by an independent third party agency through structured one on one interviews, enabling objectivity, confidentiality, and transparency. Client satisfaction and relationship strength are measured using the Net Promoter Score (NPS), which serves as a key indicator of trust, loyalty, and long term value creation.

VoC insights are systematically analysed to identify experience drivers, emerging risks, and improvement opportunities. Feedback from passive and detractor clients is translated into clearly defined action plans, with ownership assigned to delivery and account leadership teams for timely resolution and improvement. Promoter feedback is leveraged to reinforce effective practices and replicate success across other engagements.

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 2025-26		Remarks	Previous Financial Year 2024-25		Remarks
	Received	Pending at end of year		Received	Pending at end of year	
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	Not applicable	
Forced Recalls		

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 Limited has established a comprehensive framework supported by robust policies, processes, and governance mechanisms to address cybersecurity and data privacy risks across its operations. The Company follows a unified ISO based governance approach to ensure consistent risk management, control implementation, and continual improvement across delivery centres.

Coforge maintains formal certifications for ISO/IEC 27001 (Information Security Management System), ISO/IEC 27701 (Privacy Information Management System), and ISO 22301 (Business Continuity Management System). In addition, the Company aligns its controls with globally recognised frameworks such as the NIST Cybersecurity Framework and CIS Critical Security Controls and Benchmarks. Independent assurance is further supported through certifications including SOC 2 Type II, Cyber Essentials Plus, HITRUST (E1), HIPAA, and CMMI Level 5.

Privacy by design and privacy by default principles are embedded across the data lifecycle. Key privacy practices include defined triggers for Data Protection Impact Assessments (DPIAs), structured mechanisms for managing data subject rights requests, vendor privacy due diligence with contractual safeguards, and centralized governance and compliance tracking. Coforge does not use customer or personal data for any unauthorized or non contractual purposes.

Cybersecurity operations are supported by a 24×7 Security Operations Centre (SOC) with global threat intelligence, continuous monitoring, and a structured incident response framework aligned with defined escalation and recovery objectives. Periodic vulnerability assessments and penetration testing are conducted to manage and reduce cyber risk exposure.

Coforge's Privacy Statement, outlining its approach to personal data protection, is publicly available at: https://www.coforge.com/privacy-statement

Coforge's Information Security Statement is publicly available at: Information Security 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.

No significant issues, customer complaints, product recalls, or regulatory penalties were reported during the reporting period in relation to advertising practices, delivery of essential services, cyber security, or data privacy. Coforge Limited has established robust preventive frameworks through its Privacy Statement, Information Security, Code of Conduct, and incident response mechanisms to identify, investigate, and address any such issues, should they arise. No matters were reported to or are under investigation by regulatory authorities during the year.

7. Provide the following information relating to data breaches during FY 2025-26:

(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)

Coforge Limited is a global digital services and solutions provider offering IT and IT enabled services across multiple industries. Information related to the Company's services, solutions, and offerings can be accessed through the following channels:

- Company Website: https://www.coforge.com
- LinkedIn (Corporate Page): https://www.linkedin.com/company/coforge-tech/posts/?feedView=all

These platforms are regularly updated with information on service offerings, thought leadership, announcements, and other relevant updates for customers and stakeholders.

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 does not offer consumer-facing physical products; therefore, educating consumers on safe and responsible usage in the conventional product sense is not applicable. However, the Company engages with its clients through continuous communication, governance forums, and account management interactions to provide relevant guidance on responsible use of technology services, as applicable.

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

Coforge Limited has established a structured project governance and risk management framework to proactively identify and communicate any potential risks that may impact service continuity or delivery of essential services. As part of regular project governance mechanisms, active risks and mitigation actions are discussed and reviewed with clients through defined forums.

Delivery risks are assessed periodically at the engagement level, and where risks have the potential to impact timelines, quality, or continuity of services, they are promptly communicated to customers through ongoing governance interactions, including status reviews and leadership engagement. Mitigation and corrective action plans are developed, monitored, and owned by delivery and account leadership teams. In addition, Coforge's business continuity and resilience practices support preparedness for potential disruptions, ensuring timely communication and coordinated response with clients, as required. This approach enables transparency, early risk awareness, and collaborative resolution with customers to minimize the likelihood and impact of service disruption.

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. Coforge Limited does not manufacture or sell physical products; accordingly, disclosure of product-level information beyond statutory requirements is not applicable.

(b). Yes, Coforge Limited places strong emphasis on building and sustaining long-term customer relationships and conducts an annual Voice of Customer (VoC) study covering a select group of clients across key accounts, geographies, and business units. The VoC study is administered by an independent third party through structured one-on-one interviews, ensuring objectivity and transparency. Coforge uses the Net Promoter Score (NPS) as a key metric to assess overall client satisfaction, relationship strength, and long-term value creation. As part of the FY 2025-26 Voice of Customer (VoC) survey, Coforge achieved an overall Net Promoter Score (NPS) of 64, reflecting stable and consistently strong customer advocacy despite rapid organizational growth and inorganic expansion.

Independent Assurance Statement

To
Board of Directors
Coforge Limited
Special Economic Zone, Plot No. TZ-2& 2A, Sector - Tech Zone
Greater Noida (UP) - 201308, India

Introduction and Objective of Work

Bureau Veritas India Private Limited (herein after Bureau Veritas) has been engaged by Coforge Limited (hereinafter referred as ("Coforge" or "Company"), having CIN L72100HR1992PLC128382, to conduct an independent reasonable assurance of the Business Responsibility and Sustainability Report Core (hereinafter abbreviated as "BRSR Core") for the period April 1, 2025, to March 31, 2026.

This Independent Assurance Opinion Statement ("Assurance Statement") has been prepared for the stakeholders of Coforge Limited, only for the purpose of providing reasonable assurance relating to BRSR Core (Refer Annexure I) as notified by Securities and Exchange Board of India ("SEBI") vide Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

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 Statement, or our conclusions stated in the paragraph below.

Reporting Criteria

The applicable reporting framework for Business Responsibility and Sustainability Report ("BRSR") as prescribed under Section IV-B of SEBI Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

The BRSR Core indicators are 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

Scope and Boundary of Assurance

- Verification of whether the data and information included in the BRSR Core (forming part of the BRSR), comprising Key Performance Indicators (KPIs) / metrics across the 9 ESG attributes for the reporting period from 01.04.2025 to 31.03.2026, have been prepared and presented, in all material respects, in accordance with the applicable reporting criteria, and are free from material misstatement.
- Evaluation of the design, implementation, and operating effectiveness of the underlying reporting systems, processes, and internal controls used for the identification, collection, analysis, validation, and review of the reported information.

Reporting Boundary

The reporting boundary for this assurance engagement is limited to the standalone operations of Coforge Limited for the reporting period from 01.04.2025 to 31.03.2026.

Assurance Standards Used

Bureau Veritas has conducted a reasonable assurance engagement on the BRSR Core disclosures in accordance with the requirements of ISAE 3000 (Revised) and ISAE 3410, issued by the International Federation of Accountants (IFAC).

ISAE 3000 (Revised) provides the overarching framework for assurance engagements on non-financial information, while ISAE 3410 specifically addresses assurance of greenhouse gas (GHG) statements, including evaluation of emissions quantification, data management systems, and reporting boundaries.

The engagement was performed to evaluate whether the information presented in the report is free from material misstatement and has been prepared in accordance with the applicable reporting criteria. As part of the assurance process, the reported information has been assessed against the principles of Relevance, Completeness, Materiality, Reliability, Neutrality, and Understandability.

The Methodology Adopted for Assurance

Bureau Veritas conducted an independent reasonable assurance engagement on Coforge's BRSR Core disclosures for the period April 1, 2025, to March 31, 2026, aligned with the Reporting Criteria. The engagement was performed to obtain sufficient and appropriate evidence, considering materiality and associated risks.

The procedures included:

- Review of Coforge's BRSR Core disclosures to assess alignment with applicable requirements, including completeness and consistency of reported information.
- Assessment of assumptions, estimation approaches, and data management systems to evaluate data accuracy, consistency, reliability, completeness, and alignment with defined reporting boundaries and internal control mechanisms.

- Discussions with Coforge's management and relevant personnel involved in sustainability management, data compilation, reporting processes, and internal controls.
- Review of stakeholder engagement processes, materiality assessment approach, and supporting policies, procedures, and documentation related to ESG disclosures.
- Verification of data collection, transcription, and aggregation processes, including reconciliation with supporting evidence and testing of data trails.
- Sample-based testing of selected BRSR Core KPIs based on risk and materiality, including review of ESG practices and GHG emission calculations, supported by verification of underlying records, data trails, and corroborative evidence to assess whether disclosures are adequately supported and free from material misstatement.

Limitations and Exclusions

- The assurance engagement conducted by Bureau Veritas is limited to the scope and period as defined in this Assurance Statement and does not extend to the following:
- Financial performance data and related disclosures of Coforge, including audited financial statements, ratios, and financial projections.
- Activities, events, or practices occurring outside the defined period under review, including prior or subsequent reporting cycles and related developments.
- Forward-looking statements, including expressions of opinion, belief, objectives, or future commitments made by Coforge, which are inherently uncertain in nature.
- Operations, activities, or entities outside the defined organizational and geographical boundaries of the report, including third parties, suppliers, and business partners.
- Compliance with applicable environmental, social, or legal regulatory requirements, including adherence to laws, regulations, and statutory obligations.
- Statements related to corporate positioning, reputation, or other subjective interpretations not supported by verifiable, auditable, and documented evidence.

Conclusion

Bureau Veritas has conducted an independent reasonable assurance engagement on Coforge's BRSR Core disclosures for the period April 1, 2025, to March 31, 2026. A reasonable assurance engagement is designed to obtain sufficient and appropriate evidence to reduce assurance risk to an acceptably low level and provide a positive conclusion.

Based on the procedures performed, evidence obtained and information and explanations provided by Coforge's management, and subject to the inherent limitations outlined in this Assurance Statement, in our opinion, Coforge's BRSR Core disclosures are, in all material respects, prepared in accordance with the Reporting Criteria defined in this Assurance Statement.

We have also evaluated the underlying reporting systems and processes, which are found to be appropriately designed and implemented to support the accuracy, completeness and reliability of the disclosures.

Responsibilities

Coforge is responsible for the content of the Business Responsibility and Sustainability Report ("Report"), including identification of material topics, selection of reporting criteria, definition of reporting boundaries, and the monitoring, measurement, preparation, and presentation of data and disclosures.

Bureau Veritas was not involved in the preparation of the Report or underlying data. Its responsibility is limited to providing independent reasonable assurance on the non-financial disclosures within the defined scope.

This assessment is based on the information and data provided by Coforge. Bureau Veritas shall not be held liable for any decisions made based on this assurance statement, and stakeholders are advised to consider the defined scope and inherent limitations while interpreting the conclusions.

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 specializing in Quality, Health, Safety, Social, and Environmental Management, with nearly 200 years of experience in providing independent assurance services. Bureau Veritas has implemented a Code of Ethics across its operations to maintain high ethical standards and is particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has any business relationship with Coforge, its directors or officials beyond that required for this engagement. The assurance has been conducted independently, and no conflict of interest has been identified.

Bureau Veritas maintains a comprehensive system of quality control aligned with ISO/IEC 17021-1:2015, including documented policies and procedures covering ethical requirements, professional standards, and applicable legal and regulatory obligations.

Competence

The assurance engagement was carried out by a team possessing relevant expertise and experience in evaluating environmental, social, ethical, and health & safety information, systems, and processes. The team has a strong understanding of sustainability assurance methodologies and reporting frameworks, including ESG disclosures and applicable international standards such as GRI Standards, AA1000AS, ISO 14001, ISO 45001, ISO 14064, ISO 14068, ISO 50001, and ISO 9001.

The engagement was performed in accordance with established professional practices and ethical principles, ensuring consistency, rigor, and adherence to applicable assurance requirements.

Restriction on use of our Assurance Statement

Our Assurance Statement providing independent reasonable assurance 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 its 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 addresses 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
Date: 09/06/2026

Munji Rama Mohan Rao
Technical Reviewer
Bureau Veritas (India) Private Limited
Hyderabad, India
Date: 09/06/2026