

July 10, 2025

BSE Limited

Phiroze Jeejeebhoy Towers,
Dalal Street,
Mumbai - 400001.

Scrip ID: KPITTECH

Scrip Code: 542651

Kind Attn: The Manager,
Department of Corporate Services

National Stock Exchange of India Ltd.,

Exchange Plaza, C/1, G Block,
Bandra - Kurla Complex, Bandra (E),
Mumbai - 400051.

Symbol: KPITTECH

Series: EQ

Kind Attn: The Manager,
Listing Department

Dear Sir / Madam,

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

Pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the FY 2024-25, which also forms part of the Annual Report for FY 2024-25 and the same is available on the website of the Company at www.kpit.com.

Kindly take the same on your records.

Thanking you,

Yours faithfully,

For **KPIT Technologies Limited**

Ashish Malhotra
General Counsel & Company Secretary

Encl: as above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) 2024-25

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Section C	<p>Principle-wise performance disclosures</p> <p>Section C provides indicator-wise disclosures mapped to the nine principles of NGRBC which are listed at the start of Section B.</p> <p>Principle 1 Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable</p> <p>Principle 2 Businesses should provide goods and services in a manner that is sustainable and safe</p> <p>Principle 3 Businesses should respect and promote the well-being of all employees, including those in their value chains</p> <p>Principle 4 Businesses should respect the interests of and be responsive to all their stakeholders</p> <p>Principle 5 Businesses should respect and promote human rights</p> <p>Principle 6 Businesses should respect and make efforts to protect and restore the environment</p> <p>Principle 7 Businesses when engaging in influencing public and regulatory policy should do so in a manner that is responsible and transparent</p> <p>Principle 8 Businesses should promote inclusive growth and equitable development</p> <p>Principle 9 Businesses should engage with and provide value to their consumers in a responsible manner</p>

Business Responsibility & Sustainability Report (Contd.)

KPIT Technologies Limited (hereinafter referred to as ‘the Company’ or ‘KPIT’) is a leading independent software development and integration partner, dedicated to advancing mobility transitions towards a cleaner, smarter, and safer future. Comprising a workforce of over 13,000 specialized professionals globally, the Company focuses on embedded software, artificial intelligence, and digital solutions. It accelerates clients’ adoption of next-generation technologies pivotal to future mobility frameworks. With engineering centers strategically located in Europe, the United States, Brazil, Japan, China, Thailand, and India, the Company collaborates with leading entities in the automotive and mobility sectors, positioning itself at the forefront of ecosystem transformation.

SECTION A: GENERAL DISCLOSURES

KPIT is pleased to present the third edition of its Business Responsibility & Sustainability Report (BRSR) for the financial year ended March 31, 2025. This report has been prepared in accordance with the National Guidelines on Responsible Business Conduct (“NGRBC”) and comprehensively includes both financial and non-financial disclosures, emphasizing Environment, Social, and Governance (“ESG”) factors, as mandated by the Securities and Exchange Board of India (“SEBI”). The Company has commissioned an independent assurance provider to conduct reasonable assurance on BRSR Core KPIs as per SEBI’s Assessment or Assurance requirement. The detailed reasonable assurance report can be found on page no.XX.

The Company’s business activities are strategically aligned with the United Nations Sustainable Development Goals (“UNSDGs”). To understand the Company’s impact on environment, KPIT has initiated a comprehensive greenhouse gas (“GHG”) inventorization for carbon accounting and is in the process of identifying decarbonization levers to generate a greater positive impact on the environment and society.

To further promote shared value creation through sustainable growth, this report provides a comprehensive disclosure of KPIT’s initiatives and performance concerning business, environmental, social, and governance aspects. The Company’s ongoing efforts to enhance its sustainability disclosures reflect its strategic approach to managing external environmental risks and generating enduring value for its stakeholders.

I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L74999PN2018PLC174192
2.	Name of the Listed Entity	KPIT Technologies Limited
3.	Year of incorporation	2018
4.	Registered office address	Plot No. 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase-III, Maan, Taluka - Mulshi, Hinjawadi, Pune-411057.
5.	Corporate Address	Plot No. 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase-III, Maan, Taluka - Mulshi, Hinjawadi, Pune-411057.
6.	E-mail	grievances@kpit.com
7.	Telephone	+91 20 6770 6000
8.	Website	www.kpit.com
9.	Financial year for which reporting is being done	FY 2024-25 (1 st April 2024 -31 st March 2025)
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up capital	₹ 274.143 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sachin Tikekar President & Joint Managing Director Ms. Manasi Patil Director – Human Resources Mr. Ashish Malhotra General Counsel & Company Secretary +91 20 6770 6000 grievances@kpit.com

Business Responsibility & Sustainability Report (Contd.)

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).	The disclosures made in this report are on a Standalone basis
14.	Name of assessment or assurance provider	C N K & Associates LLP (Firm registration no. 101961 W/W – 100036)
15.	Type of assessment or assurance obtained	Reasonable assurance on BRSR Core KPIs. For further details refer Reasonable Assurance Report on page no. 172.

II. Products/Services

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

Sr. No.	Description of the Main Activity	Description of the Business Activity	% of turnover the entity
1	Professional, Scientific, and Technical	Architecture, engineering activities, technical testing, and analysis activities	97.06%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Architectural and engineering activities and related technical consultancy	711	97.06%
2	Technical testing and analysis	712	

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	Not Applicable	9	9
International	Not Applicable	28	28

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of states)	Pan India
International (No. of countries)	15

Note - KPIT is serving clients through offices in Pune, Bengaluru, Kochi, Chennai.

KPIT is serving clients across 15 countries – the USA, Brazil, Germany, France, United Kingdom, Sweden, Spain, Netherlands, Tunisia, Egypt, Thailand, Japan, South Korea, China, and Vietnam.

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

91.00%

c. A brief on types of customers:

KPIT Technologies is a leading independent software development and integration partner, dedicated to transforming the vision of software-defined vehicles into reality. Serving a diverse clientele that includes prominent mobility and automotive manufacturers such as Original Equipment Manufacturers (OEMs), suppliers, and ecosystem players worldwide, KPIT is at the forefront of automotive innovation.

Business Responsibility & Sustainability Report (Contd.)

Collaborating with automotive giants, KPIT delivers cutting-edge technology solutions and services across various domains including Electric and Conventional Powertrain, Advanced Driver Assistance Systems (ADAS) & Autonomous Driving, Digital and Connected Vehicles, Vehicle Networks, AUTOSAR & Middleware, New-age Vehicle Engineering and Design, as well as Vehicle Diagnostics and Aftersales services. We are in process to operationalize, commercialize and extend KPIT's breakthrough Sodium-ion Technology into mobility and energy storage applications & sustainable electric commercial vehicles (e-CVs).

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1.	Permanent (D)	9,418	6,383	68%	3,035	32%
2.	Other than permanent (E)	770	554	72%	216	28%
3.	Total employees (D + E)	10,188	6,937	68%	3,251	32%
Workers						
4.	Permanent (F)	-	-	0%	-	0%
5.	Other than permanent (G)	278	215	77%	63	23%
6.	Total workers (F + G)	278	215	77%	63	23%

b. Differently abled employees and workers:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Differently abled employees						
1.	Permanent (D)	-	-	0%	-	0%
2.	Other than permanent (E)	-	-	0%	-	0%
3.	Total employees (D + E)	-	-	0%	-	0%
Differently abled workers						
4.	Permanent (F)	-	-	0%	-	0%
5.	Other than permanent (G)	-	-	0%	-	0%
6.	Total employees (F + G)	-	-	0%	-	0%

21. Participation/inclusion/representation of women

	Total (A)	No. and % of females	
		No. (B)	% (B / A)
Board of Directors	14*	1	7.14%
Key Management Personnel	3**	1	33.33%

*MD & CEO is both BoD and KMP and hence considered in both categories.

**Mr. Ashish Malhotra is appointed as General Counsel & Company Secretary w.e.f April 28, 2025.

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

	FY 2024-25 (Turnover rate in current FY)			FY 2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employee	23%	17%	20%	25%	21%	24%	30%	23%	28%
Permanent worker	Not applicable as KPIT does not have any permanent workers.								

Business Responsibility & Sustainability Report (Contd.)

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 Holdings/ 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)
1	KPIT Technologies (UK) Limited	Subsidiary	100%	No
2	KPIT Technologies Netherlands B. V.	Subsidiary	100%	No
3	KPIT Technologies Holding Inc.	Subsidiary	100%	No
4	KPIT Technologias Ltda	Subsidiary (refer note (i) below)	100%	No
5	KPIT (Shanghai) Software Technology Co. Limited	Subsidiary	100%	No
6	KPIT Technologies GK	Subsidiary	100%	No
7	KPIT Technologies GmbH	Subsidiary of KPIT Technologies (UK) Limited (refer note (ii) below)	100%	No
8	KPIT Tech (Thailand) Co., Limited	Subsidiary of KPIT Technologies (UK) Limited (refer note (iii) below)	100%	No
9	MicroFuzzy Industrie-Elektronik GmbH	Wholly owned subsidiary of KPIT Technologies GmbH	100%	No
10	KPIT Technologies Inc.	Wholly owned subsidiary of KPIT Technologies Holding Inc.	100%	No
11	PathPartner Technology Private Limited	Subsidiary	100%	No
12	PathPartner Technology Inc.	Wholly owned Subsidiary of PathPartner Technology Private Limited	100%	No
13	SOMIT Solutions Limited	Wholly owned Subsidiary of KPIT Technologies (UK) Limited	100%	No
14	SOMIT Solutions Inc.	Wholly owned Subsidiary of Somit Solutions Limited	100%	No

Business Responsibility & Sustainability Report (Contd.)

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holdings/ 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)
15	Technica Engineering Inc.	Wholly owned subsidiary of KPIT Technologies Inc.	100%	No
16	Technica Engineering GmbH	Wholly owned subsidiary of KPIT Technologies GmbH	100%	No
17	Technica Electronics Barcelona S.L.	Wholly owned subsidiary of KPIT Technologies GmbH	100%	No
18	Technica Engineering Spain S.L.	Wholly owned subsidiary of KPIT Technologies GmbH	100%	No
19	KPIT Technologies S.A.S.	Wholly owned Subsidiary of KPIT Technologies Netherlands B. V.	100%	No
20	Qorix GmbH	Joint Venture	44.44%	No
21	Qorix India Private Limited	Subsidiary of Joint Venture	44.44%	No
22	N-Dream AG	Associate	26%	No
23	KPIT Technologies AB	Subsidiary of KPIT Technologies (UK) Limited	100%	No
24	KPIT engineering SUARL	Wholly owned subsidiary of KPIT Technologies GmbH	100%	No

- (i) 99.99% owned by KPIT Technologies Limited, India and 0.1% owned by KPIT Technologies Holding Inc., USA.
- (ii) 72.73% owned by KPIT Technologies (UK) Limited and 27.27% owned by KPIT Technologies Limited, India.
- (iii) 98.31% owned by KPIT Technologies (UK) Limited, 0.06% owned by KPIT Technologies Limited, India and 1.63 % owned by KPIT Technologies GmbH, Germany.

Business Responsibility & Sustainability Report (Contd.)

VI. CSR details

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

(ii) Turnover (in ₹) - 25,639.34 million

(iii) Net worth (in ₹) - 19,518.60 million

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 the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) 'If Yes, then provide web-link for grievance redress policy'	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes, Shareholders may register their grievances through Smart Online Dispute Resolution Portal link (https://smartodr.in/login).	1	-	1	-	All the complaints registered on the exchange were resolved during the FY 2024-25
*Communities	KPIT has a CSR Policy for the communities. It is a guiding document for the implementation of CSR projects with effective monitoring and management, achieved by engaging with the communities and implementation partners such as NGOs. We have set up a process with NGOs to collect grievances from the communities / stakeholders of the respective projects. At the end of the financial year each partner NGO submits grievance report to KPIT.	-	-	-	-	NA

Business Responsibility & Sustainability Report (Contd.)

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) 'If Yes, then provide web-link for grievance redress policy'	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Investors (other than shareholders)	Yes, Investors may register their grievances through Smart Online Dispute Resolution Portal link.	-	-	-	-	NA
Customers **	Yes, Grievances are addressed at project level (more information provided in principle 9)	-	-	-	-	NA
Employees and workers	Yes, KPIT has an internal ASSIST Portal to support and redress any grievances from employees. Further, the Company also encourages open discussion with its employees and workers to report on incidents and grievances with Business unit HR. In addition, KPIT has POSH committee for the Prevention of Sexual Harassment (POSH) to take care of relevant cases.	12	-	13	-	All the complaints are resolved.
Value Chain Partners **	Yes, KPIT has developed a Supplier Code of Conduct as a guidance on supplier management. Suppliers and their employees can report their concern by writing to the Company. KPIT ensures timely resolution of queries and grievances.	-	-	-	-	NA

* The Company regularly engages with local communities through its CSR activities.

** The Company has received business queries from customers and value chain partners which were resolved on time and are not categorized under grievances.

Business Responsibility & Sustainability Report (Contd.)

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:

Sr. 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 & Emission Management	Opportunity	<p>The Company acknowledges that energy consumption from computer systems, servers, air conditioning, and utilities contributes to carbon emissions. Transitioning to renewable energy sources and investing in energy-efficient technologies mitigates operational risks associated with carbon-intensive energy use, including regulatory compliance and escalating energy costs.</p> <p>KPIT prioritizes energy and emission optimization to substantially reduce its carbon footprint. Investments in energy-efficient systems and renewable energy solutions align with environmental sustainability efforts and enhance competitiveness in a carbon-conscious market.</p>	Not Applicable	Positive Impact

Business Responsibility & Sustainability Report (Contd.)

Sr. 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)
2	Eco-Efficient Water and Waste Management	Risk	<p>Water scarcity poses risks, potentially limiting access to essential water resources needed for cooling systems, facility maintenance, and other operational processes, thereby disrupting daily activities and impacting productivity. Water scarcity may also affect supply chains, particularly if suppliers operate in regions facing water stress, leading to delays or shortages in critical supplies. KPIT has implemented comprehensive water management strategies to address water scarcity risks, including wastewater treatment and reuse, water conservation measures, rainwater harvesting, and waste management.</p>	<p>KPIT has implemented a comprehensive water management program to address water scarcity risks:</p> <p>Wastewater Treatment and Reuse: A sewage treatment plant enables 80% of used water to be reused for flushing and gardening purposes.</p> <p>Water Conservation Measures: Drip irrigation systems in gardens, optimized water line pressure, and prompt leak repair minimize freshwater consumption.</p> <p>Rainwater Harvesting: A terrace water collection system and a dedicated Water Bund (Shet Tale) capture rainwater for gardening, replenish groundwater and reduce reliance on freshwater sources.</p> <p>Waste Management: Due to the nature of the business, KPIT generates limited waste that includes biodegradable waste, municipal solid waste, e-waste, and hazardous waste. To comply with regulations and reduce environmental impact, KPIT strives to reduce the generation and segregate the waste at source.</p>	Negative Impact

Business Responsibility & Sustainability Report (Contd.)

Sr. 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	Climate Change	Risk	Addressing climate change presents opportunities for KPIT to innovate and develop sustainable technologies and solutions. By proactively adapting to climate related challenges, KPIT can position itself as a leading player in environmentally conscious IT product/ service provider.	<p>Demonstrating environmental stewardship can attract clients, partners, and investors who prioritize sustainability.</p> <p>Transitioning to low-emission energy sources, operating from energy-efficient green buildings, and using low-carbon fuel transport not only reduce emissions but also yields monetary savings through lower energy costs and operational efficiencies. Additionally, KPIT has initiated GHG inventORIZATION and is developing Decarbonization strategies.</p>	Negative Impact
Opportunity	Climate change presents policy risks as regulatory authorities increasingly require businesses to disclose and commit to emissions reduction targets. Non-compliance with evolving regulations may result in penalties and hinder KPIT's growth and profitability. Extreme weather events like water scarcity or heavy rainfall pose physical risks to KPIT's business operations and employee safety, impacting productivity and operational continuity.	Business Continuity Planning: The Company establishes business continuity and crisis management plans to ensure preparedness for climate-related disruptions. Committing to reduced emissions and environmentally responsible practices enhances KPIT's brand image and reputation.	Positive Impact		
4	Sustainable Procurement	Risk	Sustainable supply chain practices mitigate ESG-related risks that threaten business continuity, such as disruptions from environmental disasters, labor violations, or resource scarcity. Proactively managing these risks through sustainable procurement enhances resilience and reduces vulnerabilities.	KPIT's comprehensive Vendor Code of Conduct encompasses Environmental, Health & Safety, and Human Rights parameters. Suppliers and supply chain partners are required to sign and adhere to Vendor Code of Conduct as a part of contractual agreements.	Negative Impact

Business Responsibility & Sustainability Report (Contd.)

Sr. 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	Talent Attraction & Retention	Opportunity	Embracing sustainable procurement presents opportunities for innovation, efficiency gains, and market differentiation.	KPIT not only reduces potential risks associated with unsustainable practices in the supply chain but also leverage procurement as an opportunity to drive positive change, sustainably.	Positive Impact
		Risk	Addressing talent challenges presents an opportunity to KPIT to align the work culture with global trends in digital transformation. By embracing technological advancements, employee loyalty, productivity, and positioning as an employer of choice in the digital era can be enhanced.	KPIT has a Talent Acquisition Group (TAG) is responsible for hiring the most suitable candidates to provide the best products and services to clients across the industry.	Negative Impact
		Opportunity	Meeting the growing demand for skilled talent poses a significant challenge, especially amidst global shifts towards digital adoption. The imbalance in skilled employees can hinder KPIT's ability to scale operations and deliver innovative solutions, impacting competitiveness and growth.	KPIT is committed to developing the workplace of the future; one that values equality, promotes a culture of transparency and collaboration, and implements an extensive training initiative tailored to each employee's individual development needs. Investing in hiring talent from local communities not only improves retention rates but also signals commitment to community engagement and development. This approach builds goodwill and strengthens the talent pipeline over time, reducing dependency on external recruitment sources. KPIT participates in several competency development and ongoing education programs for the benefit of the staff members.	Positive Impact

Business Responsibility & Sustainability Report (Contd.)

Sr. 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)
6	Employee Wellbeing	Opportunity	<p>Focusing on employee wellness fosters a supportive culture that enhances job satisfaction and productivity at KPIT. This approach reduces turnover, manages stress, and creates a positive work environment, leading to a healthier, more engaged workforce. The result is improved customer relationships through better service and responsiveness, ultimately boosting profitability and business success.</p>	Not Applicable	Positive Impact
7	Cybersecurity	Risk	<p>Cybersecurity attacks can result in significant financial losses and damage to KPIT's reputation. A data breach not only impacts customers but also undermines trust and confidence of the brand. Proactive cybersecurity measures are essential to mitigate these risks and safeguard business integrity.</p> <p>Data privacy is paramount for maintaining competitiveness and enhancing KPIT's brand reputation.</p>	<p>KPIT prioritizes cybersecurity through a comprehensive program that includes:</p> <p>Investment and Monitoring: KPIT invests in cybersecurity resources and monitors for emerging threats.</p> <p>Data Security Awareness: The Company promotes data security awareness among employees.</p> <p>Data Protection Policies: KPIT regularly reviews and updates its data protection policies.</p> <p>Incident Response: Established systems and processes are in place to respond to security incidents effectively.</p> <p>KPIT adheres to recognized cybersecurity standards like ISO/IEC 27001</p>	Negative Impact

Business Responsibility & Sustainability Report (Contd.)

Sr. 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 or negative implications (Indicate positive or negative implications)
			<p>Trusted Information Security Assessment Exchange (TISAX) Certification: This certification demonstrates compliance with the European automotive industry's information security standards.</p> <p>Board Oversight: The KPIT Board receives regular updates on the Company's cybersecurity posture.</p>	<p>Trusted Information Security Assessment Exchange (TISAX) Certification: This certification demonstrates compliance with the European automotive industry's information security standards.</p> <p>Board Oversight: The KPIT Board receives regular updates on the Company's cybersecurity posture.</p>	
8	Customer Value	Risk	<p>The ability to provide newer, better services and enriching experiences for client is essential for maintaining competitive advantage. Failure to deliver significant value to customers may result in reduced market share, decreased revenue, and diminished competitiveness within the industry.</p> <p>Focusing on customer-centric solutions and offerings is imperative to ensure customer satisfaction and client retention.</p>	<p>For KPIT, any unrealized opportunity is viewed as a potential risk. To identify and capitalize on opportunities related to sustainability, KPIT engages with clients through Customer Satisfaction Surveys (CSAT) and takes their feedback into account to deliver effective solutions. Additionally, KPIT's dedicated team collaborates with leaders across various sectors to explore ways to enhance stakeholder value. This is achieved by leveraging KPIT's technological capabilities through initiatives like Zero-Defect Delivery (ZDD), cost management, project management effectiveness, responsiveness, and other strategic efforts.</p>	Negative Impact

Business Responsibility & Sustainability Report (Contd.)

Sr. 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	Intellectual Property (“IP”) Infringement	Risk	<p>The risk of third-party IP infringement by KPIT employees, whether intentional or unintentional, poses potential legal challenges. Infringing on third-party IP rights can result in litigations, substantial penalties, and damage to KPIT’s reputation.</p> <p>This could lead to strained business relationships and impact future collaborations and opportunities within the industry. Proactive measures are essential to mitigate these risks and ensure compliance with IP laws and regulations.</p>	<p>KPIT conducts training and awareness courses for its personnel and receives confidentiality undertakings from them. KPIT has developed and implemented an IP infringement policy and framework to guarantee proper access to and use of KPIT, client, partner, and third-party intellectual property while serving clients.</p>	Negative Impact

Business Responsibility & Sustainability Report (Contd.)

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	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web-link of the policies, if available	https://www.kpit.com/investor-gov/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the policies such as the Code of Conduct, Supplier Code of Conduct, and Vigil Mechanism and Whistle Blower are extended to KPIT's value chain partners.								
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.	Quality Management System (ISO 9001:2015) Business Continuity Management (ISO 22301) Information Security Management (ISO/IEC 27001) ISO14001:2015 Environmental management system ISO 45001:2018 Occupational health and safety management System.								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	KPIT has initiated a comprehensive Greenhouse Gas (GHG) inventory assessment for FY 2024-25. As part of its sustainability journey, the Company aims to develop a Decarbonization Roadmap and align with the Science-Based Targets initiative (SBTi) by 2025-26. These efforts reflect a strategic and proactive commitment to mitigating climate change and advancing towards a low-carbon future.								
6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	KPIT has initiated a comprehensive Greenhouse Gas (GHG) inventory assessment for FY 2024-25. As part of its sustainability journey, the Company aims to develop a Decarbonization Roadmap and align with the Science-Based Targets initiative (SBTi) by 2025-26. These efforts reflect a strategic and proactive commitment to mitigating climate change and advancing towards a low-carbon future.								

Governance, leadership, and oversight

- 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).

At KPIT, we are acutely aware of the significant role we play in shaping a sustainable future. Our unwavering commitment to sustainability is deeply embedded in our operational strategies and long-term vision. We continually strive to balance innovation with environmental responsibility, ensuring our growth benefits both our stakeholders and the planet.

As part of this commitment, we have initiated a comprehensive Greenhouse Gas (GHG) inventory assessment, showcasing our dedication to understanding and minimizing our environmental impact. Looking ahead, we are excited to embark on developing a Decarbonization Roadmap and aligning our Net Zero goals with the Science-Based Targets initiative (SBTi). This initiative will guide us in setting ambitious yet achievable targets for reducing our carbon footprint.

On the sustainability front, we are proud to say that in the past year, our 13,000+ employees have taken meaningful steps towards sustainability, from new technology solutions to reducing waste, improving energy efficiency, and participating in green initiatives, under our program EcoVoyage 2030. For the coming year, green coding has been initiated organization wide, which will be followed by impact assessment. We have also initiated conversations with the targeted clients in each geography to identify areas of collaboration for sustainable partnership and its exploration is in progress.

On the social front, KPIT continues to adapt an inclusive workplace, prioritizing employee well-being, and promoting community engagement initiatives. We firmly believe that our people are our most valuable asset, and their development is integral to our success.

Together, we are building a sustainable future by aligning our business practices with the needs of our planet and communities. This alignment not only ensures responsible growth but also reinforces KPIT's role as a leader in promoting environmental and social stewardship within the industry.

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Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Sachin Tikekar DIN: 02918460 Designation: President & Joint Managing Director Telephone Number: +91 20 6770 6000 E-mail ID: grievances@kpit.com									
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.	At KPIT, all the sustainability aspects are overseen by the CSR Committee. The Composition of CSR committee is as follows:									
	Sr. No.	Name of the Director								Position held in CSR Committee
	1	Mr. Anant Talaulicar								Chairman
	2	Mr. S. B. (Ravi) Pandit								Member
	3	Mr. Sachin Tikekar								Member

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	KPIT adheres to the standard practice of regularly reviewing its policies, either on a periodic basis or as required. This process is undertaken by the appropriate board committee or designated individuals or groups. During these assessments, the status and implementation of each policy are carefully evaluated, and any necessary adjustments to the policies and procedures are made to ensure their continued effectiveness and alignment with the Company's operational goals.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all statutory requirements to the extent applicable.																	

	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	No, KPIT has not carried out independent assessment/ evaluation of the working of its policies by an external agency. However, KPIT does evaluate its policies internally on a regular basis.								
12. If answer to question (1) above is "No" i.e., not all principles are covered by a policy, reasons to be stated:									

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Business Responsibility & Sustainability Report (Contd.)

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

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.



KPIT prioritizes operational excellence and sustainable growth, underpinned by ethics and integrity. The Company upholds high business conduct standards across its operations. A robust governance and risk management framework ensures effective oversight. KPIT’s Code of Conduct offers clear guidelines, promoting ethical behavior among employees and directors. To support this commitment, KPIT delivers comprehensive training on its Code and corporate policies, equipping employees with the knowledge to mitigate risks and uphold stakeholder trust.

Essential Indicators

1. Percentage coverage by training and awareness programs 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	% of persons in respective category covered by the awareness programs
Board of Directors and Key Managerial Personnel	2	The Company equips its Board of Directors and Key Managerial Personnel with awareness on aspects related to regulatory ambience, business paradigms, and industry trends through a comprehensive familiarization program. This program covers industry insights, business strategy, core values, and policies on ethics, conflict of interest, and anti-bribery. Key topics include Technology Deep Dive, Client and Market dynamics, Marketing and Branding, and Growth Initiatives. Focus areas additionally encompass Delivery, AD & Powertrain, Middleware & VED, Commercial Vehicles, New Mobility, and Sustainability. Regular sessions on strategy, leadership, competency, and current business trends further enhance their understanding and effectiveness.	100%

Business Responsibility & Sustainability Report (Contd.)

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Employees other than BoD and KMPs	7	<p>All our employees undergo mandatory trainings on KPIT code of conduct which covers all the principles laid down in BRSR. Other than the above, domain specific trainings and awareness sessions were held during the financial year.</p> <ul style="list-style-type: none"> • Introduction to Data Protection and Data Security Training (Legal Compliance, Safeguarding Personal Information, Cybersecurity Awareness, Data Breach Prevention, Ethical Considerations) • Legal Contracting Process (Contract Basics, Legal Review Process, Key Points on NDAs, Service Agreements & SOWs, License Agreements, etc., Critical Clauses, Deviations and Approvals Other considerations) • E-Learning Module for environmental and occupational health and safety • Desk Exercises session • Evacuation drill • Training and Awareness sessions on community contribution, customer focus, equal employment opportunities, Non-discrimination and harassment, Prevention of Sexual Harassment • E-learning module on corporate social responsibility 	97.5%
Workers		Not Applicable, KPIT does not have permanent workers.	

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					
	NGRBC Principles	Name of the regulatory / enforcement agencies / judicial institution	Amount (INR)	Brief of the Case	Has an appeal been preferred? (Y/N)
Penalty/fine	Nil. there were no instances requiring disclosure based on materiality as specified in Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.				
Settlement					
Compounding Fee					

Non-Monetary				
	NGRBC Principles	Name of the regulatory / enforcement agencies / judicial institution	Brief of the Case	Has an appeal been preferred? (Y/N)
Imprisonment	Nil, there were no instances requiring disclosure based on materiality as specified in Regulation 30 of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.			
Punishment				

At KPIT, all Directors, Key Managerial Personnel, and employees adhere to a robust standard of ethical business conduct. As a result, in FY25, the Company faced no monetary or non-monetary fines, penalties, settlements, or

Business Responsibility & Sustainability Report (Contd.)

punitive actions from regulators, law enforcement agencies, or judicial institutions. This underscores KPIT’s unwavering commitment to integrity and compliance.

3. Of the instances disclosed in Question 2 above, details of the Appeal / Revision are 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.

Yes, KPIT maintains a strict ‘Zero Tolerance’ policy against corruption and bribery. Its Code of Conduct and Vendor Code of Conduct comprehensively address anti-corruption and anti-bribery measures, unequivocally asserting the Company’s non-tolerance for such practices. KPIT expressly prohibits all employees, directors, associates, suppliers, and third-party vendors from engaging in any form of bribery or offering anything of value to obtain or retain business or influence business operations. Integrity is at the core of everything KPIT does, reflecting its steadfast commitment to ethical business practices. All policies, including the Code of Conduct, are available at <https://www.kpit.com/investor-gov/>.

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	FY 2024-25 (Current Financial Year)		FY 2023-24 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the directors	Nil	Not Applicable	Nil	Not Applicable
Number of complaints received in relation to issues of conflict of interest of the KMP’s	Nil	Not Applicable	Nil	Not Applicable

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 as there have been no cases of corruption and conflicts of interest.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Number of Days of account Payable	108.32	121.76

Note: Independent reasonable assurance has been carried out by C N K & Associates LLP on the above indicator.

Business Responsibility & Sustainability Report (Contd.)

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 & investment, with related parties, in the following format:

Parameters	Metrics	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Concentration of purchase*	Purchase from trading houses as % of total purchase	Not Applicable*	Not Applicable*
	Number of trading houses where purchases are made from		
	Purchases from top 10 trading houses as % of total purchase from trading houses		
Concentrations of sales*	Sales to dealers / distributors as % of total sales	Not Applicable*	Not Applicable*
	Number of dealers / distributors to whom sales are made		
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	Purchases (purchases with related parties / total purchase)	47.95%	3.90%
	Sales (Sales to related parties / total sales)	91.26%	91.27%
	Loans and advances (Loans and advances with related parties / total Loans and advances)	0.00%	0.00%
	Investments (Investments to related parties / total Investments made)	87.93%	95.40%

* Considering the nature of the business of the Company, concentration of purchases and sales 'Not Applicable'.

Note: Independent reasonable assurance has been carried out by C N K & Associates LLP on the above indicator.

LEADERSHIP INDICATORS

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

Total number of awareness programs held	Topics / principles covered under the training	% of value chain partners covered (by value of business done with such partners) under the awareness programs
2	Principle 3 and 6: Compliance requirements related to Environmental, Occupational Health, and Safety ("EOHS") have been integrated into the vendor onboarding process. Training sessions and awareness programs have been conducted for third-party staffs working within KPIT premises.	100% of suppliers were covered in Training and awareness programs to ensure compliance with EOHS standards.

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.

KPIT has implemented a strong governance framework, anchored in its Code of Conduct, to manage and prevent conflicts of interest. The Board Directors and employees must avoid any financial, business, or personal relationships that could conflict with KPIT's interests or their professional duties.

Under the Code of Conduct, any perceived or actual conflict must be reported in writing to the Head of HR with full disclosure. While a conflict does not necessarily prohibit the related activity, those involved must fully disclose it and abstain from the decision-making process. Additionally, directors and employees are obligated to report any potential conflicts involving others. All reports are treated with strict confidentiality, ensuring transparency and integrity in business conduct.

Business Responsibility & Sustainability Report (Contd.)

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



KPIT emphasizes sustainable business practices through the deployment of innovative green software solutions that reduce client environmental impact. The Company enforces a comprehensive Vendor Code of Conduct to uphold sustainable procurement, focusing on business integrity, fair labor practices, health and safety, and environmental stewardship. These initiatives aim to minimize environmental harm while enhancing societal welfare and stakeholder value. KPIT adheres to ISO 9001:2008 standards within its Quality Management System, reinforcing its commitment to excellence and sustainability. Additionally, the Company evaluates value chain partners on BRSR core to ensure sustainability throughout its operations.

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	Details of improvements in environmental and social impacts
R&D	100%	100%	KPIT continues to develop and deploy innovative technologies aiming to create a positive impact on the environment. During the year, the Company has achieved below milestones: <ul style="list-style-type: none"> Sodium ion battery Technology successfully transferred to Dorf Ketal to further scale it up for Automotive, Stationary Energy storage and Defense applications. This will help India achieve self-reliance and sustainability goals. Commercialized Hydrogen Fuel Cell Technology for Automotive, Marine and Stationary Storage Applications. KPIT’s H2 Fuel Cell Technology is helping these segments make progress towards meeting their Net-zero emission goals. Equipment to perform research and development in the areas of the cutting-edge Fuel Cell Technology.
Capex	100%	100%	

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

Yes, KPIT has established procedures for sustainable sourcing, prioritizing sustainability across its operations. The Company utilizes a Vendor Code of Conduct as the guiding framework for procuring goods and services. This Code mandates that vendors adhere to standards concerning environmental responsibility, social equity, and ethical business practices.

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

In FY 2024-25, KPIT ensured that all office stationery materials were sourced from authorized suppliers, guaranteeing compliance with regulatory guidelines. The Company enforces a stringent vendor due diligence and assessment process in its onboarding procedure, engaging solely with authorized vendors for procurement. Additionally, KPIT encourages vendors to adopt environmental management systems, health and safety management frameworks, and uphold human rights throughout their operations.

Business Responsibility & Sustainability Report (Contd.)

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.

Product	Process to safely reclaim the product
a. Plastics (including packaging)	Not applicable. KPIT is an IT product/service Company. However, the Company ensures compliance and efficient management of the waste generated on its premises. All in-house waste generated in the premises is managed and disposed of as per the guidelines specified in the Pollution Control Board's Consent to Operate, as mandated by the respective State Pollution Control Board, ensuring environmental sustainability and operational compliance.
b. E-Waste	
c. Hazardous Waste	
d. Other 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 EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

KPIT is an IT product/service Company and does not manufacture any product, hence the Extended Producer Responsibility (EPR) is 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 product / service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in the 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 reused input material to total material	
	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Not applicable		

Business Responsibility & Sustainability Report (Contd.)

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)						
E-waste						Not applicable
Hazardous waste						
Other waste						

5. Reclaimed products and their packaging materials (as a 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.
	Not applicable

Business Responsibility & Sustainability Report (Contd.)

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



KPIT is committed to fostering a secure and supportive environment for its employees, contractors, and value chain partners. The Company upholds a strong Environmental, Occupational, Health, and Safety (“EOHS”) Policy aimed at enhancing the well-being of all stakeholders. Active participation and dialogue concerning health and safety are encouraged, cultivating a culture where these priorities are paramount.

Furthering its dedication to inclusivity, KPIT champions diversity, equal opportunity, and non-discrimination across its operations. By embedding these values into its practices, KPIT strives to create a workplace that is both inclusive and equitable, ensuring all individuals are valued and respected. Through these initiatives, KPIT not only enhances the welfare of its workforce but also nurtures a culture of diversity and shared value.

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	6,383	6,383	100%	6,383	100%	NA	NA	6,383	100%	6,383	100%
Female	3,035	3,035	100%	3,035	100%	3,035	100%	NA	NA	3,035	100%
Total	9,418	9,418	100%	9,418	100%	3,035	100%	6,383	100%	9,418	100%
Other than Permanent employees											
Male	554	-	0%	11	2%	-	0%	-	0%	-	0%
Female	216	-	0%	2	1%	-	0%	-	0%	-	0%
Total	770	-	0%	13	2%	-	0%	-	0%	-	0%

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	Not applicable. KPIT does not have a permanent workers category.										
Female											
Total											
Other than Permanent workers*											
Male	215	-	0%	215	100%	-	0%	-	0%	-	0%
Female	63	-	0%	63	100%	-	0%	-	0%	-	0%
Total	278	-	0%	278	100%	-	0%	-	0%	-	0%

*KPIT ensures that all the workers (other than permanent workers) are covered under ESIC (if applicable) as per regulatory requirements and obtains required confirmation from the third party / contractor.

Business Responsibility & Sustainability Report (Contd.)

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

Category	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the Company.	0.78%	0.31%

Note: Independent reasonable assurance has been carried out by C N K & Associates LLP on the above indicator.

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

Benefits	FY 2024-25 (Current Financial Year)			FY 2023-24 (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	100%		Yes	100%		Yes
Gratuity	100%	Not applicable	Yes	100%	Not applicable	Yes
ESI	4%		Yes	1%		Yes
Others – please specify	-	-	-	-	-	-

Note: KPIT does not have permanent workers.

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, KPIT is committed to ensuring accessibility for differently abled employees and workers, in adherence to the Rights of Persons with Disabilities Act, 2016. The Company has introduced various measures to enhance accessibility, including the installation of wheelchair ramps, ensuring convenient elevator access, providing dedicated handicapped-accessible restrooms, and offering electric buggies for transportation from the entrance to office areas. These initiatives reflect KPIT’s dedication to fostering an inclusive environment where everyone can navigate and utilize the premises effectively, promoting inclusivity and equal opportunity for all.

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.

KPIT is dedicated to upholding a workplace free from discrimination on the basis of sex, sexual orientation, race, color, religious creed, veteran status, national origin, age, disability, marital status, or any other legally protected characteristic. The Company’s employment processes, from recruitment to termination, are designed to comply with statutory regulations and eliminate any form of discrimination.

KPIT guarantees the right of individuals to file complaints, provide information, or participate in investigations, public hearings, or activities related to equal employment opportunities without facing interference or retaliation. Employees who experience discrimination are encouraged to report the matter to the Head of Global HR, who ensures that all complaints are addressed promptly and appropriately. Refer KPIT’s [Code of Conduct](#):

Business Responsibility & Sustainability Report (Contd.)

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	100%	85%		
Female	42%	93%	Not applicable	
Total	78%	89%		

*Please note that there were no permanent workers employed during the reporting year.

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

	Yes/No	If Yes, then give details of mechanism in brief
Permanent workers	KPIT does not have any workers under the permanent worker category.	KPIT upholds a robust Code of Conduct and Whistleblower Policy, offering clear guidelines for employees to raise grievances by writing to ombudsman@kpit.com . Additionally, employees can address their concerns by emailing their Human Resources Business Partner (HRBP) or directly contacting their manager. This system is designed to ensure grievances are promptly received, acknowledged, and appropriately addressed.
Other than permanent workers	Yes	
Permanent employees	Yes	
Other than permanent employees	Yes	

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

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total employees/workers in the respective category (A)	No. of employees/workers in the respective category, who are part of the association(s) or Union (B)	% (B / A)	Total employees/workers in the respective category (C)	No. of employees/workers in the respective category, who are part of the association(s) or Union (D)	% (D / C)
Total permanent employees	9,418	-	0%	8,782	-	0%
Male	6,383	-	0%	6,000	-	0%
Female	3,035	-	0%	2,782	-	0%
Total permanent workers*	-	-	0%	-	-	0%
Male	-	-	0%	-	-	0%
Female	-	-	0%	-	-	0%

*The Company does not have permanent workers.

Business Responsibility & Sustainability Report (Contd.)

8. Details of training given to employees and workers:

Category	FY 2024-25 Current Financial Year					FY 2023-24 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/D)
Employees										
Male	6,937	6,540	94%	6,161	89%	6,144	6,144	100%	4,003	65%
Female	3,251	3,053	94%	2,897	89%	2,836	2,836	100%	1,774	63%
Total	10,188	9,593	94%	9,058	89%	8,980	8,980	100%	5,777	64%
Workers										
Male	215	215	100%	215	100%	148	148	100%	148	100%
Female	63	63	100%	63	100%	31	31	100%	31	100%
Total	278	278	100%	278	100%	179	179	100%	179	100%

9. Details of performance and career development reviews of employees and workers:

Category	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees *						
Male	6,937	6,239	90%	5,034	4,857	96%
Female	3,251	2,845	88%	2,325	2,185	94%
Total	10,188	9,084	89%	7,359	7,042	96%
Workers**						
Male						
Female	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Total						

* The figure reflects the number of employees eligible for performance review for the reporting period. KPIT has standard performance and career development mechanism outlined in its Human Resource Policies which acts as a guiding document with respect to employee life cycle management and development.

** KPIT employs other than permanent workers through the contractor / third party agencies for providing various services such as housekeeping, admin support and security.

Business Responsibility & Sustainability Report (Contd.)

10. Health and safety management system:

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage of such a system?

Yes, at KPIT, the safety and well-being of employees are of utmost importance. The Company is dedicated to fostering a secure and healthy work environment through a structured Occupational Health and Safety (“OHS”) Management System.

KPIT has achieved certification to the ISO 45001:2018 Occupational Health and Safety Management System standard, covering major sites in India and approximately 95% of its total employee base in the country. This certification underscores the Company’s commitment to ensuring a safe and healthy work environment for its employees.

To reinforce this commitment, KPIT has implemented a comprehensive OHS Management System across most of its offices in India.

KPIT maintains a comprehensive approach to workplace safety through its Occupational Health and Safety Management System. This includes implementing safe work practices, hazard identification and risk assessment (“HIRA”), and rigorous employee training to ensure skill acquisition for safe job performance. Safety measures are systematically applied, supported by the provision of personal protective equipment (“PPE”) for workers. Regular medical fitness assessments are conducted to monitor employee well-being, while emergency preparedness protocols are established to efficiently manage potential incidents.

Clear safety guidelines are communicated via Standard Operating Procedures (“SOPs”), ensuring regulatory compliance with all health and safety laws. KPIT employs a permitting system for safety protocols related to specific tasks and pursues continuous improvement through regular reviews of its OHS Management System. To further strengthen employee readiness, the Company conducts regular emergency drills, fostering a culture of awareness and preparedness across its workforce.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

KPIT is dedicated to fostering a safe and healthy work environment for its employees through a robust Environmental, Occupational Health, and Safety (EOHS) policy. As part of this commitment, the Company has established a comprehensive Occupational Health and Safety (OHS) management system across its major office locations. This system is designed to proactively identify, mitigate, and manage potential workplace hazards, ensuring the well-being of all employees.

A central aspect of this system is the Hazard Identification and Risk Assessment (HIRA) process, which is instrumental in minimizing workplace risks. The HIRA process enables KPIT to:

- Systematically identify workplace hazards to assess potential risks.
- Evaluate and prioritize risks based on their severity and likelihood of occurrence.
- Implement control measures that effectively mitigate or eliminate identified risks.
- Monitor and evaluate the effectiveness of these control measures for continuous improvement.
- Document findings and communicate them transparently to employees, fostering awareness and accountability.

The HIRA process is routinely reviewed and updated to respond to new risks, operational changes, and regulatory requirements, ensuring its continued effectiveness and alignment with KPIT’s commitment to safety and health standards.

Business Responsibility & Sustainability Report (Contd.)

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks.

KPIT prioritizes safety for employees and workers by ensuring prompt reporting and management of all work-related incidents, including accidents, unsafe conditions, and acts. Employees can report incidents via the dedicated email workplacesafety@kpit.com and the ASSIST platform, which supports thorough incident investigation and corrective actions for hazard elimination and prevention. These practices are communicated to all employees. For workers, KPIT has procedures for reporting safety concerns that are logged in an incident tracker sheet as either closed or open. The head of security reviews incident reports weekly, addressing any occurrences thoroughly. Environmental and hazardous issues are promptly reported to management.

d. Do the employees / workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)

KPIT prioritizes employee well-being by offering non-occupational medical services, including doctor consultations, counseling, and teleconsultations. The Company emphasizes a people-first approach, promoting physical, mental, and emotional wellness. A 24/7 in-house ambulance service ensures a 20-minute emergency response time, while a medical practitioner visits Pune sites thrice a week and is available on call elsewhere. Employees also receive benefits like oral cancer screening program to detect cancer at early stage, diet coaching & nutritionist counseling, discounted wellness products, life insurance, mediclaim, and personal accident cover. KPIT believes a healthy workforce is essential for corporate success and long-term growth. To support this, the Company extends health and well-being sessions for workers.

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

Safety incident/number	Category*	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hour worked)	Employees	Nil	Nil
	Workers		
Total recordable work-related injuries	Employees	Nil	
	Workers	1	
No. of fatalities	Employees	Nil	
	Workers		
High consequences for work-related injury or ill-health (excluding fatalities)	Employees	Nil	
	Workers		

*Including in the contract workforce

Note: Independent reasonable assurance has been carried out by C N K & Associates LLP on the above indicator.

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

KPIT prioritizes the health, safety, and well-being of its employees, understanding their vital role in achieving the Company's growth objectives. Committed to providing safe working conditions, KPIT minimizes illnesses and injuries through extensive safety training programs, including fire and emergency drills, electrical safety measures, and cross-functional training on hygiene and security.

For 2024-25, KPIT's wellness initiatives include:

- A wellness calendar with programs on nutrition, wellness, stress management, mental health, and meditation, along with seasonal healthcare initiatives.
- A live virtual 'Health Studio' offering teleconsultation services exclusively for women.
- Webinars focusing on mental and emotional health.
- Ongoing awareness campaigns via leadership videos, banners, and communications.

Business Responsibility & Sustainability Report (Contd.)

- Desk exercises led by a physician.
- Communications on preventive care during disease outbreaks.
- Global sessions on topics such as anger management and cervical cancer awareness, plus World Health Day celebrations featuring Chakra Science for mindfulness.
- A global webinar titled “Your Liver Can Make You Live Longer!!!” emphasizes liver health and its critical functions in body processes.
- Launched Kidney Health Awareness program to educate employees.
- Offered Womantra financial planning workshops for women.
- Raised awareness about heart health on World Heart Day.
- Conducted awareness session to educate employees about infertility & IVF treatment

These efforts ensure KPIT remains committed to enhancing employee safety and well-being across all locations.

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	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	2	1	The Company is working on fixing the Complaint related to lighting in the extended parking area.	1	-	Complaint was related to lighting in the parking area
Health & Safety	2	-	Both the complaints were related to floor cleaning.	-	-	None

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	

*The assessments were conducted by certified internal auditors.

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.

During the reporting period, KPIT reported no serious health and safety concerns or injuries. Security staff efficiently report incidents daily, with senior management reviewing them weekly and addressing recurring issues. No significant risks were identified in internal assessments. KPIT encourages transparent reporting and supports investigations and corrective actions via its email workplacesafety@kpit.com and the ASSIST platform to prevent future incidents.

Business Responsibility & Sustainability Report (Contd.)

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) Employees – Yes
- b) Workers – Yes, the Company adheres to labor laws and ensures that all workers receive benefits in accordance with regulatory provisions set by the ESIC scheme.

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

KPIT ensures timely deduction and deposit of statutory dues.

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	-

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)

Yes, KPIT offers a transition assistance program to support employees experiencing career endings due to termination. Additionally, the Company provides skill enhancement training and conducts performance development reviews to continuously assess and improve employee capabilities, demonstrating its commitment to supporting employees throughout their careers.

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 conditions	KPIT ensures compliance with regulatory requirements when engaging with its suppliers. The Company is in the process of establishing a reporting system for its upstream and downstream value chain partners in alignment with BRSR core standards, which also include health and safety and human rights parameters.
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.

Not applicable

Business Responsibility & Sustainability Report (Contd.)

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



KPIT prioritizes effective stakeholder engagement as a vital component of its business operations. To achieve this, the Company has implemented a Stakeholders Engagement Policy to guide the understanding and addressing of concerns from both internal and external parties. By collaborating with stakeholders to manage risks and resolve conflicts swiftly, KPIT supports long-term sustainable growth. Stakeholders are encouraged to report grievances via email at ombudsman@kpit.com. This structured approach fosters supportive and sustainable relationships with all parties involved.

Essential Indicators

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

KPIT emphasizes strong engagement with key stakeholders vital to its business value chain, recognizing regular interactions as essential for understanding their aspirations and concerns. The Company's primary stakeholders include employees, shareholders, investors, banks, customers, suppliers, local communities, and government & regulatory authorities. Through active two-way communication, KPIT identifies and resolves challenges, creating shared value. Viewing stakeholders as crucial business partners, the Company collaborates closely to drive sustainable growth and success. KPIT values stakeholder input and feedback as essential for collectively achieving its goals and fulfilling commitments.

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 & 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
Employees	No	Newsletters, employee satisfaction surveys and emails, trainings, rewards and recognitions, online meeting with eminent personalities and online team building activities	Weekly/ Monthly/ Quarterly/ Annually/ Need Basis	<ul style="list-style-type: none"> Employee Diversity and Inclusion Employee Engagement Feedback and grievance redressal Career development Safety and healthy work culture Training Programs
Shareholders & Investors	No	Analyst calls, Press releases, e-AGM and annual report, social media, KPIT Website	Quarterly/ Annually/ Need Basis	<ul style="list-style-type: none"> Understanding Shareholder expectations Educating the investor about the business performance, assets, environment, market, future, etc. of KPIT

Business Responsibility & Sustainability Report (Contd.)

Stakeholder group	Whether identified as vulnerable & 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
Banks/Lenders	No	Personal Visits, emails and phone calls	Quarterly and Need Basis	<ul style="list-style-type: none"> Quarterly / Regular communication such as Operational performance, business outlook, investor presentation, dividend credit intimations, Annual Reports, notices of General Meetings, other regulatory requirements etc. Investor and analyst calls are conducted regularly. Credit worthiness
Suppliers	No	Personal visits, emails and phone calls, satisfaction surveys	Annually and Need Basis	<ul style="list-style-type: none"> Financial Performance. Risk assessment. Quality and Business Continuity Relationship Management
Customers	No	Personal visits, customer satisfaction surveys, emails and phone calls to customer leadership meet, social media	Annually and Need basis	<ul style="list-style-type: none"> Opportunity to improve KPIT's services Understanding clients and industry challenges Current trend Relationship Management
Community	No	CSR Initiatives, Awareness workshops, videos, Community program and employee volunteering	Quarterly and Need Basis	<ul style="list-style-type: none"> Understanding opportunities for sustainable development Development to society Retain KPIT brand and reputation Feedback and grievance redressal
Government & Regulatory Authorities	No	Association with Industry body/forums, submission of report and returns, written communication with government authorities and stock exchange filings	Monthly/ Quarterly and Need Basis	<ul style="list-style-type: none"> Regulatory Compliances

Business Responsibility & Sustainability Report (Contd.)

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.**

KPIT is committed to regular, proactive engagement with stakeholders to align expectations and build trust. The Board receives periodic updates and communications from senior management on material issues, ensuring informed governance responsive to stakeholder expectations on environmental and social matters. This dedication to transparent communication is key to KPIT's collaborative efforts to achieve business objectives and create long-term value for all stakeholders.

- 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 the policies and activities of the entity.**

KPIT regularly reviews its material topics, identifying key stakeholders and business concerns as material issues. The Company actively seeks stakeholder feedback and recommendations, considering these interactions to prioritize environmental, social, and governance ("ESG") issues. Through this approach, KPIT ensures its sustainability efforts effectively addresses stakeholder concerns.

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

KPIT in partnership with Maharshi Karve Stree Shikshan Samstha (MKSSS) and Surajya Sarvangin Vikas Prkalp, undertook a skill training initiative to empower women from vulnerable and marginalized groups. Through a needs assessment conducted in Pune, Raigad, and Satara, 331 women were identified for participation in the program. This collaborative effort successfully equipped the participants with essential skills to improve their livelihoods, thereby promoting socioeconomic development within these communities.

Business Responsibility & Sustainability Report (Contd.)

Principle 5: Businesses should respect and promote human rights.



KPIT is committed to safeguarding labor and human rights by enforcing strict guidelines outlined in its Code of Conduct and Vendor Code of Conduct. These codes forbid child and force labor, prevent discrimination and harassment, and promote diversity and inclusion. Compliance is mandatory for all vendors, who must also adhere to relevant laws and international principles. KPIT proactively communicates these standards to ensure widespread understanding and compliance, reinforcing its dedication to ethical business practices and human rights protection across its value chain.

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 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	6,937	6,540	94%	8,782	8,782	100%
Other than permanent	3,251	3,025	93%	198	-	0%
Total employees	10,188	9,565	94%	8,980	8,782	98%
Workers						
Permanent	KPIT does not have permanent workers.					
Other than permanent	278	-	0%	179	-	0%
Total workers	278	-	0%	179	-	0%

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

Category	FY 2024-25 (Current Financial Year)					FY 2023-24 (Previous Financial Year)				
	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	9,418	-	0%	9,418	100%	8,782	-	0%	8,782	100%
Male	6,383	-	0%	6,383	100%	6,000	-	0%	6,000	100%
Female	3,035	-	0%	3,035	100%	2,782	-	0%	2,782	100%
Other than permanent	770	-		770	100%	198	-	0%	198	100%
Male	554	-	0%	554	100%	144	-	0%	144	100%
Female	216	-	0%	216	100%	54	-	0%	54	100%
Total employees	10,188	-	0%	10,188	100%	8,980	-	0%	8,980	100%
Workers										
Permanent	KPIT does not have permanent workers.									
Male										
Female										
Other than permanent	278	-	0%		100%	179	-	0%	179	100%
Male	215	-	0%		100%	148	-	0%	148	100%
Female	63	-	0%		100%	31	-	0%	31	100%
Total workers	278	-	0%		100%	179	-	0%	179	100%

Business Responsibility & Sustainability Report (Contd.)

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	13	6,795,010	1	6,834,750
Key Managerial Personnel (KMP)	1*	-	2	10,221,996
Employees other than BoD and KMP	6,379	1,369,847	3040	1,216,617
Workers		Not applicable		

Note: *Mr. Ashish Malhotra is appointed as General Counsel & Company Secretary w.e.f. April 28, 2025

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Gross wages paid to females as % of total wage.	27.49%	27.07%

Note: Independent reasonable assurance has been carried out by C N K & Associates LLP on the above indicator.

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. KPIT assigns a dedicated Human Resource Business Partner (HRBP) to each function, offering employees a direct channel to raise concerns. The Company has also implemented a robust Vigil Mechanism and Whistleblower policy to ensure transparency and integrity. Mr. Anil Patwardhan serves as the ombudsman, reporting directly to the Chairman of the Audit Committee, reinforcing KPIT's commitment to an ethical workplace. Grievances from internal and external stakeholders can be reported via email at ombudsman@kpit.com.

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

KPIT has established a Vigil Mechanism and Whistleblower Policy to address human rights issues and business conduct effectively. This policy outlines procedures for managing grievances related to human rights violations. It allows employees, directors, and associated individuals to submit Protected Disclosures, prioritizing the Company's best interests. The mechanism details complaint submission, processing, investigation procedures, responsibilities, and non-retaliation assurances. Additionally, each function is supported by a dedicated Human Resource Business Partner (HRBP) to facilitate communication of employee concerns.

Business Responsibility & Sustainability Report (Contd.)

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

	FY 2024-25 (Current Financial Year)			FY 2023-24 (Previous Financial Year)		
	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	-	-	Not Applicable	1	-	Not Applicable
Discrimination at workplace	-	-		-	-	
Child labour	-	-		-	-	
Forced labour / Involuntary labour	-	-		-	-	
Wages	-	-		-	-	
Other human rights-related issues	-	-		-	-	

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	-
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	-	-

Note: Independent reasonable assurance has been carried out by C N K & Associates LLP on the above indicator.

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

KPIT is dedicated to creating a workplace free from discrimination and harassment. The Company has Whistleblower and Prevention of Sexual Harassment (“POSH”) policies that allow employees to report issues without fear of retaliation, ensuring confidentiality and anonymity of complainants. In line with the Sexual Harassment of Women at Workplace Act, 2013, and the Employee Code of Conduct, awareness training is provided to all employees, underscoring KPIT’s commitment to a respectful and inclusive environment. Further details are available at <https://www.kpit.com/investor-gov/>.

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

Yes. KPIT ensures transparency and accountability by clearly communicating its human rights commitment to all business partners. Partners must agree to the Vendor Code of Conduct, covering anti-corruption, child labor, forced labor, and other human rights considerations. KPIT incorporates these clauses into contracts, ensuring ethical practices across the value chain. By proactively engaging with business partners, KPIT upholds corporate responsibility, promoting sustainability and equity. The Company believes ethical conduct and human rights respect are essential to building lasting, mutually beneficial stakeholder relationships.

Business Responsibility & Sustainability Report (Contd.)

10. Assessments of the year

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child labour	KPIT has not carried out human rights assessment during FY 2024-25. However, the Company has implemented stringent policies to avoid social and human rights risk.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

11. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 10 above.

Not applicable.

Leadership Indicators

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

KPIT reported no human rights violations this year, affirming its commitment to strong human rights, POSH, Vigil Mechanism, and Whistleblower policies. Mandatory training sessions on these topics ensure transparency and accessibility for all employees. Vendors must comply with the POSH Act and integrate human rights policies in their contracts during onboarding. KPIT is committed to fostering a respectful and safe workplace where everyone can voice concerns about harassment or human rights issues. The Company upholds the highest ethical standards, promoting accountability and integrity internally and with partners, supported by proactive and continuous improvement efforts.

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

The Company has not conducted human rights due diligence in the reporting year, however the issues pertaining to human rights are monitored regularly.

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

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	KPIT ensures compliance with regulatory requirements when engaging with its suppliers. The Company is in the process of establishing a reporting system on its upstream and downstream value chain partners in alignment with BRSR core requirements which also include health and safety and human rights parameters.
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.

Not applicable

Business Responsibility & Sustainability Report (Contd.)

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



KPIT is dedicated to environmental stewardship, aiming to create positive impacts on society and the planet for current and future generations. By integrating sustainability into its operations, the Company effectively manages environmental impacts and conserves resources through its Environment, Occupational Health and Safety Policy, and Vendor Code of Conduct. KPIT is actively identifying emission hotspots and working to reduce emissions. Positioned to leverage trends in clean technology, AI, and supply chain innovations, KPIT sees significant growth opportunities in electrification and AI-driven solutions, particularly in India. In FY 2025, the Company obtained ISO 45001:2015 and ISO 14001:2015 Environmental Management System certifications for four of its nine Indian locations, covering 95% of its workforce.

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity:

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
For Renewable Sources		
Total electricity consumption (A)	11,418	7,890
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	11,418	7,890
From non-renewable sources		
Total electricity consumption (D)	13,418	13,146
Total fuel consumption (E)	1,130	264
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	14,548	13,410
Total energy consumed (A+B+C+D+E+F)	25,966	21,300
Energy intensity per rupee of turnover (Total energy consumed / Revenue (in Million INR) from operations)	1.01	1.06
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue (in Million USD) from operations adjusted for PPP)*	20.92	21.58
Energy intensity in terms of physical output**	Not applicable	Not applicable
Energy intensity (optional) – the relevant metric may be selected by the entity.	-	-

*The revenue from operations has been adjusted for Purchasing Power Parity ('PPP') based on the PPP conversion rates published by International Monetary Fund ('IMF') which is 20.66 for the current year (FY25) and 20.43 for previous year (FY24). (Source : <https://www.imf.org/external/datamapper/profile/IND>) Energy intensity per rupee of turnover adjusted for PPP for the previous year has been recalculated and restated using PPP conversion rates published by IMF as required by Industry Standards note on Business Responsibility and Sustainability Report (BRSR) Core.

**Energy intensity in terms of physical output is not applicable as KPIT is into Information and Technology services.

**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, an independent reasonable assurance has been carried out by C N K & Associates LLP on above indicator. Refer page no. 172 for Reasonable Assurance Report.

Business Responsibility & Sustainability Report (Contd.)

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.

Not applicable, as none of the sites / facilities are identified as Designated Consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	741	-
(ii) Groundwater	29,178	-
(iii) Third-party water	35,720	40,647
(iv) Seawater / desalinated water	0	-
(v) Others (Tanker water)	8,069	4,531
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	73,709	45,178
Total volume of water consumption (in kilolitres)	73,709	45,178
Water intensity per rupee of turnover (Total water consumption / Revenue (in Million INR))	2.87	2.24
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue (in Million USD) from operations adjusted for PPP)	59.39	45.77
Water intensity in terms of physical output	Not applicable	Not applicable
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

*The revenue from operations has been adjusted for Purchasing Power Parity ('PPP') based on the PPP conversion rates published by International Monetary Fund ('IMF') which is 20.66 for the current year (FY25) and 20.43 for previous year (FY24). (Source : <https://www.imf.org/external/datamapper/profile/IND>) Water intensity per rupee of turnover adjusted for PPP for the previous year has been recalculated and restated using PPP conversion rates published by IMF as required by Industry Standards note on Business Responsibility and Sustainability Report (BRSR) Core.

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, an independent reasonable assurance has been carried out by C N K & Associates LLP on above indicator. Refer page no. 172 for Reasonable Assurance Report.

Business Responsibility & Sustainability Report (Contd.)

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24
Water discharge by destination and level of treatment (in kiloliters).		
To Surface water		
No Treatment		
With treatment-please specify level of treatment		
To Groundwater		
No treatment		
With treatment – please specify level of treatment		
To Seawater		
No treatment	Nil	Nil
With treatment-please specify level of treatment		
Sent to third parties		
No treatment		
With treatment-please specify level of treatment		
Others		
No treatment		
-With treatment-please specify level of treatment		
Total water discharged (in kiloliters)	*0	*0

*All the generated wastewater at owned premises (18,120.71 kiloliters) is treated and reused for horticulture and domestic purposes. No wastewater is discharged outside the premises of the Company.

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, an independent reasonable assurance has been carried out by C N K & Associates LLP on above indicator. Refer page no. 172 for Reasonable Assurance Report.

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

KPIT is committed to optimizing water consumption through comprehensive conservation initiatives. The Company has implemented Sewage Treatment Plants (“STPs”) at owned facilities, allowing for the treatment and reuse of wastewater for activities such as flushing and gardening. This sustainable approach ensures adherence to a Zero Liquid Discharge (“ZLD”) standard, with no liquid discharge beyond the premises. KPIT effectively treats and repurposes water for various applications, including domestic uses, demonstrating its dedication to responsible resource management.

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

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
NOx	-	-	-
SOx	KG	3.71	3.27
Particulate matter (PM)	KG	6.07	2.94
Persistent organic pollutants (POP)			
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – Please specify.		Not applicable	Not applicable

Note: The Company maintains DG sets only in Pune office.

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.

No

Business Responsibility & Sustainability Report (Contd.)

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
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	768.52	688.29
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	2,647.36 (Market based) 4,741.11 (Location based)	2,614.63 (Market Based) 4,183.78 (Location based)
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue (in Million INR) from operations)	tCO ₂ e/INR turnover (in Million INR)	0.13	0.16
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue (in Million USD) from operations adjusted for PPP)**	tCO ₂ e/Million USD (turnover adjusted for PPP)	2.75	3.35
Total Scope 1 and Scope 2 emission intensity in terms of physical output***		Not applicable	Not applicable
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

*Locations based Scope 2 emissions reported for FY23-24

**The revenue from operations has been adjusted for Purchasing Power Parity ('PPP') based on the PPP conversion rates published by International Monetary Fund ('IMF') which is 20.66 for the current year (FY25) and 20.43 for previous year (FY24). (Source : <https://www.imf.org/external/datamapper/profile/IND>) Emissions intensity per rupee of turnover adjusted for PPP for the previous year has been recalculated and restated using PPP conversion rates published by IMF as required by Industry Standards note on Business Responsibility and Sustainability Report (BRSR) Core.

***Emissions intensity in terms of physical output is not applicable as KPIT is into Information and Technology services.

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, an independent reasonable assurance has been carried out by C N K & Associates LLP on the above indicator. Refer page no. 172 for Reasonable Assurance Report.

8. Does the entity have any project related to reducing greenhouse gas emission? If yes, then provide details.

KPIT systematically addresses climate change through strategic measures aimed at reducing its environmental impact. To reduce its environmental footprint, the Company is committed to innovation and continuous improvement in lowering its carbon footprint across all operations. This commitment underscores KPIT's dedication to sustainability and its contribution to climate change solutions. Key initiatives undertaken to reduce greenhouse gas emissions include:

1. KPIT's Pune Hinjewadi Phase 3 Office has successfully integrated a solar plant with a rooftop system, demonstrating a strong shift towards renewable energy. This initiative reflects the company's commitment to sustainability and reduced reliance on conventional energy sources. The solar adoption has also led to a significant reduction in carbon dioxide emissions, contributing to climate change mitigation and supporting the organization's sustainability goals.
2. Deployment of occupancy sensors in washrooms at KPIT's Pune Hinjewadi Phase 3 Office to optimize resource usage.
3. Partially transitioning to green energy sources at Bangalore offices led to reduction in greenhouse gas emissions and cost savings in energy expenses, enhancing both economic efficiency and operational resilience.

Business Responsibility & Sustainability Report (Contd.)

4. Partial replacement of diesel and petrol vehicles with electric vehicles through vendor partnerships, bolstering sustainable transportation solutions.

These efforts reflect KPIT's proactive approach to environmental stewardship and its positive contribution to mitigating climate change impacts.

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

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	0.784	0.22
E-waste (B)	5.801	-
Bio-medical waste (C)	0.745	-
Construction and demolition waste (D)	4.36	-
Battery waste (E)	11.111	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	0.122	0.13
Other Non-hazardous waste generated (H). Please specify, if any. (Food, Paper, Cardboard, Metal and Mixed Waste)	45.534	12.10
Total (A+B + C + D + E + F + G + H)	68.45	12.45
Waste intensity per rupee of Turnover (Total waste generated (MT) /Revenue (in Million INR) from operations)	0.003	0.001
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated (MT) / Revenue (in Million INR) from operations adjusted for PPP)	0.06	0.01
Waste intensity in terms of physical output**	Not applicable	Not applicable
Waste intensity (optional) – the relevant metric may be selected by the entity.	-	-

* The revenue from operations has been adjusted for Purchasing Power Parity ('PPP') based on the PPP conversion rates published by International Monetary Fund ('IMF') which is 20.66 for the current year (FY25) and 20.43 for previous year (FY24). (Source : <https://www.imf.org/external/datamapper/profile/IND>) Waste intensity per rupee of turnover adjusted for PPP for the previous year has been recalculated and restated using PPP conversion rates published by IMF as required by Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.

** Waste intensity in terms of physical output is not applicable as KPIT is into Information and Technology services.

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	39.53	12.44
(ii) Re-used	12.95	-
(iii) Other recovery operations	-	-
Total	52.48	12.44

For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)

Category of waste		
(i) Incineration	0.739	-
(ii) Landfilling	4.92	-
(iii) Other disposal operations	3.537	-
Total	9.196	-

Business Responsibility & Sustainability Report (Contd.)

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, an independent reasonable assurance has been carried out by C N K & Associates LLP on the above indicator. Refer page no. 172 for Reasonable Assurance Report.

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

KPIT, a global technology and service provider, adheres to environmentally responsible practices by avoiding the use of hazardous or toxic chemicals. The Company’s waste primarily consists of electronic, electrical, and municipal solid waste, with minimal hazardous waste. KPIT implements initiatives on recycling, composting, and responsible disposal to minimize environmental impact.

- KPIT is certified under ISO 14001:2015 Environmental Management System, covering major Indian sites that account for 95% of its workforce. This system emphasizes the 4Rs—Reduce, Reuse, Recycle, and Recover—to manage waste effectively.
- The Company monitors and manages e-waste, ensuring that electronic hardware is recycled, repaired, or repurposed through approved vendors.
- Waste within facilities is segregated into dry and wet categories: wet waste is composted for manure, while dry waste is responsibly recycled.

Specific Waste Disposal Measures:

- **Biodegradable Waste:** KPIT operates a composting plant processing up to 100 kg of waste daily to produce garden manure.
- **Municipal Solid Waste (MSW):** Solid waste segregation occurs at the source, with recyclables sent to authorized vendors.
- **E-waste:** Disposal of obsolete electronic equipment occurs through certified recyclers, following regulatory guidelines.
- **Hazardous Waste:** Managed through government-approved agencies, adhering to Ministry of Environment and Forests regulations. Used printer cartridges are recycled under the Planet HP Take Back Program.

KPIT remains dedicated to continuous improvement in sustainable waste management practices to reduce environmental impact.

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:

Not applicable, as KPIT does not have operations in or around ecologically sensitive areas.

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
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Not applicable. KPIT has not undertaken the construction of new office buildings during FY24-25, thereby obviating the need for the Company to conduct environmental impact assessments related to construction activities.

Business Responsibility & Sustainability Report (Contd.)

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

Yes, KPIT adheres to the guidelines set forth by the Maharashtra Pollution Control Board (“MPCB”) and the Central Pollution Control Board (“CPCB”) concerning the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the Environment Protection Act and associated rules.

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:** In FY2024-25, there are three offices located in water stress areas in Bangalore.
- (ii) **Nature of operations:** Software and IT operations
- (iii) **Water withdrawal, consumption and discharge:**

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	24,274	-
(iii) Third party water	5,963.04	3,597
(iv) Seawater / desalinated water	-	-
(v) Others	194.7	-
Total volume of water withdrawal (in kilolitres)	30,431.74	3,597
Total volume of water consumption (in kilolitres)	30,431.74	3,597
Water intensity per rupee of turnover (Water consumed / turnover)	1.19	0.18
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 the level of treatment	-	-
(ii) Into groundwater	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(iii) Into seawater	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-

Business Responsibility & Sustainability Report (Contd.)

Parameter	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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.

No

2. Please provide details of total Scope 3 emissions & their intensity:

Parameter	Unit	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)		*	*
Total Scope 3 emissions per rupee of turnover		*	*
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		*	*

*KPIT is currently conducting a thorough GHG inventorization for all applicable categories of Scope 3 emissions and will report the same in future.

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.

No.

3. With respect to the ecologically sensitive areas reported at Question 11 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, as KPIT does not have operations in or around ecologically sensitive areas.

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 the outcome of such initiatives:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Transition to renewable energy	KPIT has made a substantial commitment to reducing its environmental impact through the launch of the Green Energy Initiative, which focuses on promoting sustainable energy consumption. As part of this initiative, KPIT procures wheeling energy from MSPL, a notable wind energy producer, and also harnesses solar energy. The wheeling process involves purchasing electricity generated from renewable sources, such as wind and solar, which is then transmitted through the power grid to the consumer's location.	By using renewable energy, KPIT has achieved CO ₂ reduction in FY 2024-25. Incorporating both wind and solar energy into its energy mix, KPIT significantly reduced its reliance on fossil fuels, reinforcing its dedication to fostering a cleaner and more sustainable future.

Business Responsibility & Sustainability Report (Contd.)

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
2	Aerator Nozzles for Wash Basins	<p>KPIT has implemented a strategy to reduce water wastage by installing aerator nozzles on 92 washbasins, an initiative projected to conserve an additional 50,000 liters of water per month. The aerator nozzles address the estimated 60-70% waste from handwashing. This water conservation measure also leads to energy savings, as less energy is needed to pump and distribute water. This initiative is in line with KPIT's broader commitment to sustainability and operational efficiency.</p>	<p>The implementation of aerator nozzles has led to a significant reduction in water usage and has contributed to energy savings through decreased demand on water pumping systems.</p>
3	Sensor-based Taps	<p>With the implementation of sensor-based water taps in its offices, the Company has observed notable positive outcomes. These touchless taps, utilizing infrared sensors, significantly reduce water wastage, aligning with the company's sustainability objectives by conserving water and decreasing energy consumption related to water management. This initiative demonstrates the company's commitment to environmental stewardship while enhancing hygiene by minimizing contact and reducing the spread of germs.</p>	<p>Reduction in water and energy consumption.</p>
4	Implementation of Waterless Urinals	<p>As part of a broader commitment to sustainability, the Company has successfully introduced waterless urinals at its Pune Phase 3 and IT9 campuses. This initiative involved the conversion of a total of 76 urinals, leading to remarkable water savings of approximately 150,000 liters per month. This conservation effort equates to the average monthly water consumption of 10 families, highlighting the significant environmental and resource efficiency impact of the project.</p>	<p>Reduction in water consumption.</p>
5	Reuse, Recycle, Repurpose (RRR) Station	<p>KPIT has reinforced its commitment to sustainability with the launch of the "RRR Station". It is a permanent collection center established at Pune Campus (Head Office) for the responsible disposal of E-waste, Plastic Waste, and donated Clothes.</p> <p>This initiative encourages employees to participate in responsible waste management. 245 employees donated over one ton of material to Poornam Ecovision Foundation for reuse and scientific disposal, fostering a culture of reuse, recycling, and repurposing within the organization.</p>	<p>Responsible waste management & circularity implementation.</p>

Business Responsibility & Sustainability Report (Contd.)

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
6	Sustainability Month	For over a decade, KPIT has remained committed to the promise of a cleaner world by observing Environment Month every year in June. This year, as the Company embarked on its journey towards sustainability, it has celebrated Sustainability Month by organizing initiatives for its employees with motive of having at least one activity each day to foster sustainability.	Enhanced awareness & engagement on environmental stewardship.

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

KPIT prioritizes operational resilience through a comprehensive business continuity management framework, certified to ISO 22301:2019 standards, ensuring consistent implementation across the Company. Subject matter experts oversee business continuity plans and conduct drills to ensure seamless operation resumption during 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.

KPIT is dedicated to environmental responsibility, which extends to its supply chain. The Company reports minimal environmental impact from its value chain partners due to a rigorous Vendor Code of Conduct, which mandates compliance with environmental regulations. As part of the onboarding process, all new partners are required to sign and adhere to this code.

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

During the reporting period, the Company has engaged with selected value chain partners and conducted awareness sessions focusing on environmental and social impacts, fostering improved collaboration and compliance across the value chain.

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

KPIT has not generated or procured green credits in the reporting year FY 2024-25.

Business Responsibility & Sustainability Report (Contd.)

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



KPIT actively engages with trade organizations and industry groups, participating in forums and workshops to address industry and stakeholder concerns. The Company is committed to ethical business practices, sustainability, social stability, and human rights through its public policy advocacy. By collaborating with stakeholders, KPIT advocates sustainability issues such as water conservation, climate change, e-waste management, education, and diversity. KPIT believes that active advocacy and adherence to ethical principles drive positive societal change and amplify impact.

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations. – 10**
- b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.**

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	World Economic Forum	International
2	ASAM - Association for Standardization of Automation and Measuring Systems	International
3	AUTOSAR – AUTomotive Open System Architecture	International
4	SOAFEE – Scalable Open Architecture for Embedded Edge	International
5	ECLIPSE SDV Foundation	International
6	COVESA – Connected Vehicle Systems Alliance	International
7	CII - Confederation of Indian Industry	National
8	NASSCOM - National Association of Software and Service Companies	National
9	ACMA - Automotive Component Manufacturers Association of India	National
10	MCCIA - Maratha Chamber of Commerce Industries and Agriculture	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
		KPIT is committed to fair competition and proudly reports a year free of anti-competitive behavior concerns. The Company’s Code of Conduct, accessible on its website, reinforces its dedication to fostering an open market and upholding fair trade practices.

Leadership Indicators

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

KPIT actively engages in industry alliances and technology consortia, including NASSCOM, ACMA, MCCIA, AUTOSAR, ASAM, and CharIN. Its leaders and experts contribute insights on topics like future roadmaps, technological advancements, and policy interventions, keeping KPIT at the forefront of innovation. For details, refer to the Public Advocacy policy at <https://www.kpit.com/investor-gov/>.

Business Responsibility & Sustainability Report (Contd.)

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



KPIT's Corporate Social Responsibility (CSR) policy aligns with the Companies Act, 2013, demonstrating a strong commitment to community service. CSR has been central to KPIT's philosophy since its inception, emphasizing the importance of giving back. KPIT leverages technology and innovation in its CSR initiatives to uplift underprivileged groups and create lasting community impact.

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
Not applicable					

2. Provide information on the project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:

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 2022-23 (In INR)
Not applicable						

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

KPIT's Corporate Social Responsibility ("CSR") Policy aims to create lasting community change through education, environment, and employee engagement. Emphasizing technology and innovation, KPIT focuses on uplifting communities via STEM initiatives. The Company actively manages projects to address community needs, with its CSR committee overseeing implementation and providing biannual updates to the KPIT Board. KPIT is committed to making a meaningful difference and building a brighter future for all.

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

	FY 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Directly sourced from MSMEs / small producers	16.21%	11.74%
Directly from within India	99.03%	100.00%*

Note: Independent reasonable assurance has been carried out by C N K & Associates LLP on the above indicator. Refer page no. 172 for Reasonable Assurance Report.

*The value for FY 2023-24 have been recomputed and restated due to certain re-classification and change in methodology of computation in order to maintain a consistent approach.

Business Responsibility & Sustainability Report (Contd.)

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 2024-25 (Current Financial Year)	FY 2023-24 (Previous Financial Year)
Rural	Not applicable	Not applicable
Semi-Urban	Not applicable	Not applicable
Urban	Not applicable	Not applicable
Metropolitan*	100%	100%

*KPIT has offices in Metropolitan cities of the country.

Note: Independent reasonable assurance has been carried out by C N K & Associates LLP on the above indicator. Refer page no. 172 for Reasonable Assurance Report.

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):

Not applicable.

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

S. No.	State	Aspirational district	Amount spent (In ₹)
1	Andhra Pradesh	Kadapa (Sparkle 2025)	Following are the project-wise CSR spent details during FY 2024-25
2	Andhra Pradesh	Visakhapatnam (Sparkle & Shodh 2025)	
3	Andhra Pradesh	Vizianagaram (Sparkle 2025)	# Chhote Scientists: INR 13,000,000
4	Bihar	Purnia (Sparkle 2025)	# KPIT SPARKLE: INR 10,643,771
5	Jharkhand	Ranchi (Sparkle & Shodh 2025)	# KPIT SHODH: INR 3,120,000
6	Madhya Pradesh	Barwani (Sparkle 2025)	
7	Madhya Pradesh	Guna (Sparkle 2025)	
8	Maharashtra	Osmanabad (Sparkle 2025 & Chhote scientists)	
9	Odisha	Rayagada (Sparkle & Shodh 2025)	
10	Tamil Nadu	Virudhunagar (Sparkle & Shodh 2025)	

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups?

KPIT treats Micro, Small, and Medium Enterprises (“MSME”) vendors equitably, alongside non-MSME vendors, while adopting preferential payment norms for MSMEs. Most procurement comprises high-end hardware, software, tools, and materials from OEMs and local partners. Routine facilities and infrastructure management services are procured from established vendors.

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

No procurement has been carried out from marginalized/ vulnerable groups.

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

KPIT prioritizes creating shared value for local enterprises by striving to procure locally and sustainably where possible. Although the nature of IT-related procurement primarily involves sourcing from large multinational, KPIT focuses on engaging with marginalized or vulnerable suppliers for its administrative and canteen needs, fostering economic opportunities within local communities.

Business Responsibility & Sustainability Report (Contd.)

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:

Not applicable. KPIT does not have any intellectual property based on traditional knowledge.

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 the Case	Corrective action taken
Not applicable		

6. Details of beneficiaries of CSR projects:

S. No.	CSR project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	Forest Conservation: 5,433 trees planted, 1. 14 Trees Foundation - 5,000 trees 2. Bengaluru & Chennai - 433 trees 3. WRCS	Not applicable	Not applicable
2.	Water Conservation: 95.9 lakh ltrs of water conserved, 1. Stepwells (17,495 + 9,800) 2. Water Storage Tanks (1,455) Total villagers = 28,750	28,750	100
3.	E-Waste Recycling Collected E-Waste: 46.2 tons Collected Plastic waste : 20.3 tons Donors: Pune - 8,770 Donors: Bengaluru - 250	*9,020	-
4.	Chhote Scientists	154,397	This program covers all categories of students to promote STEM education
5.	KPIT Sparkle	28,000	This program covers all categories of students to promote STEM education
6.	KPIT Shodh	468	This program covers all categories of students to promote STEM education
7.	KPIT STEM Dialogues (Viewers)	**273,459	This program covers all categories of students to promote STEM education
8.	PMDTA- Encouraging Lawn Tennis	13	0
9.	MKSSS & Surajya – Women Empowerment (80 + 180 + 71)	331	100
10.	Online Teaching At Schools	665	100
11.	Netra	11	100
12.	Nisarga Mitra	2,564	90
13.	Ecological Restoration - Kochi	100	100
14.	Ecological Society-Creation Of Video Content	60	Not applicable

Business Responsibility & Sustainability Report (Contd.)

S. No.	CSR project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
15.	Blood Donation Drives	2,253	Not applicable
16.	School Kit Donation Drive	1,129	100
17.	Support to self-help groups/NGOs	6 NGOs	100
18.	Awareness Programs (Workshops, Launch of BioDiversity Park, Various Awareness Talks under Sustainability)	1,604	KPIT has organized awareness sessions for employees to create awareness about environmental issues, to encourage them to opt for sustainable lifestyle at individual level
19.	Cleanup Drives (River) - 2 drives	Not applicable	KPIT has collected 25 bags of garbage during these cleanup drives (around 236kgs of garbage)

*E waste recycling project is a joint initiative with another corporate, the Numbers reported here are the proportionate to the funds donated by KPIT.

**These are social media views

Business Responsibility & Sustainability Report (Contd.)

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



KPIT is addressing evolving consumer demand for sustainable products by providing green technology and services in the electric vehicle (“EV”) sector. This contributes significantly to the global shift toward sustainable mobility and underscores KPIT’s commitment to environmental stewardship. By prioritizing customer feedback, KPIT enhances its offerings, strengthens market position, and boosts user satisfaction. These efforts reflect KPIT’s dedication to driving sustainable growth and meeting the dynamic needs of the mobility industry.

Essential Indicators

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

KPIT has established a robust system for managing client complaints, detailing team responsibilities and contact information for each project. Clients can email inquiries to the designated team or escalate issues to higher personnel or the project leader for quick resolution. After project completion, KPIT solicits structured feedback via Customer Satisfaction (CSAT) surveys, assessing delivery, quality, cost management, and responsiveness, while inviting improvement suggestions. The Company reinforced its commitment to product quality by expanding the Katapult framework to include additional KPIs focused on code and test quality, and broadened its coverage across more projects. This expansion led to significant benefits for customers, ensuring consistent and continuous product quality improvements. Additionally, the Company enhanced its product review process with new KPIs and is preparing to scale this initiative through automation in the upcoming financial year. The Company remained focused on the First Time Right mindset, supported by clear metrics to track progress, which is crucial for achieving its Zero-Defect Delivery goal.

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

	As a % to total turnover
Environmental and social parameters relevant to the product	Not applicable, as KPIT is an IT Product/Service industry and does not manufacture any product
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-25 (Current Financial Year)		Remarks	FY 2023-24 (Previous Financial Year)		Remarks
	Receive during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	0	0	KPIT did not have any consumer complaints with respect to data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, or unfair trade practices in FY 2024-25.	0	0	KPIT did not have any consumer complaints with respect to data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, or unfair trade practices in FY 2023-24.
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive trade practices						
Unfair trade practices						
Other						

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

	Number	Reason for Recall
Voluntary recalls		KPIT is not a manufacturing Company hence there are no recalls on account of safety issues.
Forced recalls		

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

KPIT is committed to data privacy and leads in securing the technological landscape with robust security measures ensuring the confidentiality, integrity, and availability of data. The Company enhances its protections against evolving risks with comprehensive cyber insurance. Its global cybersecurity framework includes governance, policies, training, and incident management, supported by privacy impact assessments, data mapping, and third-party oversight for compliance. KPIT maintains high information security standards through certifications like ISO/IEC 27001 and TISAX, focusing on data protection and third-party connections. The Company also adheres to regulatory compliance to uphold client trust and confidence through rigorous security practices. To align the processes with evolving cybersecurity requirements, particularly ISO 21434, the Company enhanced its KQMS during the year with the support of both internal experts and external industry consultants. In parallel, the Company strengthened the existing functional safety processes to comply with the latest version of ISO 26262. The Company has also initiated its journey towards Cybersecurity Management System (CSMS) and Functional Safety Management System (FSMS) certifications.

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 the safety of products / services.

There were no incidents related to advertising, delivery of essential services, cybersecurity and customer data privacy, product recalls, or penalties/actions by regulatory authorities concerning product or service safety.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

None

b. Percentage of data breaches involving personally identifiable information of customers

Not applicable

c. Impact, if any, of the data breaches

Not applicable

Note: Independent reasonable assurance has been carried out by C N K & Associates LLP on above indicator. Refer page no. 172 for Reasonable Assurance Report.

Leadership Indicators

1. Channels/platforms where information on products and services of the entity can be accessed.

KPIT Technologies acts as a global partner in the automotive and mobility ecosystem, playing a crucial role in advancing software-defined vehicles. As a leading independent software development and integration partner, KPIT is devoted to driving mobility toward a clean, smart, and safe future. The Company builds long-term relationships with its clients, offering services, tools, platforms, and accelerators tailored to specific programs. A comprehensive overview of KPIT's solutions, services, and products is available at www.kpit.com.

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

Not applicable, as KPIT provides IT products and services. However, the Company ensures adequate communication and awareness about its products/services to customers.

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

KPIT has implemented a Business Continuity Plan (“BCP”) to ensure ongoing engagement and communication with its clients. This comprehensive framework supports multilevel communication and includes a technology engagement plan with detailed steps for various program aspects, helping clients develop their own BCPs and address business challenges with technological solutions. Clients have praised KPIT’s swift responsiveness, quality control, data protection, and support in maintaining continuity. For strategic clients, KPIT conducts periodic reviews involving senior management to evaluate the engagement and its future, providing valuable opportunities to understand clients’ roadmaps and share updates on KPIT’s solutions and services.

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 regards 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)

Not applicable as KPIT is a service industry and does not manufacture any product. However, the Company ensures adequate communication with respect to the IT services offered to the customers as per the regulatory guidelines.

KPIT is dedicated to the relentless pursuit of client satisfaction. Through dynamic Customer Satisfaction (CSAT) Surveys conducted quarterly or as per agreed frequencies via the Company’s user-friendly web portal, the Company delves deep into crucial parameters such as delivery, quality, cost, project management, responsiveness, and the Net Promoter Scores (NPS). KPIT elevates the experience further by capturing invaluable qualitative insights through one-on-one meetings between the Company’s executives and the esteemed clients.

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INDEPENDENT REASONABLE ASSURANCE REPORT ON BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT CORE KPIs OF KPIT TECHNOLOGIES LIMITED

To
The Board of Directors
KPIT Technologies Limited
Pune, Maharashtra, India.

We have undertaken to perform a Reasonable Assurance for Business Responsibility Sustainability Report [hereinafter “BRSR”] ‘Core Key Performance Indicators (KPIs)’ for KPIT Technologies Limited vide Engagement Letter dated 19th February 2025 in respect of the agreed BRSR in accordance with the criteria stated below. This is included in BRSR of the Company for the financial year ended 31st March 2025.

CRITERIA

The criteria used by the Company to prepare the Identified Sustainability Information is as per the guidelines issued by Securities and Exchange Board of India (SEBI) in accordance with the circulars:

- SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated 11th July 2023
- SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated 12th July 2023

and clarifications issued for the same.

This engagement was conducted by a multidisciplinary team including assurance practitioners, social, governance and environmental experts.

IDENTIFIED SUSTAINABILITY INFORMATION

The identified Sustainability Information for the financial year ended 31st March 2025 is summarized below as per Appendix 1;

The areas for which Reasonable assurance is undertaken are also given in Appendix 1 to the report and

Our Reasonable Assurance engagement was with respect to the year ended 31st March 2025 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR and, therefore, do not express any conclusion thereon.

MANAGEMENT’S RESPONSIBILITY

The Company’s management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information, considering applicable laws and regulations, if any, related to reporting on Sustainability Information, Identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of

BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

INHERENT LIMITATIONS

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Business Responsibility & Sustainability Report (Contd.)

OUR INDEPENDENCE AND QUALITY CONTROL

We have maintained our independence and confirm that we have met the requirements of Code of Ethics issued by Institute of Chartered Accountants of India (ICAI) and have the required competencies and experience to conduct this assurance engagement and

The firm applies Standard on Quality Control (SQC) 1, “Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements” issued by the ICAI 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.

OUR RESPONSIBILITY

Our responsibility is to express a Reasonable assurance conclusion, as applicable and given in the Appendix 1 to this report on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained;

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, “Assurance Engagements on Sustainability Information”, issued by the ICAI. This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information are prepared, in all material respects, in accordance with the Reporting Criteria. A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances;

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

BASIS OF OPINION:

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the identified sustainability indicators and related disclosures;
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and / or measurements of the identified sustainability indicators;
- Made enquiries of Company’s Management, including those responsible for Sustainability, Environment, Social, Governance (ESG), and those with responsibility for managing the Company’s BRSR;
- Obtained an understanding and performed an evaluation of the design of the key systems, processes and controls for managing, recording and reporting on the Identified Sustainability Indicators including at the sites and corporate office visited;
- Based on that understanding, the risks that the selected information may be materially misstated and determining the nature, timing and extent of further procedures;
- Checked the consolidation for various sites and corporate offices under the reporting boundary (as mentioned in the BRSR) for ensuring the completeness of data being reported;
- Based on above understanding and the risks that the identified sustainability indicators may be materially misstated, determined the nature, timing and extent of further procedures;
- Performed substantive testing on a sample basis of the Identified Sustainability Indicators at corporate head office, and 7 other sites located at Pune, Bengaluru and Kochi (Chennai was excluded since it works through a co-working space and all the data pertaining to electricity, water, waste is covered by the landlord) to verify that data had been appropriately measured with underlying documents recorded, collated and reported;
- Assessed records and performed testing including recalculation of sample data;
- Reviewed records and performed testing including recalculation of sample data;
- Assessed the level of adherence to the ‘Guidance note for BRSR format’ issued by Securities and Exchange Board of India (SEBI) followed by the Company in preparing the BRSR Core KPIs;

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- Assessed the BRSR Core KPIs for detecting, on a test basis, any major anomalies between the information reported in the BRSR on performance with respect to agreed indicators and relevant source data/information and
- Obtained representations from Company's Management.

EXCLUSIONS:

Our assurance scope excludes the following and therefore we do not express a conclusion on the same:

- To provide a Limited assurance conclusion
- Operations of the Company other than those mentioned in the "Scope of Assurance" as per the above referred Engagement Letter dated 17th February, 2025;
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the Identified Sustainability Information;
- Data and information outside the defined reporting period i.e., Financial Year 2024–25 and
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

OPINION ON THE REASONABLE ASSURANCE

Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information for the financial year ended 31st March 2025 (as stated under "Identified Sustainability Information") are prepared in all material respects, in accordance with the criteria.

RESTRICTION ON USE

Our Reasonable Assurance Report and conclusion have been prepared and addressed to the Board of Directors of KPIT Technologies Limited at the request of the company solely, to assist company in reporting on Company's core KPIs 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.

FOR C N K & ASSOCIATES LLP

Chartered Accountants

Firm Registration Number: 101961 W/W – 100036

Himanshu Kishnadwala

Partner

Membership Number: 037391

Date: 28th April 2025

Place: Mumbai

UDIN: 25037391BMLF7469