

CYIENT

09 June 2026

BSE Limited
PJ Towers, 25th Floor
Dalal Street
Mumbai 400001
Scrip Code: 532175

National Stock Exchange of India Ltd
Exchange Plaza
Bandra-Kurla Complex, Bandra (E)
Mumbai-400 051
Scrip Code: CYIENT

Dear Sir/Madam,

Sub: Business Responsibility and Sustainability Reporting
Ref: Regulation 34(2)(f) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Please find the enclosed Business Responsibility and Sustainability Report ('BRSR') for financial year 2025-26, along with Independent Practitioner's Reasonable Assurance Report on the BRSR Core Indicators provided by Bureau Veritas India Limited.

This is for your information and records.

Thanking you
For Cyient Limited

Ravi Kumar Nukala
Dy. Company Secretary

Cyient Ltd. 4th Floor, A Wing, 11 Software
Units Layout, Madhapur
Hyderabad -500 081
India

CIN: L72200TG1991PLC013134
www.cyient.com
Company.secretary@cyient.com
T +91 40 6764 1000
F +91 40 2311 0352

INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT

To
The Board of Directors of Cyient Limited

Introduction and objectives of work

The Board of Directors of Cyient Limited (the 'Company') have engaged us for providing Assurance Report on identified sustainability information in the Business Responsibility & Sustainability Report (BRSR) of the Company for the year ended March 31, 2026, including relevant information of the previous year disclosed in the BRSR.

Our scope of work consists of Reasonable Assurance on BRSR Core indicators and Limited Assurance for BRSR Non-Core Indicators in the BRSR Report, as described in the Securities and Exchange Board of India's (SEBI) vide Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

Opinion

Reasonable Assurance for 9 BRSR-Core Parameters (Refer to Annexure enclosed)

We have performed a Reasonable Assurance engagement on whether the Company's identified sustainability information i.e. BRSR Core indicators disclosed in the BRSR report for the period from April 01, 2025 to March 31, 2026 including relevant information of the previous year disclosed in the BRSR, has been prepared in accordance with the Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, guidance notes for BRSR format issued by SEBI.

In our opinion, the Company's BRSR Core indicators disclosed in the BRSR report for the period from April 01, 2025 to March 31, 2026 including relevant information of the previous year disclosed in the BRSR subject to reasonable assurance is prepared in all material respects, in accordance with the Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and basis of preparation as set out in Section A General Disclosures 13 of the BRSR Report for the year ended March 31, 2026.

The Company has established appropriate systems for the collection, aggregation, and analysis of quantitative data on all BRSR Core indicators.

Our opinion is not modified in respect of this matter.

Basis for opinion and summary of our work

We have performed the Reasonable Assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and in line with the requirements of Bureau Veritas's Internal Standards and Requirements for assurance of Sustainability Reports.

As part of its independent reasonable assurance engagement, we assessed the appropriateness and robustness of underlying reporting systems and processes, used to collect, analyse and review the information reported. In this process, we undertook the following activities:

- Assessment was conducted by means of physical site visits at Bengaluru, Uppal, Warangal, Manikonda, Madhapur and Virtual assessment was conducted for Vizag and Kakinada sites. Bureau Veritas interviewed personnel of Cyient including Environment, & Sustainability team, Senior Management from Environment & Sustainability, Department/Section Heads of Facilities & Services, Human Resources, L&D, Procurement, IT Infra, Legal, CSR, Business Excellence, Occupational Health & Safety, Finance & Corporate Secretarial and other relevant departments.
- The assurance process involved carrying out an Assessment by experienced assessors from Bureau Veritas.
- The Company has submitted performance data on reported BRSR topics. The data pertaining to each location visited was assessed by Bureau Veritas through the process above described.
- Data on various BRSR attributes were assessed for the locations that were visited. Later, it was confirmed that the same assessed data went into preparation of the final data within the BRSR Report for FY 2025-26.
- Review of Company's data and information systems for collection, aggregation, analysis and review.

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Sustainability Reports, based on the current best practice in independent assurance.

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the BRSR report are the sole responsibility of the Company and its management. We



are not involved in drafting or preparation of BRSR Report. Our sole responsibility was to provide independent reasonable assurance on BRSR Core indicators stated in the BRSR report for the year ended March 31, 2026.

Our responsibility

We are responsible for performing Reasonable Assurance on the BRSR Core indicators, Limited Assurance of Non-Core Indicators in the BRSR Report of the company for the period from April 01, 2025 to March 31, 2026 including relevant information of the previous year disclosed in the BRSR report, are free from material misstatements, whether due to fraud or error, in accordance with the reporting requirements stated above. Our responsibility includes forming an independent opinion, based on the procedures performed by us and the evidence we have obtained, and reporting our reasonable assurance opinion on the BRSR Core indicators, Limited Assurance for Non-Core Indicators to the Directors of Cyient Limited.

Limitations and Exclusions

- Excluded from the scope of our work is any assurance of information relating to:
- Activities outside the defined assurance period.
- Positional statements (expressions of opinion, belief, aim or future intention by Divi's Laboratories Limited and statements of future commitment.
- Competitive claims in the report claiming, "first company in India", "first time in India", "first of its kind", etc.

Our assurance does not extend to the activities and operations of Cyient Limited outside of the scope and geographical boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 198 years history.

M Rama Mohan Rao

Lead Assuror
Bureau Veritas (India) Private Limited
Hyderabad, India
Dt: 06.06.2026

Its assurance team has extensive experience in conducting assessment over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Divi's Laboratories Limited.

Competence

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

Restriction on use of Our Report

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

Rupam Baruah

Technical Reviewer
Bureau Veritas (India) Private Limited
Mumbai, India
Dt: 06.06.2026



Annexure

Reasonable level of assurance is provided for following '9 Indicators included in BRSR-Core

S. No.	Attribute	Parameter	Cross Reference to the BRSR
1	Greenhouse Gas (GHG) Footprint	Scope 1 Emissions	Principle 6, Question 7 of Essential Indicators
		Scope 2 Emissions	
		GHG Emission Intensity	
2	Water Footprint	Total Water Consumption	Principle 6, Question 3 of Essential Indicators
		Water Intensity	
		Water Discharge	Principle 6, Question 4 of Essential Indicators
3	Energy Footprint	Total Energy Consumed	Principle 6, Question 1 of Essential Indicators
		% from Renewable Sources	
		Energy Intensity	
4	Waste Management (Circularity)	Category-wise Waste Generation	Principle 6, Question 9 of Essential Indicators
		Waste Intensity & Recovery	
5	Employee Wellbeing and Safety	Spending on Well-being	Principle 3, Question 1(c) of Essential Indicators
		Safety Incidents	Principle 3, Question 11 of Essential Indicators
6	Gender Diversity	Wages Paid to Females	Principle 5, Question 3(b) of Essential Indicators
		POSH Complaints	Principle 5, Question 7 of Essential Indicators
7	Inclusive Development	MSME/Indian Sourcing	Principle 8, Question 4 of Essential Indicators
		Wages in Smaller Towns	Principle 8, Question 5 of Essential Indicators
8	Customer & Supplier Fairness	Data Breach Incidents	Principle 9, Question 7 of Essential Indicators
		Accounts Payable Days	Principle 1, Question 8 of Essential Indicators
9	Business Openness	Related Party Transactions & Concentration	Principle 1, Question 9 of Essential Indicators

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORTING

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity		
1	Corporate Identity Number (CIN) of the Listed Entity	L72200TG1991PLC013134
2	Name of the Listed Entity	Cyient Limited
3	Year of incorporation	1991
4	Registered office address	4th Floor, A' Wing, Plot .11, Software, Units Layout, Infocity, Madhapur Hyderabad, Telangana - 500 081
5	Corporate address	4th Floor, A' Wing, Plot .11, Software, Units Layout, Infocity, Madhapur Hyderabad, Telangana - 500 081
6	E-mail	company.secretary@cyient.com
7	Telephone	+91 40 6764 1000
8	Website	www.cyient.com
9	Financial year for which reporting is being done	FY 2025-26
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange (NSE: CYIENT) and the Bombay Stock Exchange (BSE: 532175)
11	Paid-up Capital	₹ 555,630,940
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	PNSV Narasimham President – Corporate Functions Phone: +91-40-67641000 Email: pnsv.narasimham@cyient.com
13	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	<p>This report has been prepared on a standalone basis for Cyient's Engineering Services operations in India. The reporting excludes operations outside India. Cyient Limited has assessed this exclusion and determined that it is not material, either qualitatively or quantitatively, for BRSR reporting purposes, as the excluded locations primarily operate as virtual offices or together account for less than 1% of the total headcount.</p> <p>Certain points have been restated for PY, following a review to ensure accuracy and consistency across the indicators.</p>
14	Name of assessment or assurance provider	Bureau Veritas India Limited
15	Type of assessment or assurance obtained	Reasonable Assurance

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Engineering Services	The Company's service and solution offerings span across various business units, including Aerospace & Defense, Transportation, Semiconductor, Medical & Healthcare, Communications, Energy & Utilities, Hi-tech, and Automotive.	100.00

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

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Engineering Services	62099	100.00

III. 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	0	9	9
International	0	34	34

Details of locations of the Company's offices / plants are cross-referenced in the Annual Report.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	22
International (No. of Countries)	107

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

79%

c. A brief on type of customers

Cyient is committed to being a trusted partner to a diverse portfolio of B2B clients across multiple industries. Through a highly collaborative approach, we work closely with leading organizations in aerospace and defense, rail transportation, communications, utilities, hi-tech, semiconductors, energy, and industrial plant engineering. We also play a vital role in advancing geospatial technologies, medical technology and healthcare, automotive and mobility, mining and natural resources, and digital industries-driving innovation and enabling sustainable success. By understanding our clients' unique requirements, we deliver tailored solutions that accelerate growth and maximize impact. Our unwavering focus on customer-centric excellence fosters long-term, trusted partnerships and ensures continued success for our clients.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	12,038	8,882	73.78	3,156	26.22
2.	Other than Permanent (E)	37	34	91.89	3	8.10
3.	Total employees (D + E)	12,151*	8,916	73.37	3,159	25.98
WORKERS						
4.	Permanent (F)	NA	NA	NA	NA	NA
5.	Other than Permanent (G)	NA	NA	NA	NA	NA
6.	Total workers (F + G)	NA	NA	NA	NA	NA

*The reported total count of permanent and non-permanent employees includes individuals who have chosen not to disclose their gender. The number of such employees is 11 permanent employees and 65 among non-permanent employees.

#Note: Excluding categories other than Employees ensures data consistency and accuracy, as contingent workers often have varied, short-term, or third-party contractual arrangements that can lead to unreliable or incomparable ESG metrics. Since our core business operations and culture are primarily driven by permanent employees, focusing ESG reporting on this group provides a clear and representative picture of our workforce practices. This approach also aligns with certain voluntary ESG frameworks that allow flexibility in defining the reporting boundary based on materiality and direct management control.

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	58	43	74.14	15	25.86
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total differently abled employees. (D + E)	58	43	74.14	15	25.86
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	NA	NA	NA	NA	NA
5.	Other than permanent (G)	NA	NA	NA	NA	NA
6.	Total differently abled workers (F + G)	NA	NA	NA	NA	NA

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	1	12.5
Key Management Personnel	4	0	NA

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total*	Male	Female	Total	Male	Female	Total
	Permanent Employees	20.50	23.00	21.20	27.50	28.10	27.60	21.60	25.50
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

* The turnover rate for permanent employees who chose not to disclose their gender was 36.40%. The overall turnover figure includes employees across all gender categories: Male, Female, and Undisclosed.

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
---------	---	--	-----------------------------------	--

The details of holding/subsidiary/associate companies/joint ventures have been cross-referenced in the Board's Report.

VI. CSR Details

24.	(i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)	Yes
	(ii) Turnover (in Rs.)	23,633 Mn
	(iii) Net worth (in Rs.)	35,897 Mn

VII. Transparency and Disclosures Compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	Current Financial Year (FY 2025-26)			Previous Financial Year (FY 2024-25)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes https://www.cyient.com/investors/corporate-governance	30	0	All the complaints have been resolved.	8	0	All the complaints have been resolved.
Investors (other than shareholders)	We have a designated Compliance and Grievance Redressal Officer, along with a Nodal Officer, and dedicated email addresses for investors to submit their complaints or concerns Cyient Contact Us	0	0	NA	0	0	NA
Shareholders	Yes	7	0	All the complaints have been resolved	6	6	All the complaints have been resolved.
Employees and workers	Yes	3	0	All the complaints have been resolved	4	0	All the complaints have been resolved.
Customers	Yes Cyient Contact Us	0	0	NA	0	0	NA
Value Chain Partners	Yes We have established a common email inbox for vendors to report their issues. This email is listed in the Vendor Business Code of Conduct document, which is distributed to all suppliers as a weblink accompanying the Purchase Order.	0	0	NA	0	0	NA
Other (please specify)	Yes	0	0	NA	0	0	NA

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

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

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Energy Management	Opportunity	The strategic adoption of renewable energy technologies -particularly solar and wind power - presents a transformative opportunity to diminish dependence on finite, carbon-intensive resources such as fossil fuels. This transition not only fosters long-term cost efficiency but also enhances the stability and resilience of energy systems. Moreover, renewable energy is instrumental in significantly curbing greenhouse gas emissions, thereby contributing to environmental preservation while simultaneously driving down operational and societal energy costs. Embracing these sustainable alternatives is a critical step toward a cleaner, more economically viable energy future.	NA	Positive
2.	Climate Transition & Physical Risks	Risk	The sector may face climate transition risks like regulatory shifts, rising energy costs, and pressure to adopt greener technologies, while physical risks include extreme weather disrupting data centers, supply chains, and infrastructure resilience.	Our focus is towards adopting renewable energy and investing in resilient infrastructure. Diversified supply chains and disaster-resistant facilities help reduce vulnerabilities; while aligning with sustainability regulations ensure compliance and cost efficiency. Predictive analytics and AI-driven monitoring may strengthen operational resilience and business continuity.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Supply Chain Management	Risk	Cyient's supply chain is subject to a range of potential risks that could impact both operational performance and corporate reputation. A key concern lies in the sustainability practices of its suppliers. If suppliers fail to adhere to environmentally responsible standards, it could lead to an increase in Cyient's Scope 3 emissions, undermining the company's broader sustainability objectives. Additionally, any instances of regulatory non-compliance by suppliers may expose Cyient to legal liabilities, operational disruptions, and reputational damage. Proactive engagement and rigorous oversight of supply chain partners are therefore essential to mitigate these risks and uphold the company's commitment to responsible business practices.	To fortify our commitment to responsible business practices, we adhere to a robust Vendor Code of Conduct (VCoC) and a meticulously designed Sustainable Supplier Assessment Framework. These initiatives serve as essential pillars in mitigating potential supply chain risks while fostering ethical and sustainable sourcing. Furthermore, our recurring Vendor Meets act as a strategic platform for meaningful engagement with our partners. These interactions enable us to reinforce our sustainability objectives, ensure alignment with our core principles, and collaboratively drive progress towards a more resilient and environmentally conscious supply chain.	Negative
4.	Human Capital Management	Opportunity	The talent shortage in the Software & IT Services industry creates opportunities for investment in education, upskilling, and diversity initiatives, fostering innovation, workforce expansion, and long-term business growth while enhancing employee retention and engagement.	NA	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5.	Occupational Health & safety	Risk	Risks in the service industry include ergonomic strain, prolonged screen exposure, mental stress, and burnout, which can lead to reduced productivity, absenteeism, and employee disengagement. Prioritizing ergonomic setups, mental health support, and wellness programs is essential for workplace well-being.	Promoting ergonomic workspaces, screen time management, mental health support, and wellness programs, ensuring a healthier and more productive workforce.	Negative
6.	Customer Relations	Opportunity	Cyient believes that enhanced customer loyalty in the sector drives repeat business, brand trust, and long-term revenue growth, creating opportunities for premium services, cross-selling, and market expansion.	NA	Positive
7.	Corporate Governance	Opportunity	Stakeholders - including investors, regulators, and customers - expect transparent reporting on financial performance, ESG metrics, and governance practices. In a sector with high environmental and social risks, transparency is key to building credibility and maintaining access to capital. Inadequate or inconsistent disclosure can lead to regulatory scrutiny, loss of investor confidence, and reputational harm. It also affects the company's ability to be included in sustainability indices or to qualify for ESG-linked financing. The quality and completeness of disclosures reflect the company's governance maturity and accountability.	NA	Positive

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8.	Business Ethics, Integrity & Transparency	Risk	<p>Engaging in unethical business practices poses significant risks to Cyient's financial stability and corporate reputation. Such actions can lead to serious legal and regulatory repercussions, including fines, sanctions, and operational conflicts. Beyond the immediate consequences, unethical conduct undermines stakeholder trust - eroding customer loyalty, diminishing market share, and weakening investor confidence.</p> <p>Maintaining the highest standards of integrity is not only a legal obligation but a strategic necessity. By fostering a culture of transparency, accountability, and ethical decision-making, Cyient reinforces its commitment to responsible governance and long-term value creation.</p>	<p>The Corporate Governance Manual serves as a foundational guide for the Board, management, and employees, providing insightful direction and strategic counsel. It empowers stakeholders to navigate decisions aligned with our vision, mission, and long-term growth strategy, ensuring a steadfast commitment to Environmental, Social, and Governance (ESG) principles.</p> <p>By integrating ESG-driven governance, we aim to foster sustainable development, enhance corporate responsibility, and create lasting value for all stakeholders.</p> <p>This manual not only reinforces ethical leadership but also acts as a blueprint for achieving resilience and prosperity in an ever-evolving business landscape.</p>	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9.	Data Security & Privacy	Risk	Breaches in data privacy can have far-reaching consequences, exposing organizations to substantial legal liabilities, financial penalties, and reputational harm. Such incidents not only compromise sensitive information but also erode the trust of customers, partners, and other key stakeholders. A decline in confidence can lead to reduced business opportunities, customer attrition, and long-term damage to brand credibility. At Cyient, protecting data privacy is a critical priority. By implementing robust data protection protocols and adhering to global compliance standards, we aim to ensure the confidentiality, integrity, and security of all stakeholder information - reinforcing our commitment to ethical and responsible data stewardship.	Cyient employs a robust Data Leak Prevention (DLP) solution designed to safeguard the intellectual property of both our clients and our organization. This advanced security mechanism proactively monitors, detects, and prevents unauthorized access or transmission of sensitive information. By implementing stringent data protection controls, our DLP framework ensures the confidentiality and integrity of critical assets reinforcing our commitment to secure, responsible, and trustworthy business operations.	Negative
10.	Systemic Risk Management	Risk	The rise of cloud computing and SaaS introduces systemic risks such as server downtime, programming errors, and cyber threats, which can disrupt critical industries like finance and utilities. These sectors rely heavily on centralized cloud data centers, increasing vulnerability to failures. Compliance challenges also arise, as shifting data storage to third-party providers requires strict adherence to privacy and security regulations. Additionally, service disruptions or breaches can lead to financial losses and reputational damage, making cybersecurity investments and disaster recovery strategies essential. While improved IT infrastructure creates market expansion opportunities, companies must balance innovation with robust risk mitigation to ensure long-term resilience.	Investment in robust cybersecurity, including encryption, multi-factor authentication, and real-time threat monitoring to prevent breaches. Redundant data centers and disaster recovery plans can minimize service disruptions and ensure business continuity. Compliance with regional data privacy regulations is essential, requiring strict governance frameworks and periodic audits. Diversifying cloud infrastructure across multiple providers enhances resilience.	Negative

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
11.	Competitive Behaviour	Risk	Software and IT service entities face risks such as costly litigation, regulatory scrutiny, and potential antitrust violations due to overlapping patent claims and restrictive IP practices. Legal challenges may impact market share, pricing power, and revenue, requiring careful IP management to balance innovation and fair competition.	Adopting transparent IP policies, ensure fair licensing practices, and engaging in proactive patent management to balance innovation with competition while minimizing litigation risks and regulatory scrutiny.	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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						No		Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes						No		Yes
c. Web Link of the Policies, if available	https://www.cyient.com/hubfs/2024/Investors/Corporate%20Governance/CYIENT_CSR_Policy_Document.pdf https://www.cyient.com/hubfs/2025/Investors/Corporate%20Governance/Policies/EOHS_Policy.pdf https://www.cyient.com/hubfs/2025/Investors/Corporate%20Governance/Policies/HR-IN-G-PSH-C5-POL-Prevention-of-Sexual-Harassment-Policy-Edited%20%20V2.4.pdf https://www.cyient.com/hubfs/Statutory_information/Code_of_Conduct.pdf https://www.cyient.com/hubfs/FY_19_Revamp_Assets_Website/Investors%20/Corporate%20Governance/LP-017-ABC%20(Global%20Anti-Bribery%20and%20Anti-Corruption%20Policy).pdf https://www.cyient.com/hubfs/FY_19_Revamp_Assets_Website/Investors%20/Corporate%20Governance/FP-028-VCC(Vendor%20Business%20Code%20of%20Conduct).pdf https://www.cyient.com/hubfs/2024/Investors/Corporate%20Governance/Cyient_Sustainability_Policy.pdf Grievance_Redressal_at_Cyient_Foundation_CSR_Projects.pdf Microsoft Word - Human Rights Policy Cyient's Commitment to Information Security.pdf https://www.cyient.com/hubfs/2025/Investors/Corporate%20Governance/Policies/Whistle_Blower_Policy_Procedure_V_1.7.pdf https://www.cyient.com/hubfs/2023/FY23-Financials/LP-010-COC_(CODE_OF_ETHICS_AND_BUSINESS_CONDUCT)_Aug_14_2023.pdf								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
2. Whether the entity has translated the policy into procedures. (Yes / No)				Yes			No		Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	<p>Cyient and its affiliated entities have implemented a comprehensive Vendor Code of Conduct that applies to all vendors, sub-vendors and subcontractors engaged in business transactions with the Company or acting on its behalf. The Code outlines the standards expected of value chain partners across governance, environmental and social parameters. Through the application of this Code, the Company seeks to embed responsible business conduct across its value chain and align partner practices with its broader commitments to ethics, sustainability and operational discipline.</p> <p>The detailed policy may be accessed at: VCC(Vendor Business Code Of Conduct).pdf</p>								
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.	<p>Cyient has achieved multiple quality management system certifications, demonstrating its commitment to excellence and industry standards. Below are the following national and international certifications, labels, and standards:</p> <p>Quality Management Systems (QMS):</p> <ul style="list-style-type: none"> • ISO 9001:2015 – Establishes a framework for quality management, ensuring consistent product and service excellence. • TL 9000 R 6.3/R5.7 – A specialized QMS tailored for the telecommunications sector. • ISO 22163 (IRIS) Rev 04 – Defines quality management requirements specific to the railway industry. • AS 9100 Rev D – A comprehensive QMS designed for the aerospace sector. • ISO 13485:2016 – Focuses on quality assurance in medical device manufacturing. <p>Information Security and IT Management:</p> <ul style="list-style-type: none"> • ISO 27001:2022 (ISMS) – Establishes guidelines for information security management systems, safeguarding data and systems integrity. • TISAX – A security standard dedicated to the automotive industry. • SOC 2 Type II – Ensures compliance with information security policies and controls within service organizations. • ISO/IEC 20000-1:2018 – Focuses on IT service management, ensuring efficiency and reliability in IT operations. <p>Environmental Management and Sustainability:</p> <ul style="list-style-type: none"> • ISO 14001:2015 (EMS) – Outlines environmental management system standards to enhance sustainable practices. <p>Occupational Health and Safety:</p> <ul style="list-style-type: none"> • ISO 45001:2018 (OHSMS) – A global standard for occupational health and safety management systems, promoting workplace safety. <p>Capability Maturity and Organizational Excellence:</p> <ul style="list-style-type: none"> • CMMI 2.0 – A performance improvement framework that enhances process maturity and operational effectiveness. 								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>Our sustainability framework is built on well-defined objectives that serve as key benchmarks, enabling us to track progress and measure the impact of our initiatives. By setting clear, time-bound targets across various pillars, we ensure consistent advancements while refining our strategies through ongoing monitoring.</p> <p>Environmental Goals</p> <ul style="list-style-type: none"> • Increase renewable energy utilization at owned sites to 75.00% by FY 2040 • Reduce Scope 1 & 2 emissions to 50.00% by FY 2040 • Achieve 100.00% wastewater recycling at owned sites by FY 2030 • Implement 50.00% rainwater harvesting in owned offices by FY 2026 • Conduct ESG assessments of suppliers covering 75.00% of total organizational spending by FY 2027 • Reduce single-use plastic by 50.00% by FY 2030 <p>Social Goals</p> <ul style="list-style-type: none"> • Ensure 95.00% associate participation in the eSAT survey by FY 2030 • Increase female workforce representation to 39.00% by FY 2030 • Positively impact 1 million individuals through community initiatives by FY 2030 • Provide sustainability training to all associates by FY 2030 • Conduct Human Rights training for all associates by FY 2030 <p>These targets reflect our commitment to fostering sustainable business practices, ensuring environmental responsibility, and driving positive social impact while continuously refining our approach for long-term success.</p>								
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>Yes, the performance related and other relevant details will be disclosed in our Sustainability Report FY 2025-26.</p> <p>The entity remains committed to aligning with its ESG goals and targets, with continuous efforts to enhance alignment in the subsequent reporting periods Strategic initiatives are being undertaken to progressively improve performance and ensure sustained compliance with ESG commitments.</p>								
<p>Governance, leadership, and oversight</p>									
<p>7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)</p>	<p>At Cyient, we remain steadfast in embedding sustainability at the core of our strategy, guided by robust governance and a forward-looking ESG vision. During FY 2025–26, we delivered meaningful progress across our environmental, social, and governance priorities under the active oversight of our Boardlevel ESG Committee. We enhanced operational efficiency by reducing overall energy consumption by 13%, while accelerating our transition towards cleaner energy sources, increasing renewable energy adoption by 34% year-on-year. Our commitment to environmental stewardship is further reflected in achieving 100% wastewater recycling and maintaining zero liquid discharge across all our locations.</p> <p>On the social front, we continue to strengthen our people-centric approach, supporting a workforce of over 12,000 employees through strong health, safety, and well-being initiatives. We maintained zero workplace fatalities, achieved near-universal coverage in health and safety training, and ensured 100% completion of human rights training reinforcing our commitment to an inclusive, safe, and equitable workplace. Our governance framework remains strong and transparent, with zero instances of regulatory non-compliance and continued integration of ESG principles across our value chain, including the assessment of key suppliers representing nearly half of our procurement spend.</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
----------------------	----	----	----	----	----	----	----	----	----

We recognize that the evolving landscape of ESG regulation heightened expectations on sustainable supply chains, and the need to further advance diversity, inclusion, and data transparency present both challenges and opportunities. In response, we have set clear and ambitious targets, including achieving 75% renewable energy utilization and a 50% reduction in Scope 1 and 2 emissions by FY 2040, increasing female workforce representation to 39% by FY 2030, and expanding ESG assessments across our supplier ecosystem. While areas such as Scope 3 emissions measurement and ESG data harmonization are still evolving, we are actively strengthening our systems and capabilities to address these priorities.

Overall, our ESG journey reflects a disciplined and balanced approach delivering performance improvements while proactively managing risks and creating sustainable, long-term value. We remain committed to advancing responsible business practices and driving meaningful impact for all our stakeholders.

<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>Oversight of the Company's Business Responsibility policies rests with a designated leadership team led by the President of Corporate Functions, Mr PNSV Narasimham. The leadership team holds periodic discussions on material environmental, social and governance (ESG) matters to review implementation, monitor progress and identify areas for further strengthening. This governance-led approach supports the effective execution of the Company's policies and enables continuous improvement in line with evolving regulatory expectations and business priorities.</p>
<p>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.</p>	<p>Cyient has established a dedicated ESG Committee of the Board to provide oversight into the Company's sustainability agenda. The Committee comprises three Board members and meets at least twice during the year to review the Company's performance across key areas, including sustainability, health and safety, diversity and inclusion, and corporate social responsibility. Through its periodic reviews and guidance, the Committee supports the integration of sustainability priorities into business operations and drives continuous improvement across material ESG areas.</p>

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board: ESG Committee and Risk Management Committee									ESG Committee: Meets annually Risk Management Committee: Meets biannually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee of the Board: ESG Committee and Risk Management Committee									ESG Committee: Meets annually Risk Management Committee: Meets biannually								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	Yes, Bureau Veritas India								

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)							No		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)							No		
The entity does not have the financial or/human and technical resources available for the task (Yes/No)							No		
It is planned to be done in the next financial year (Yes/No)						NA	No		NA
Any other reason (please specify)							Cyient Limited participates in relevant industry forums to engage on sector-specific matters and contribute its perspectives towards broader industry development. The Company also undertakes public interest initiatives, both independently and in collaboration with trade associations and industry partners, in a manner aligned with its core values and principles of responsible business conduct. Given the nature and manner of these engagements, the Company currently addresses such participation through its existing governance framework and does not maintain a separate standalone policy for these activities.		

SECTION C: Principle wise performance

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as "Essential" and "Leadership". While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

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

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	11	<ul style="list-style-type: none"> Compliance Training - Preventing Workplace Harassment and Discrimination Supervisors Understanding Contracts A Guide for Non-Contracts domain Professionals Roles and Responsibilities 	45
Key Management Personnel	9	Data Privacy, Code of Ethics, Information Security, Quality Management	75
Employees other than BoD and KMPs	43	<ul style="list-style-type: none"> Compliance Training First Aid Training Fire mock drill training Medical Technology and Healthcare Awareness on Quality Policy Safety policy & Objectives Safety Awareness 	0.35
Workers	NA	NA	NA

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 disclosed on the entity's website):

Monetary					
	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty/Fine					
Settlement			Nil		
Compounding Fee					
Non-Monetary					
	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Imprisonment					
Punishment			Nil		

3. Of the instances disclosed in Question 2 above, details 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
Not Applicable	

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

Cyient's Global Anti-Bribery and Anti-Corruption Policy provides a framework to prevent bribery, corruption and other unethical practices across its operations. The policy prohibits bribery, facilitation payments and kickbacks, and sets out the standards expected for compliant and ethical business conduct. It applies to all associates and includes requirements relating to appropriate record-keeping, due diligence in third-party engagements, and the responsible handling of gifts, hospitality, political contributions and charitable donations. The policy also provides mechanisms for reporting concerns relating to suspected misconduct, thereby reinforcing Cyient's commitment to integrity, accountability and ethical governance.

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

	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest

	FY 2025-26 (Current Financial year)		FY 2024-25 (Previous Financial year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	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.

Not Applicable

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

	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial year)
Number of days of accounts payable	98.34	57*

*Accounts payables days have been increased in FY'26 due to increase in inter-co payable balances, FY'25 number has been restated in line with revised computation method.

9. Open-ness 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	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial year)
Concentration of purchases	a. Purchases from trading houses as a % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA

Parameter	Metrics	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial year)
Concentration of sales	a. Sales to dealers/ distributors as % of total sales	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	Purchases (Purchases with related parties/ Total Purchases)	19.00%	2.00%
	Sales (Sales to related parties/ Total Sales)	42.00%	45.50%
	Loans & Advances (Loans & Advances given to related parties/ Total Loans & Advances)	0%	100.00%
	Investments (Investments in related parties/ Total Investments)	100%	72.00%

Leadership Indicators

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

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
12	PoSH	10

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. Cyient has established processes to identify, avoid and manage conflicts of interest involving members of the Board and senior management personnel. Directors and senior management personnel are required to avoid, and where applicable disclose, any activity, relationship or association that may create, or appear to create, a conflict between their personal interests and the interests of Cyient. Any actual or potential conflict of interest is required to be disclosed to the Board for appropriate review. The Code also requires that relationships with suppliers, contractors, customers, competitors or regulators should not influence independent and objective decision-making on behalf of Cyient. In situations of uncertainty, individuals are expected to disclose the matter for consideration.

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 the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial year)	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
Capex	Nil	1.16	NA

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

B. If yes, what percentage of inputs were sourced sustainably?

A. No

B. Cyient has implemented a Sustainable Supplier Assessment Framework to integrate sustainability and ESG considerations across its supply chain. While Cyient does not maintain a separate standalone policy on sustainable sourcing, its approach is guided through established internal practices, including a preference for sourcing from local suppliers within India, where feasible. Cyient's expectations in relation to sustainable sourcing and responsible supply chain conduct are further articulated in its Vendor Code of Conduct, which can be accessed at:

[https://www.cyient.com/hubfs/FY_19_Revamp_Assets_Website/Investors%20/Corporate%20Governance/LP-017-ABC%20\(Global%20Anti-Bribery%20and%20Anti-Corruption%20Policy\).pdf](https://www.cyient.com/hubfs/FY_19_Revamp_Assets_Website/Investors%20/Corporate%20Governance/LP-017-ABC%20(Global%20Anti-Bribery%20and%20Anti-Corruption%20Policy).pdf)

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 and (d) other waste.

Cyient's primary focus is on delivering engineering services, and therefore this aspect is not applicable to its operations. The Company does not engage in activities that generate significant quantities of plastics, e-waste, hazardous waste or other materials requiring end-of-life reclamation. Cyient's operations are centered on providing innovative engineering solutions, which inherently minimize environmental impact related to product and material waste.

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 Boards? If not, provide steps taken to address the same.

Not Applicable.

Leadership Indicators

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

NIC Code	Name of the 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 the web-link
----------	------------------------------	---------------------------------	---	---	--

Not Applicable

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
-------------------------	---------------------------------	--------------

Not Applicable

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	
	FY 2025-26	FY 2024-25

As a provider of engineering and technology services, Cyient's operations do not involve material-intensive processes or reliance on physical inputs. Accordingly, this aspect is not applicable within the context of its service delivery model.

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:

	FY 2025-26			FY 2024-25		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	NA			NA		
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
---------------------------	---

As a provider of engineering and technology solutions, Cyient operates within a service-based model that does not rely on significant physical input materials. Accordingly, this metric is not applicable to our business operations.

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	% Of employees covered by										
	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	8,882	8,371	94.25	8,854	99.68	NA	NA	8,882	100	0	0
Female	3,156	2,865	90.78	3,135	99.33	2,898	91.82	NA	NA	3,156	100
Total	12,049	11,236	93.25	11,989	99.50	2,898	24.05	8,882	73.71	3,156	26.19
Other than Permanent Employees											
Male	34	0	0%	0	0%	NA	NA	0	0	0	0
Female	3	0	0%	0	0%	0	0	NA	NA	0	0
Total	102	0	0%	0	0%	0	0	0	0	0	0

*The reported total count of permanent and non-permanent employees includes individuals who have chosen not to disclose their gender. The number of such employees is 11 permanent employees and 65 among non-permanent employees.

b. Details of measures for the well-being of workers:

Category	% Of workers covered by										
	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	NA										
Female											
Total											
Other than Permanent Workers											
Male	NA										
Female											
Total											

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

	FY 2025-26 (Current Financial year)	FY 2024-25 (Previous Financial year)
Cost incurred on well-being measures as a % of total revenue of the company	0.36	0.59

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2025-26 (Current Financial year)			FY 2024-25 (Previous Financial year)		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	90.44	NA	Y	86.60	NA	Y
Gratuity	90.44	NA	NA	86.60	NA	NA
ESI	6.1	NA	Y	5.30	NA	Y
Others- please specify	NA	NA	NA	NA	NA	NA

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, whether any steps are being taken by the entity in this regard.

Yes. Cyient is committed to fostering an inclusive and accessible workplace in alignment with the Rights of Persons with Disabilities Act, 2016. Cyient has taken steps to improve accessibility across its campuses by providing ramps and is progressively planning accessible washroom facilities for persons with disabilities across locations. In addition to physical infrastructure, Cyient conducts regular training and sensitization programmes for managerial and senior leadership teams to build awareness, empathy and proactive support for employees with disabilities. These efforts form part of Cyient's broader commitment to creating a diverse, equitable and inclusive workplace where individuals can work with dignity and independence.

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

Cyient is committed to providing equal opportunity and maintaining a workplace founded on respect, dignity and non-discrimination for all associates. Rather than maintaining separate policies for specific groups, Cyient's approach is anchored in its core values and supported through its **Human Rights Policy, Code of Ethics and Business Conduct**, and the principles articulated under Value FIRST. These frameworks promote fair and equitable treatment across all stages of employment, irrespective of disability, gender, age, caste, religion, sexual orientation or any other protected characteristic. To further strengthen inclusive employment practices, Cyient collaborates with specialized external agencies for the training and placement of people with disabilities and undertakes awareness and sensitization programmes for leadership and HR teams to support inclusive hiring and workplace practices.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	94.00	96.00	NA	NA
Female	96.00	100.00	NA	NA
Total	95.00	96.80	NA	NA

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

	Yes/ No (If yes, then give details of the mechanism in brief)
Permanent Employees	<p>Yes. Cyient has established a structured grievance redressal framework to enable fair, timely and confidential resolution of employee concerns. Under the grievance redressal mechanism, an impacted associate is required to submit grievance through Workday (HCM tool) promptly and, in any case, within 30 calendar days from the date of occurrence. Location-wise Grievance Redressal Panels (GRPs) have been constituted across Cyient's offices in India to review grievances under the policy, with each panel comprising at least three HR representatives from different locations. Associates also have the right to appeal against the decision of the GRP, including rejection of a grievance, by escalating the matter to the Corporate Associate Relations SPOC within 7 calendar days of communication of the decision.</p> <p>In addition, Cyient has in place a Whistleblower Policy applicable to employees and workers across its offices and subsidiaries, enabling concerns relating to misconduct, unethical behaviour or fraud to be reported confidentially to the designated Ombudsperson. Cyient has also constituted an Internal Complaints Committee to address workplace harassment in accordance with applicable legal requirements. The overall framework is further supported through periodic site inspections, annual employee surveys and an anonymous hotline, which help in identifying concerns and strengthening a culture of accountability, trust and employee well-being.</p>
Other than Permanent Employees	
Permanent Workers	NA
Other than Permanent Workers	

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

Category	FY 2025-26 (Current Financial year)			FY 2024-25 (Previous Financial year)		
	Total employees/ workers in respective category (A)	No. of employees/ workers in respective category, who are part of associations or Union (B)	% (B/A)	Total employees/ workers in respective category (C)	No. of employees/ workers in respective category, who are part of associations or Union (D)	% (D/C)
Total Permanent Employees*	12,049	0	0.00	11,884	0	0.00
Male	8,882	0	0.00	8,914	0	0.00
Female	3,516	0	0.00	2,970	0	0.00
Total Permanent Workers	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

* The reported total count of permanent employees includes individuals who have chosen not to disclose their gender. The number of such employees is 11 permanent employees.

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current Financial year)					FY 2024-25 (Previous Financial year)				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/A)
Employees										
Male	8,916	8,916	100.00	8,309	93.00	9,028	7,726	85.58	6,101	67.58
Female	3,159	3,141	99.00	1,927	61.00	2,994	2,449	81.80	1,909	63.76
Total	12,151	12,057	99.22	10,236	84.23	12,022	10,175	84.64	8,010	66.63
Workers										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

* The reported total number of employees includes individuals who have chosen not to disclose their gender. The number of such employees is 11 permanent employees and 65 other than permanent employees.

9. Details of performance and career development reviews of employees and worker

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	8,916	7,150	80.00	9,028	7,783	86.21
Female	3,159	2,189	69.00	2,994	2,338	78.09
Total	12,151	9,339	77.00	12,022	10,121	84.19
Workers						
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	NA

* The reported total number of employees includes individuals who have chosen not to disclose their gender. The number of such employees is 11 permanent employees and 65 other than permanent employees.

10. Health and safety management system:

- Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?
- What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?
- Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)
- Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)
 - Yes, 100.00% of our offices have implemented occupational health and safety management system and 7 out of 9 locations are ISO 45001:2018 certified.
 - Cyient follows a structured Aspect-Impact, Hazard Identification, and Risk Assessment (AIHIRA) process to systematically identify and evaluate work-related hazards associated with both routine and non-routine activities. This framework enables the Company to proactively assess environmental and occupational health and safety risks, implement appropriate risk mitigation measures, and ensure compliance with applicable legal and regulatory requirements. Periodic assessments, including evaluations for new or modified activities and processes, help maintain a safe working environment and support continuous improvement in health and safety performance.

- (c) Yes, Cyient has established a responsive and transparent system that empowers workers to report work-related hazards and withdraw from unsafe conditions without fear of retaliation. Our enhanced incident management process, supported by a digital EHS reporting platform, enables employees to promptly log safety concerns or incidents. Upon submission, alerts are automatically sent to the fire and safety teams for immediate action. The reporting individual is kept informed throughout the investigation, from initiation to resolution, ensuring accountability and trust. This mechanism aligns with our commitment to uphold worker safety, promote a culture of risk awareness, and ensure timely redressal of workplace hazards.
- (d) Cyient is committed to promoting the overall well-being of its workforce by offering access to a range of non-occupational medical and healthcare services. These include periodic complimentary health screenings, mental wellness initiatives, and access to professional counseling support. Such programs are designed to proactively support the physical and emotional health of our associates beyond the workplace. To ensure continuity and resilience across our value chain, we also encourage our vendors to adopt similar employee wellness practices. Furthermore, we have strengthened our transportation and security arrangements to enhance the safety and comfort of our associates during work-related travel.

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	NA	NA
Total recordable work-related injuries	Employees	0	0
	Workers	NA	NA
No. of fatalities	Employees	0	0
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	NA	NA

*including the contract workforce

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

Cyient seeks to provide a safe and healthy workplace through a structured occupational health and safety framework aligned with recognized standards, including ISO 45001. Cyient has established an EOHS Manual based on ISO 14001:2015 Environmental Management System (EMS) and ISO 45001:2018 Occupational Health and Safety Management System (OHSMS) as a structured and systematic tool to protect the environment and natural resources and to safeguard the occupational health and safety of employees.

Cyient undertakes periodic risk assessments, safety audits and compliance reviews to proactively identify and address workplace hazards. Workplace safety measures across offices and delivery centres include fire protection systems, emergency preparedness arrangements, ergonomic workstations and periodic evacuation drills. Cyient also supports employee health and well-being through preventive health check-ups, wellness programmes, mental health support and access to counselling services. A culture of safety is reinforced through regular training and awareness programmes covering workplace safety, ergonomics and emergency response. Additionally, Cyient has established incident reporting and investigation mechanisms to enable timely corrective and preventive actions and support continuous improvement. These measures are complemented by policies and practices aimed at fostering an inclusive and respectful workplace, including the Prevention of Sexual Harassment (POSH) framework, employee engagement surveys and other feedback channels.

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working conditions	0	NA	NA	0	NA	NA
Health and Safety	0	NA	NA	0	NA	NA

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

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working conditions	100

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

No significant safety-related incidents or material concerns were identified during the assessment conducted for the reporting period.

Leadership Indicators

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

A. Yes. In the unfortunate event of an employee's death, the company extends comprehensive support to their family, including financial assistance and other welfare measures.

B. No

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

Cyient has established processes to monitor whether statutory dues applicable to downstream value chain partners are duly deducted and deposited. These processes are supported through contractual obligations, periodic confirmations and verification of statutory payment documents, including challans and declarations submitted by the relevant partners. Cyient also uses the GreytHR platform to capture and monitor partner-related compliance information, including statutory requirements such as ESI and PF deposits. The HR compliance team oversees this process through periodic reviews conducted on a monthly, quarterly and half-yearly basis, and maintains the relevant compliance records for verification and oversight.

3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	0	0	0	0
Workers	0	0	0	0

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)

No, currently the entity does not offer formal transition assistance programs for employees retiring or exiting the organization.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	We assessed 211 suppliers during the reporting period through Dun & Bradstreet ESG assessment reporting, covering approximately 50% of the total annual spend with value chain partners.
Working Conditions	

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.

Nil

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

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

Cyient follows a structured process for identifying its key stakeholder groups through collaboration between the Board and senior leadership. Stakeholder categories are evaluated based on their level of influence, interest and relevance to Cyient’s strategic priorities. Cyient engages with stakeholders through regular interactions, feedback mechanisms and environmental scanning to understand expectations and emerging issues. This approach enables Cyient to strengthen transparency, build long-term relationships and align its operations with stakeholder priorities, thereby supporting sustainable growth and value creation.

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

Stakeholder Group	Whether identified as vulnerable and marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (annually, half yearly, quarterly, others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	<ul style="list-style-type: none"> Annual General Meeting Quarterly Meetings Annual Report & Sustainability Report Shareholder information on website Timely response to shareholder queries Cyient’s Internal Newsletter ‘Communique’ Press release 	Annually/ Half yearly/ Quarterly/ Need Basis	Financial and Sustainability performance of the organization
Employees	No	<ul style="list-style-type: none"> Associate surveys Cyient’s Internal Newsletter ‘Communique’ Annual Report & Sustainability Report Press release 	Quarterly, Half yearly/ Continuous	Associate Engagement, Learning & development
Senior Management	No	<ul style="list-style-type: none"> Associate surveys Cyient’s Internal Newsletter ‘Communique’ Annual Report & Sustainability Report 	Annually/ Half yearly/ Quarterly/ Need Basis	Board Evaluation, Discussions
Local Community	Yes	<ul style="list-style-type: none"> Community workshops Press releases 	Annually/ Half yearly/ Quarterly/ Need Basis/ Continuous	Education & IT Literacy, Skill Development, Innovation & Infrastructure, Healthcare, Community Development

Stakeholder Group	Whether identified as vulnerable and marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (annually, half yearly, quarterly, others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Suppliers	No	<ul style="list-style-type: none"> Supplier Workshops Annual Report & Sustainability Report Cyient's Internal Newsletter 'Communique' Social media platforms such as LinkedIn, and Twitter 	Annually/ Need Basis/ Continuous	Business related discussions, awareness workshop on sustainability

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.

Stakeholder engagement is an integral part of Cyient's ESG strategy. Cyient identifies its key stakeholders, including investors, employees, clients, leadership, communities and suppliers, through a structured stakeholder mapping process based on relevance, influence and impact on its strategic priorities. Engagement is carried out through surveys, meetings and focused consultations to gather insights on economic, environmental and social matters. Where applicable, feedback gathered through these engagements is formally documented and communicated to the Board through periodic reports and updates to the ESG Committee. This process ensures that stakeholder expectations are considered in strategic decision-making and supports Cyient's commitment to responsible and sustainable business practices.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (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.

Yes. Stakeholder consultation is a key component of Cyient's process for identifying and managing material environmental and social topics. Cyient follows a structured five-step materiality assessment approach that integrates stakeholder insights into its sustainability strategy. The process includes:

- Issue identification aligned with sector-specific ESG standards and global frameworks.
- Assessment of strategic relevance to Cyient's business objectives, including growth, operational efficiency and long-term resilience.
- Prioritisation of issues based on potential risk, impact and preparedness.
- Engagement with internal and external stakeholders to validate the significance of identified topics and understand expectations.
- Benchmarking of findings against global frameworks such as the UN SDGs, NGRBC, S&P CSA, CDP and EcoVadis.

Insights generated through this assessment inform Cyient's sustainability priorities and action plans. Stakeholder feedback has directly contributed to enhancements in areas such as energy efficiency and health and safety, ensuring that Cyient's initiatives remain stakeholder-focused and strategically aligned.

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

Cyient maintains active engagement with vulnerable and marginalized communities to identify their needs and incorporate these insights into its community development initiatives. Interactions with local stakeholders, NGOs and community-based organizations help identify focus areas such as education access, digital literacy, skill development and environmental awareness. In response, Cyient delivers tailored programmes, including employability training for youth and women, digital literacy interventions and locally driven environmental initiatives. Cyient also ensures that concerns raised through these engagements, including accessibility challenges, are reviewed and addressed in a timely manner.

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	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	12,049	12,049	100.00	11,884	11,884	100.00
Other than permanent	102	102	100.00	138	138	100.00
Total Employees	12,151	12,151	100.00	12,022	12,022	100.00
Workers						
Permanent	NA	NA	NA	NA	NA	NA
Other than permanent	NA	NA	NA	NA	NA	NA
Total Workers	NA	NA	NA	NA	NA	NA

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	12,049*	0	0	12,049	100	11,884	1,955	16.45	9,929	83.55
Male	8,882	0	0	8,882	100	8,914	1,081	12.12	7,833	87.88
Female	3,156	0	0	3,156	100	2,970	874	29.42	2,096	70.58
Other than Permanent	102*	0	0	102	100	138	40	28.98	98	71.02
Male	34	0	0	34	100	114	58	50.87	56	49.13
Female	3	0	0	3	100	24	0	0	24	100.00
Workers										
Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-

* The reported counts of permanent and non-permanent employees include individuals who have chosen not to disclose their gender. The number of such employees is 11 among permanent employees and 65 among non-permanent employees.

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	1,800,000	1	2,400,000
Key Management Personnel	4	24,635,906	0	NA
Employees other than BoD and KMP	8,916	803,784.00	3,516	503,526.00
Workers	NA	NA	NA	NA

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	18.85	17.83

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. Cyient has a clear governance framework to manage human rights impacts associated with its operations. Oversight of human rights matters is led by the Head of ESG and DEI, who is responsible for identifying and mitigating relevant risks. Human rights concerns can also be reported through Cyient's whistleblower mechanism, which is reviewed by a designated leadership panel and monitored at the Board level. This layered governance model supports effective management, timely resolution and transparent handling of human rights-related issues, consistent with Cyient's values and ethical standards.

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

Cyient has established comprehensive internal mechanisms to address grievances relating to human rights and to maintain a safe, respectful and inclusive workplace. Cyient's Associate Grievance Redressal Policy provides a structured and confidential platform for employees to raise concerns without fear of retaliation. In addition, an independent Integrity Helpline, operated by an external agency, enables both internal and external stakeholders to report issues anonymously, supporting impartial investigation and resolution. Cyient has also constituted an Internal Complaints Committee in line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to address workplace harassment concerns. Collectively, these mechanisms reinforce Cyient's commitment to transparency, accountability and the protection of human rights across its operations.

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

	FY 2025-26			FY 2024-25		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment-	3	0	All the complaints have been resolved	3	0	All the complaints have been resolved
Discrimination at workplace	2	0	All the complaints have been resolved	1	0	All the complaints have been resolved
Child Labour	0	0	NA	0	0	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	0	NA
Wages	0	0	NA	0	0	NA
Other human rights related issues	0	0	NA	0	0	NA

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

	FY 2025-26	FY 2024-25
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	3
Complaints on POSH as a % of female employee/ workers	0.09	0.10
Complaints on POSH upheld	NA	NA

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

Cyient embeds non-retaliation protections within its Disciplinary Action Policy to safeguard individuals who report violations of the Code of Ethics and Business Conduct, including matters relating to human rights. The policy explicitly prohibits any adverse action - such as dismissal, demotion, intimidation or discrimination against whistleblowers acting in good faith. These safeguards are further supported by Cyient's [Whistleblower Policy & Procedures](#), which ensure fair and confidential handling of complaints. To maintain independence in the investigation process, Cyient has established Internal Committees at operational locations with authority delegated by the Chairman and Managing Director to investigate concerns in line with statutory requirements. These mechanisms are periodically reviewed to ensure they remain aligned with legal developments and leading governance practices. Through this structured framework, Cyient reinforces its commitment to ethical conduct, workplace justice and a culture that encourages employees to speak up without fear of retaliation.

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

Yes. We embed human rights considerations into its business agreements and contractual frameworks through its Vendor Code of Conduct. All vendors are required to uphold and actively support internationally recognized human rights principles and to conduct their operations in an ethical and responsible manner. Cyient mandates that vendors undertake appropriate due diligence to prevent any activity that may contravene these principles. This approach reinforces Cyient's commitment to integrity, fairness and responsible value chain practices.

10. Assessments for the year:

	% of your 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
Others – please specify	-

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

Not applicable.

Leadership Indicators

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

Cyient has established strong safeguards to protect complainants from retaliation, victimisation or any adverse impact arising from reporting concerns in good faith. Confidentiality of identities and case details is strictly maintained, and any retaliatory behaviour attracts disciplinary action. To ensure safety during inquiries, Cyient may provide interim measures such as temporary changes in reporting structures, special leave and flexible or remote work options, while ensuring the complainant is not required to work in proximity to the respondent. Safeguards are also in place to prevent biased performance assessments or career impacts, supported by access to counselling, Employee Assistance Programmes and HR guidance. Investigations follow defined timelines and principles of natural justice, with regular monitoring to prevent indirect retaliation. Awareness programmes and multiple escalation channels further strengthen a culture where associates can raise concerns without fear.

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

Cyient has not yet undertaken formal human rights due diligence process. However, as an initial step, Cyient conducted a comprehensive gap assessment across its operations in FY 2025-26 to identify potential human rights risks and impacts. Building on this assessment, Cyient is committed to integrating a structured human rights due diligence framework into its policy commitments and operational processes, with a phased extension to its supply chain. Cyient intends to adopt a gender responsive approach to human rights due diligence, ensuring that risks and impacts are assessed and addressed across both internal operations and value chain activities in alignment with responsible and inclusive business practices.

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?

Yes. Cyient complies with the Rights of Persons with Disabilities Act, 2016, and is committed to ensuring that all office premises are accessible to persons with disabilities. Cyient conducts sensitisation and awareness programmes for managers and senior leaders to strengthen understanding and responsiveness to accessibility needs. The organization is progressively enhancing its physical infrastructure, with ramps already constructed across multiple campuses and accessible washrooms being planned across all Cyient locations. These initiatives form part of our broader inclusion strategy, which focuses on enabling equal opportunity for all associates.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	During the reporting period, 211 suppliers, representing approximately 50% of Cyient's total annual procurement spend, were assessed through the Dun & Bradstreet ESG assessment framework.
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

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

Nil

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:

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A) (in GJ)	22,828	16,954
Total fuel consumption (B) (in GJ)	0	0
Energy consumption through other sources (C) (in GJ)	0	0
Total energy consumed from renewable sources (A+B+C) (in GJ)	22,828	16,954
From non-renewable sources		
Total electricity consumption (D) (in GJ)	36,707	52,640
Total fuel consumption (E) (in GJ)	2,981	2,286
Energy consumption through other sources (F) (in GJ)	0	0
Total energy consumed from non-renewable sources (D+E+F) (in GJ)	39,688	54,926
Total energy consumed (A+B+C+D+E+F) (in GJ)	62,517	71,880
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations) (GJ/ ₹)	0.00000265	0.00000297

Parameter	FY 2025-26	FY 2024-25
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ revenue from operations adjusted for PPP) (GJ/ \$)	0.0000538	0.00006154
Energy intensity in terms of physical output (GJ/ \$)	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity (GJ/FTE)	-	-

The intensity adjusted for PPP has been calculated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes – Reasonable Assurance has been carried out by Bureau Veritas India

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? (Y/N) 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.**

No, Cyient is not currently classified as a Designated Consumer under the Performance, Achieve and Trade (PAT) Scheme administered by the Bureau of Energy Efficiency (BEE), Government of India. However, Cyient remains committed to energy efficiency. We voluntarily adopt best practices in energy management and continuously monitor our environmental performance to align with global sustainability goals.

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in Kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	5,730.76	5,664
(iii) Third party water	76,809.08	73,048
(iv) Seawater / desalinated water	0	0
(v) Others (Harvested rainwater)	1,157.36	3,249
Total volume of water withdrawal (in Kilolitres) (i + ii + iii + iv + v)	83,697.20	81,961
Total volume of water consumption (in Kilolitres)	83,697.20	81,961
Water intensity per rupee of turnover (Kilolitres/₹) (Water consumed / revenue from operations)	0.00000354	0.00000339
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Water consumed / revenue from operations adjusted for PPP) (Kilolitres/\$)	0.0000720	0.0000701
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity (Kilolitres /FTE)	-	-

The intensity adjusted for PPP has been calculated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes – Reasonable Assurance has been carried out by Bureau Veritas India.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	0	0

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes – Reasonable Assurance has been carried out by Bureau Veritas India.

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Cyient has implemented Zero Liquid Discharge (ZLD) systems across its facilities, reflecting its commitment to sustainable water management. The Company has adopted comprehensive practices to minimize environmental impact and enhance resource efficiency. Wastewater generated at operational sites is treated through on-site Sewage Treatment Plants (STPs) and subsequently recycled for non-potable uses such as sanitation, landscaping, and gardening. These initiatives significantly reduce freshwater consumption and eliminate liquid effluent discharge. Cyient continues to assess opportunities to further strengthen its water stewardship efforts and align with evolving regulatory requirements and industry best practices.

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

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	MT	0.04	0.08
SOx	MT	0.02	0.16
Particulate matter (PM)	MT	0.02	0.38
Persistent organic pollutants (POP)	-		-
Volatile organic compounds (VOC)	-		-
Hazardous air pollutants (HAP)	-		-
Others – please specify	-		-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes – Limited Assurance has been carried out by Bureau Veritas India

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	1,469	1,117
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	11,741	10,630
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions/ revenue from operations)	tCO ₂ /₹	0.000000559	0.000000486
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (Total scope 1 and scope 2 GHG emissions/ revenue from operations adjusted for PPP)	tCO ₂ /\$	0.00001137	0.00001005
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO ₂ equivalent/ FTE	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes – Reasonable Assurance has been carried out by Bureau Veritas India

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Yes, Cyient has proactively implemented a range of strategic initiatives to reduce greenhouse gas (GHG) emissions, reinforcing its commitment to climate stewardship and sustainable operations. As part of its transition to cleaner energy sources, the Company has significantly expanded its renewable energy portfolio through the installation of solar power infrastructure at key locations, including Kakinada, Visakhapatnam, Warangal, and Madhapur. These installations have meaningfully reduced reliance on grid-based electricity and contributed to lowering Cyient's overall carbon intensity. Notably, the Bangalore and Manikonda campuses now meet a substantial portion of their energy requirements through solar power.

In parallel, Cyient is promoting green mobility by establishing electric vehicle (EV) charging infrastructure at its Manikonda, Madhapur, and Bangalore facilities. The charging stations cater to both two- and four-wheeled EVs, encouraging employees to adopt low-emission transportation options.

Collectively, these initiatives reflect Cyient's integrated approach to environmental responsibility, combining clean energy adoption and sustainable infrastructure to drive long-term reductions in GHG emissions.

During FY 2025-26, Cyient reduced its grid electricity consumption from 52,640 to 36,707 units through energy efficiency measures and increased use of cleaner energy sources.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.27	0.76
E-waste (B)	43.31	39.13
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	45	58
Battery waste (E)	24.6	12.81
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	1.45	3.47
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	118.08	86.41

Parameter	FY 2025-26	FY 2024-25
Total (A+B + C + D + E + F + G + H)	232.71	200.58
Waste intensity per rupee of turnover (MT/₹) (Total waste generated / revenue from operations)	0.0000000985	0.0000000832
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (MT/\$) (Total waste generated/ revenue from operations adjusted for PPP)	0.000000200	0.000000171
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity (MT/FTE)	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	171.95	138.06
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	171.95	138.06
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	60.76*	62.52*
Total	60.76	62.52

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes – Reasonable Assurance has been carried out by Bureau Veritas India

* The waste under 'Other disposal operations' is being disposed of through PCB authorized vendors.

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.

Cyient adopts a comprehensive and structured approach to waste management aimed at minimizing environmental impact and promoting sustainable operations across all its facilities. Waste segregation is implemented at source through a clearly defined system with designated and labeled bins for recyclable, organic, and non-recyclable waste streams. All waste is managed and disposed of through Pollution Control Board authorized vendors, ensuring full compliance with applicable environmental regulations.

To reduce paper waste, Cyient collaborates with certified recycling partners and actively promotes the use of recycled paper products, including notepads and other office supplies. Organic waste generated from canteens and landscaping activities is processed through on-site Organic Waste Converters (OWCs), which convert biodegradable waste into nutrient-rich compost used for internal landscaping and gardening purposes.

In line with its commitment to environmental stewardship, Cyient has also implemented stringent controls to minimize the use of hazardous and toxic substances across its operations. The Company actively discourages the use of non-biodegradable and environmentally harmful materials through internal awareness initiatives and regular employee communications. Where the use of chemicals is unavoidable-such as in cleaning or sewage treatment processes-only certified and regulatory-compliant products are utilized. Dilution and neutralization measures are employed, as appropriate, to ensure safe handling, treatment, and disposal.

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:

Sr No	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
-------	--------------------------------	--------------------	---

Cyient is committed to environmental stewardship and the conservation of biodiversity. The Company undertakes comprehensive due diligence to ensure that its operations do not encroach upon or adversely impact ecologically sensitive areas, including national parks, wildlife sanctuaries, biosphere reserves, wetlands, coastal regulation zones, and other protected ecosystems. Cyient does not operate any facilities or undertake business activities in or around ecologically sensitive zones where environmental approvals or statutory clearances are required.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
-----------------------------------	----------------------	------	---	--	-------------------

During the reporting period, Cyient did not undertake any projects or operations that fall within the scope of the Environmental Impact Assessment (EIA) Notification, 2006, issued by the Ministry of Environment, Forest and Climate Change (MoEFCC), Government of India. Accordingly, no Environmental Impact Assessments were required or conducted, as none of the Company's activities met the applicability thresholds prescribed under the notification.

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 (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
-------	---	---------------------------------------	---	---------------------------------

Yes, Cyient is fully compliant with all applicable environmental laws, regulations, and guidelines in India. The Company adheres to the requirements of the Water (Prevention and Control of Pollution) Act, 1974; the Air (Prevention and Control of Pollution) Act, 1981; and the Environment (Protection) Act, 1986, along with all associated rules, standards, and notifications issued thereunder. Cyient maintains all requisite environmental consents, approvals, and authorizations, and its operations are subject to regular monitoring to ensure ongoing compliance with prescribed environmental norms and regulatory requirements.

Leadership Indicators

1. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

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

- (i) Name of the area: Bengaluru, India
- (ii) Nature of operations: IT Services

(iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2025-26	FY 2024-25 [#]
Water withdrawal by source (in kilolitres)	-	-
(i) Surface water	-	-
(ii) Groundwater	-	230.26
(iii) Third-Party	2,608.32	2,442.5
(iv) Seawater/Desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	2,608.32	2,673.26
Total volume of water consumption (in kilolitres)	2,608.32	2,673.26
Water intensity per rupee of turnover (Water consumed / turnover)	0.000000110	0.000000199
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) Into Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	-	-

#The numbers for water withdrawal for FY 2024-25 have been restated due to reconciliation of withdrawal locations as per Central Ground Water Authority (CGWA) assessment of water stress areas.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes – Limited Assurance has been carried out by Bureau Veritas India

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

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions	Metric tonnes of CO ₂ equivalent	Not calculated	Not calculated
(Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)			
Total Scope 3 emissions per rupee of turnover			-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity			-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

3. With respect to the ecologically sensitive areas reported at Question 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

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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Use of renewable energy	We have made notable progress in advancing the use of renewable energy across our operations. Our offices in Bangalore, Manikonda, Madhapur, Kakinada, Vizag, and Warangal are leading this transition, increasingly powered by clean and sustainable energy sources.	Our strategic shift toward renewable energy has led to a substantial reduction in carbon emissions, underscoring our commitment to environmental sustainability. At the same time, this transition has contributed to lower operational costs, demonstrating the dual benefits of ecological responsibility and economic efficiency.
2	Installation of EV charging stations	As part of our commitment to environmental sustainability and reducing greenhouse gas (GHG) emissions, we have installed electric vehicle (EV) charging stations for both two-wheelers and four-wheelers at our facilities in Manikonda, Madhapur, and Bangalore. These efforts reflect our proactive approach to promoting cleaner transportation alternatives and supporting the transition to a low-carbon future within our organization	To encourage the adoption of electric vehicles and reduce emissions associated with employee commuting, we have implemented initiatives that support cleaner, more sustainable transportation options.
3	Recycling of wastewater	We have taken a meaningful step toward environmental conservation by installing in-house Sewage Treatment Plants (STPs) at our facilities in Manikonda, Madhapur, Bangalore, Kakinada, and Warangal. These systems enable efficient wastewater management and support our commitment to sustainable resource utilization and environmental responsibility.	This initiative enables efficient wastewater recycling, significantly reducing our water footprint and reinforcing our commitment to sustainable water management practices.
4	Waste Management	To support our sustainability goals, we have installed Organic Waste Converters at our offices in Manikonda, Madhapur, and Bangalore. These systems transform food waste into nutrient-rich compost, which is then used as natural fertilizer in our gardens—promoting a circular approach to waste management. Additionally, we have eliminated the procurement and use of single-use plastics across all our offices, reinforcing our commitment to reducing environmental impact.	This initiative has significantly reduced the volume of waste sent to landfills by repurposing organic waste and eliminating the use of single-use plastics. It has also fostered a culture of sustainability within the organization, encouraging environmentally responsible practices across all levels.

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

Yes, Cyient has established a robust Business Continuity and Disaster Management framework to ensure operational resilience and continuity of service delivery. The framework is underpinned by comprehensive risk assessments, Business Impact Analyses (BIAs), and the identification of mission-critical processes. A dedicated Crisis Management Team (CMT) provides strategic oversight during disruptive events, while Emergency Response Teams (ERTs) are responsible for managing onsite incidents and ensuring personnel safety. The Chief Information Officer (CIO) leads initiatives to strengthen IT resilience, cybersecurity, and data protection. Collectively, these measures help safeguard business operations, minimize downtime, and uphold client commitments, demonstrating Cyient’s readiness to respond effectively to unforeseen disruptions.

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.

During the reporting period, Cyient did not identify any significant adverse environmental impacts arising from its value chain. Our operations and supplier engagements are structured to align with sustainable practices and regulatory compliances.

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

211 suppliers contributing to ~50% of the total annual spend have been screened using Dunn & Bradstreet ESG assessment reporting.

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

- a. By the listed entity: None
- b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners: None

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.

The Company is a member of 7 trade and industry chambers/ associations.

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

Sr No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII) National	National
2	National Association of Software and Service Companies	National
3	Global Compact Network India National	National
4	Indo-American Chamber of Commerce National	National
5	National HRD Network National	National
6	The Federation of Telangana Chambers of Commerce and Industry State	State
7	Hyderabad Management Association State	State

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
NA		

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 (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
NA					

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

Essential Indicators

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

Name and brief details 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
Education: Quality Education through School Adoption	CF/ CSR00004617/2026/ EDU/ITL/SD/CD	2/1/2026	Yes	Yes	https://www.cyient.com/investors/corporate-governance
Community Development: Cyient Adopted Village	CF/ CSR00004617/2026/ AV25_26	2/1/2026	Yes	Yes	https://www.cyient.com/investors/corporate-governance
Women Empowerment: Skill Development Initiative (Cyient Urban / ITES Skill Centers)	CF/ CSR00004617/2026/ EDU/ITL/SD/CD	2/1/2026	Yes	Yes	https://www.cyient.com/investors/corporate-governance
IT Literacy: Cyient Digital Centers	CF/ CSR00004617/2026/ EDU/ITL/SD/CD	2/1/2026	Yes	Yes	https://www.cyient.com/investors/corporate-governance
Education: AI, STEM & Robotics (Cyient AI Labs for Govt. Schools)	CF/ CSR00004617/2026/ EDU/ITL/SD/CD	2/1/2026	Yes	Yes	https://www.cyient.com/investors/corporate-governance
Environmental Protection (Plantation and Conservation)	CF/ CSR00004617/25042025/ WC/GE/TS/AP	25/04/2025	Yes	Yes	https://www.cyient.com/investors/corporate-governance

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 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)
NA						

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

Cyient Foundation has put in place grievance redressal mechanisms at Cyient-adopted schools, adopted villages, and urban and ITES skill centres. To support accessibility and inclusiveness, grievance registers are maintained at these locations and are structured to be language-appropriate, gender-sensitive and readily available to stakeholders. Cyient Foundation also conducts awareness and sensitization efforts within the community on the grievance redressal procedure, with the objective of enabling prompt reporting and facilitating timely resolution of issues.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	30.00%	17.00%
Directly from within India	70.00%	88.00%

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 total wage cost:

Location	FY 2025-26	FY 2024-25
Rural	-	-
Semi urban	-	-
Urban	4.19	1.77
Metropolitan	95.81	98.23

(Place to be 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: Question 1 of Essential Indicators above):

Details of negative social impact identified	Corrective action taken
None	NA
None	NA

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

Sr. No.	State	Aspirational District	Amount Spent (in INR)
---------	-------	-----------------------	-----------------------

We undertake CSR projects in Visakhapatnam, Andhra Pradesh, which has been designated as an Aspirational District by the Government of India. During FY 2025-26, we incurred an expenditure of INR 25,643,221 towards the implementation of these initiatives.

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

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

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

No, we don't have a formal preferential policy, However, we diligently monitor and document information about suppliers from marginalized or vulnerable groups, including minority-owned businesses in the USA and those with MSME status in India.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), 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
1.	Cyient-Class 9 (Device Mark)	Yes	-	-
2.	Cyient-Class 35 (Device Mark)	Yes	-	-
3.	Cyient-Class 42 (Device Mark)	Yes	-	-
4.	VISMON – Class 9 (Word Mark)	Yes	-	-
5.	VISMON– Class 35 (Word Mark)	Yes	-	-
6.	VISMON – Class 42 (Word Mark)	Yes	-	-

S. No	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
7.	VISMON – Class 9 (Device Mark)	Yes	-	-
8.	VISMON– Class 35 (Device Mark)	Yes	-	-
9.	VISMON – Class 42 (Device Mark)	Yes	-	-
10.	CYIENT FOUNDATION – Class 35 (Word Mark)	Yes	-	-
11.	CYIENT FOUNDATION – Class 36 (Word Mark)	Yes	-	-
12.	CYIENT FOUNDATION – Class 45 (Word Mark)	Yes	-	-
13.	CYIENT FOUNDATION– Class 35 (Device Mark)	Yes	-	-
14.	CYIENT FOUNDATION– Class 36 (Device Mark)	Yes	-	-
15.	CXO CYIENCE – Class 42 (Word Mark)	Yes	-	-
16.	CXO CYIENCE– Class 42 (Device Mark)	Yes	-	-
17.	Arc–Class 35 (Device Mark)	Yes	-	-
18.	Arc– Class 42 (Device Mark)	Yes	-	-
19.	Arc– Class 45 (Device Mark)	Yes	-	-
20.	FAST -Class 35 (Device Mark)	Yes	-	-
21.	FAST- Class 42 (Device Mark)	Yes	-	-
22.	SYSTEM AND METHOD OF GENERATING AN ANATOMICAL THREE-DIMENSIONAL MODEL (Indian Patent Application No.: 202541018615)	Yes	-	-

*Details of benefits pertaining to the intellectual properties are strictly confidential. Several of our intellectual properties have been jointly filed in collaboration with our customers, and the terms governing those arrangements including the benefits derived and shared thereunder are bound by confidentiality obligations owed to those parties.

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 the authority	Brief of the Case	Corrective action taken
	NA	

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	Education: Quality Education through School Adoption	21,542	77.99
2.	Community Development: Cyient Adopted Village	1,873	12.33
3.	Women Empowerment: Skill Development Initiative (Cyient Urban / ITES Skill Centers)	1,437	67.15
4.	IT Literacy: Cyient Digital Centers	11,900	78.00
5.	Promoting Education: AI, STEM & Robotics (Cyient AI Labs for Govt. Schools)	5,087	60.92

Principle 9: Businesses 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.

Cyient has a dedicated microsite for customers to provide feedback and lodge complaints, if any. <http://www.cyient.com/contact-us>. We follow a structured approach to grievance resolution, ensuring timely acknowledgment, investigation, and appropriate corrective actions which ensures transparency and responsiveness in addressing consumer grievances, reinforcing trust and commitment to customer satisfaction.

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

	As a percentage to total turnover
Environmental and social parameters relevant to the product	This metric is not relevant to Cyient as our main business is providing engineering services, and it does not involve the manufacturing of any product which would carry such specific information.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber Security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

	Number	Reasons for recall
Voluntary recalls	0	NA
Forced recalls	0	NA

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. Cyient has documented measures relating to cyber security and data privacy through its information security and privacy governance framework. Cyient's Commitment to Information Security states its commitment to maintaining the confidentiality, integrity and availability of information, managing risks related to information security, cyber security and data privacy, and complying with applicable legal, regulatory and contractual requirements. In addition, Cyient's Privacy Policy describes how personal data is processed and protected across its operations in accordance with applicable privacy laws.

Weblinks:

- 1) [Cyient's Commitment to Information Security.pdf](#)
- 2) [Privacy Policy | Cyient - 2025](#)

- 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.**

Not applicable.

- 7. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches
- b. Percentage of data breaches involving personally identifiable information of customers
- c. Impact, if any, of the data breaches

No instances of data breach reported in FY 2025-26.

Leadership Indicators

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

Information relating to all the services provided by the Company are available on the Company's website. <https://www.cyient.com/>

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

Not Applicable

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

Not Applicable

- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer 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)**

The requirement to display product-related information is not applicable to Cyient, as the Company's core operations are focused on providing engineering services rather than manufacturing goods. During the year, Cyient conducted its annual customer satisfaction survey through a web-based platform, administered by an independent research firm.