CYIENT

INTELLIGENT ENGINEERING
PURPOSE, PRECISION, PLANET

SUSTAINABILITY REPORT FY 2024-25

INTELLIGENT ENGINEERING
PURPOSE, PRECISION, PLANET

At Cyient, intelligent engineering is more than a capability it is our compass for navigating a rapidly evolving world. In FY 2024-25, we sharpened our focus on engineering with intent: delivering purposeful innovation, precision-driven solutions, and planet-positive outcomes.

This year's theme reflects our belief that technology must serve a higher purpose. Whether designing resilient infrastructure, enabling autonomous systems, or advancing digital transformation, our engineering is guided by a deep commitment to sustainability, inclusivity, and long-term value creation.

Purpose anchors our work in solving real-world challenges supporting industries, communities, and ecosystems through scalable, responsible innovation.

Precision defines our approach leveraging data, design, and domain expertise to deliver outcomes that are efficient, reliable, and future-ready.

Planet is our shared responsibility embedding circularity, climate action, and resource stewardship into every solution we build.

As we continue to evolve as a global technology company, our sustainability journey is shaped by collaboration, transparency, and accountability. This report captures our progress, challenges, and aspirations reflecting how intelligent engineering drives not just performance, but positive impact.

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ABOUT THE REPORT

We at Cyient Limited are pleased to present our fifth Sustainability Report for FY 2024-25, embodying our unwavering commitments to Intelligent Engineering: **Purpose, Precision, Planet** through responsible business practices and sustainable value creation. This report provides a comprehensive overview of our Environment, Social and Governance (ESG) performance, chronicling our progress towards ambitious sustainability milestones. Through our sustainability framework, we continue to reduce our environmental footprint, foster diversity, and inclusion, strengthening governance structures, and deliver innovative solutions that contribute to our ESG commitments. As we move forward in pursuit of our vision to build a better tomorrow, it presents a clear and compelling narrative of our sustainability journey highlighting the progress we have made, the initiatives we have undertaken, and the strategic direction we are taking to create lasting value for all our stakeholders.

Reporting Period

This report, covers our progress and achievements across ESG priorities, covering the financial year from 1st April 2024 to 31st March 2025. We publish our sustainability report annually, providing stakeholders with a comprehensive view of our performance and measurable progress against our commitments. Our disclosures are structured to meet stakeholder expectations while demonstrating transparency and accountability in advancing our sustainability objectives.

Reporting Scope and Boundaries

This Sustainability Report presents our performance across Environmental, Social, and Governance (ESG) dimensions, covering our Engineering Services footprint across 48 delivery centres. These span the United States of America (USA), Europe, the Middle East and Africa (EMEA), North America (NAM), and the Asia Pacific (APAC) region, including India and Australia. Our reporting for the Environmental, Social, and Governance dimensions encompass our operations as follows:

• **Environmental Scope:**

The environmental scope of this report covers active business locations across Asia Pacific (APAC), North America (NAM), and Europe, Middle East and Africa (EMEA) as follows:

Asia Pacific (APAC):
- **India (12 offices):** Hyderabad (Manikonda, Madhapur, Uppal), Warangal, Kakinada, Vizag, Kolkata, Pune (2 offices), Noida, Bangalore, Mumbai
- **Australia (2 offices):** Sydney (Paramatta Square), Singapore

North America (NAM):
- **7 offices:** Allen, Bloomington, Rockford, East Hartford, Middletown, New Britain, Columbus

Europe, Middle East and Africa (EMEA):
- **13 offices:** Belgium (1), England (2), Finland (6), Sweden (1), Norway (1), Germany (2)

In line with our reporting boundaries, certain locations have been excluded due to data availability constraints or entity-specific reporting requirements. These exclusions include:
- **Cyient DLM operations:** Cyient DLM is a separately listed entity with its own Business Responsibility and Sustainability Report (BRSR) published in the public domain, and therefore is not covered under this disclosure.

- **Five closed offices:** Cyient Inc. Thousand Oaks, Woburn, and Tupelo (North America); Cyient Engineering & Information GmbH Zeitz office (Germany); and Cyient BV Minervum AG Enschede (Netherlands).
- The list of all excluded offices is attached in **Annexure-A**.

The total Full-Time Equivalent (FTE) coverage of excluded locations represents approximately 3% of our associates and does not materially impact the completeness or reliability of this disclosure.

• **Social and Governance Scope:** Social (except Safety KPIs) and Governance disclosures cover global operations, including all international subsidiaries and strategic entities such as Celfinet and Citec, alongside Cyient's full Indian footprint and international offices across APAC, NAM, and EMEA regions.

Our ESG Key Performance Indicators (KPIs) cover over 95% of global revenue, ensuring that the disclosures reflect the material aspects of our business activities. For a detailed list of entities and locations included in the reporting scope, please refer to Annexure-A of this report.

Reporting Framework and Standards

We have prepared this report with reference to the Global Reporting Initiative (GRI) Standards 2021, to ensure comprehensive and transparent disclosure of our sustainability performance. Our reporting approach reflects our commitment to global best practices in ESG and responsible business conduct. In addition, we have aligned our disclosures with the Business Responsibility and Sustainability Reporting (BRSR) framework mandated by the Securities and Exchange Board of India (SEBI), ensuring consistency with national regulatory expectations. Our material topics and performance indicators are also mapped to the United Nations Sustainable Development Goals (UN SDGs), reinforcing our contribution to global development priorities. We have transparently disclosed the climate-related risks and opportunities that impact our business in alignment with the Task Force on Climate-Related Financial Disclosures (TCFD's) guidelines. This integrated approach enables us to present a holistic view of our strategy, performance, and impact across environmental, social, and governance dimensions.

Restatement of Information

There are no restatements of information regarding significant material topics and ESG data from previous reports.

External Assurance

We have engaged Bureau Veritas (India) Private Limited, to provide independent third-party assurance for this report, adhering to the International Standards on Assurance Engagements (ISAE) 3000 (Revised) & ISAE 3410. Their assurance statement details the coverage of indicators, applied methodology, and conclusions for the current reporting year. Our senior management has conducted thorough reviews of the report's content, with final presentation and approval received from the Board of Directors, ensuring adherence to the fundamental principles of clarity, reliability, completeness, and accuracy in our sustainability disclosures.

Forward-Looking Statement

This report represents our aspirations, priorities, and expectations for the future. These are grounded in our experience, our understanding of global trends, and our commitment to delivering intelligent engineering solutions that shape a sustainable tomorrow. We anticipate continued momentum across our core and emerging verticals transportation, sustainability, connectivity, semiconductors, and digital healthcare driven by the convergence of engineering and technology. Our investments in AI, platform-led innovation, and clean energy infrastructure are designed to unlock long-term value for our stakeholders and accelerate our ESG agenda. However, we recognize that the path forward is shaped by dynamic factors including geopolitical shifts, regulatory changes, climate risks, and evolving customer needs. While we remain confident in our strategy, actual outcomes may differ materially from those expressed or implied in this report. We remain committed to transparency, agility, and responsible growth. We will continue to adapt, innovate, and lead with integrity as we design a better future together.

FEEDBACK

We value the perspectives of our stakeholders and welcome feedback that can help us enhance the quality, transparency, and relevance of our ESG disclosures. Your insights play a vital role in shaping our future reporting and strengthening our sustainability journey. If you have any suggestions, queries, or comments regarding this report and our ESG performance, we encourage you to reach out to us.

Please write to:

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Associate Vice President & Company Secretary
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Board: +91 40 67641000 x 1691 11

LEADERSHIP
MESSAGES

Message from
Chief Executive Officer
Ethics, Resilience & Impact

Dear Stakeholders,

At Cyient, governance is not merely a matter of compliance, it is the bedrock of the trust we build with our associates, customers, partners, regulators, and shareholders. Ethical leadership and transparent practices are essential to designing tomorrow responsibly. Our commitment is unwavering: we lead with integrity, anticipate risks before they emerge, and create enduring value for every stakeholder. This conviction is deeply embedded in our governance framework, our values (FIRST) our AGILE culture, and the standards we uphold across our ecosystem. Our Board and its dedicated committees provide strategic oversight on governance, ethics, and risk, ensuring alignment with global best practices and stakeholder expectations.

Our Values FIRST and our AGILE culture guide our conduct across geographies and business units. Through our Code of Ethics and Business Conduct, we set clear expectations around anti-bribery and corruption, fair competition, data privacy, conflicts of interest, and responsible exchanges. We empower every associate to speak up without fear of retaliation, supported by independent reporting channels, structured investigations, and regular training for associates and leaders. We extend these principles to our supply chain through rigorous ESG assessment and disciplined internal controls that ensure transparency and accuracy in our records and reporting.
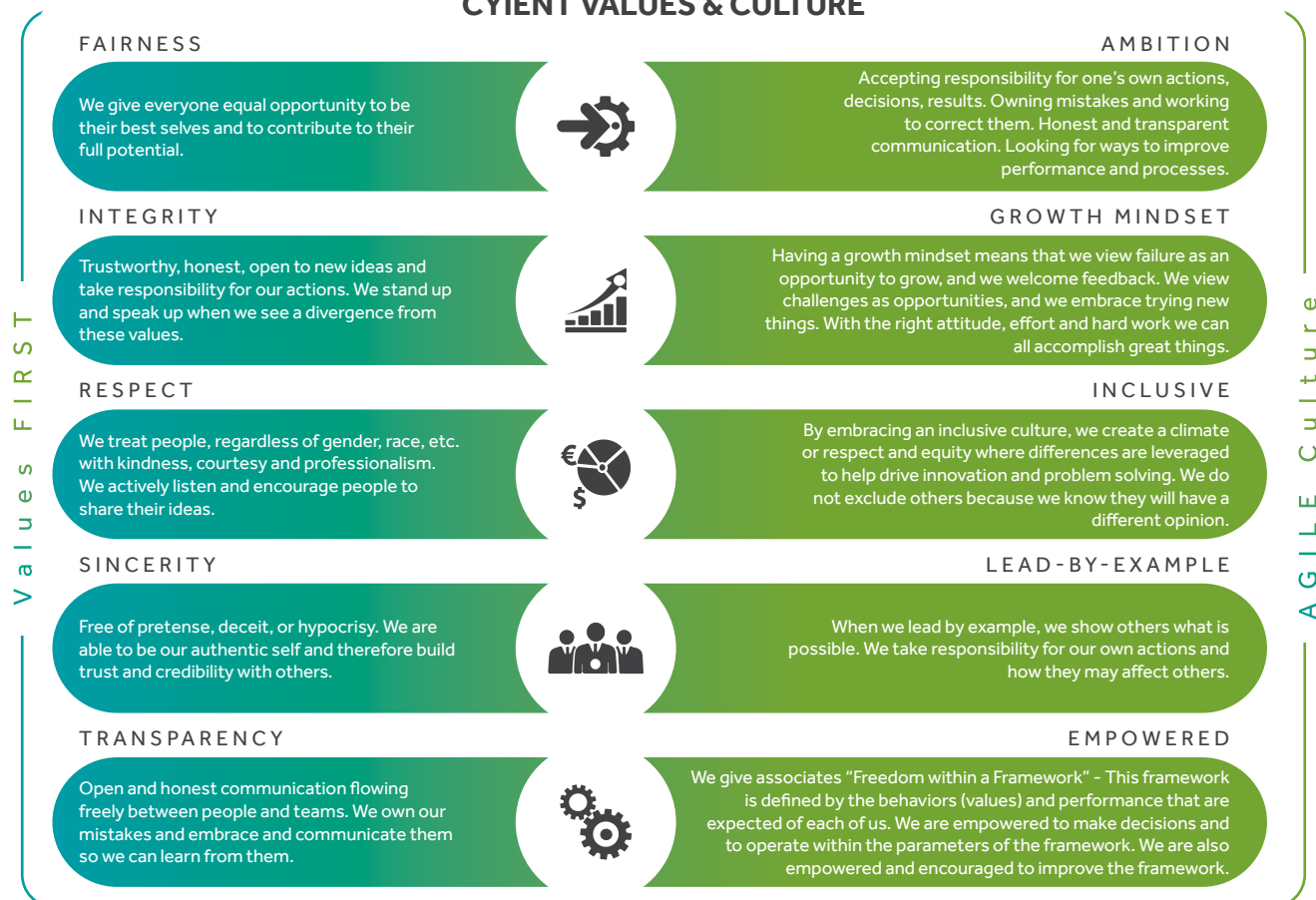
In an era defined by digital acceleration, supply chain complexity, and evolving regulation, risk management must be proactive and predictive. We embed enterprise risk management into our strategy and operations, with oversight from our Board and committees, robust

Sukamal Banerjee
Executive Director & Chief Executive Officer

CYIENT VALUES & CULTURE

Values FIRST

FAIRNESS
We give everyone equal opportunity to be their best selves and to contribute to their full potential.

INTEGRITY
Trustworthy, honest, open to new ideas and take responsibility for our actions. We stand up and speak up when we see a divergence from these values.

RESPECT
We treat people, regardless of gender, race, etc. with kindness, courtesy and professionalism. We actively listen and encourage people to share their ideas.

SINCERITY
Free of pretense, deceit, or hypocrisy. We are able to be our authentic self and therefore build trust and credibility with others.

TRANSPARENCY
Open and honest communication flowing freely between people and teams. We own our mistakes and embrace and communicate them so we can learn from them.

AGILE Culture

AMBITION
Accepting responsibility for one's own actions, decisions, results. Owning mistakes and working to correct them. Honest and transparent communication. Looking for ways to improve performance and processes.

GROWTH MINDSET
Having a growth mindset means that we view failure as an opportunity to grow, and we welcome feedback. We view challenges as opportunities, and we embrace trying new things. With the right attitude, effort and hard work we can all accomplish great things.

INCLUSIVE
By embracing an inclusive culture, we create a climate or respect and equity where differences are leveraged to help drive innovation and problem solving. We do not exclude others because we know they will have a different opinion.

LEAD-BY-EXAMPLE
When we lead by example, we show others what is possible. We take responsibility for our own actions and how they may affect others.

EMPOWERED
We give associates "Freedom within a Framework" - This framework is defined by the behaviors (values) and performance that are expected of each of us. We are empowered to make decisions and to operate within the parameters of the framework. We are also empowered and encouraged to improve the framework.

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internal controls, and crisis governance protocols that ensure preparedness and agility. We have strengthened analytics-driven scenario planning for cyber and data privacy, operational continuity, and geopolitical shifts, while explicitly integrating climate transition risks and supply chain risks into our framework. Our goal is clear: to build resilience that compounds protecting our reputation, enhancing delivery, and creating long-term value for our investors.

Compliance is guided by robust frameworks and policies, and extends our impact to communities through education, healthcare, and environmental stewardship programmes that deliver measurable outcomes. Across our supply chain, we embed ESG principles and responsible practices, reinforcing trust and competitiveness. Our performance is externally benchmarked, and we are proud that our ESG integration continues to earn recognition including our strong standing in the DJSI CSA and acknowledgement from Dun & Bradstreet.

Looking ahead, we will continue to lead with our values and embed sustainable practices into our daily culture. Our focus will be on strengthening governance as a driver of growth, anticipating risks before they materialize, operationalizing ethical technology, and deepening resilience across our business. We will advance co-innovation with customers on sustainable engineering solutions, invest in skills and inclusion for our associates, and raise expectations for our partners to reflect our values.

Our ambition is clear: to set the benchmark for trusted, technology-led governance where ethics and performance go hand in hand, and where sustainability shapes how we compete, grow, and contribute responsibly and at pace.

Thank you for your trust and partnership.

Best regards,

Sukamal Banerjee
Executive Director & Chief Executive Officer

Message from
President and Head of Corporate Functions
People First, Always: A Leadership Perspective

Dear Stakeholders,

At Cyient, our associates are the driving force behind our innovation, resilience, and purpose. Their dedication and diverse perspectives shape our culture and strengthen our ability to deliver smart engineering and technology solutions that solve the world's most critical challenges. As we continue to grow as a global organization, we remain deeply committed to empowering our people and uplifting the communities in which we operate.

Our values Fairness, Integrity, Respect, Sincerity, and Transparency guide us in building a workplace that is inclusive, equitable, and future-ready. We believe that when our people thrive, our communities flourish. This belief is reflected in our ongoing investment in progressive policies, inclusive practices, and meaningful engagement. In FY 2024-25, we achieved a 90% engagement score in our Associate Satisfaction Survey, covering 100% of our workforce. We filled 34% of open positions through internal mobility, demonstrating our commitment to nurturing talent from within.

We prioritize holistic well-being through comprehensive benefits for all permanent employees, including health and accident insurance, flexible work options, and retirement support. Our wellness initiatives, such as Wellbeing Wednesdays, yoga, Zumba, and mental

Dr. PNSV Narasimham
President & Head of Corporate Functions

health sessions, reinforce our dedication to physical and emotional wellness. We support working parents through inclusive parental leave policies, daycare facilities, and lactation rooms across all office locations.

Our learning and development strategy is designed to build future-ready leaders and agile teams. Through structured programs like the Business Leadership Program, Technical Leader Program, and Emerging Leader Program, we empower associates to thrive in multidisciplinary environments. With an average training spend of INR 3,478 per FTE in FY 2024-25, we continue to invest in capability building and workforce resilience.

We uphold ethical employment through transparent labour practices, fair compensation, and active engagement with workers' representatives. Our Human Rights Policy, POSH framework, and Code of Ethics training ensure a safe and respectful workplace. Our EOHS policy, supported by safety champions and structured training, fosters a culture of safety, accountability, and transparency across all operations.

Beyond our workplace, we are deeply committed to community development. In FY 2024-25, our CSR initiatives positively impacted 25,000+ individuals across education, skill development, IT literacy, and community upliftment. Notably, 74.8% of women beneficiaries in our Skill Development Initiative belonged to vulnerable sections, and 37% of students in our School Adoption Program came from marginalized communities.

Looking ahead, we are focused on deepening our impact through ambitious goals that reflect our long-term commitment to people and community empowerment. We aim to achieve 95% associate participation in the eSAT survey by FY 2029-30, reinforcing our culture of listening and continuous improvement. We are working to increase female workforce representation to 39% by FY 2029-30, advancing gender equity across all levels. We aspire to positively impact 1 million individuals through community initiatives by FY 2029-30, driving inclusive and equitable development. We ensure that all are associates are trained on Human Rights which enables us to embed responsible business practices across our workforce.

These goals are not just metrics, they reflect our values, vision, and unwavering belief in the power of people. At Cyient, we believe that when our people thrive, our communities flourish. Empowerment, inclusion, and purpose are not just ideals -they are the foundation of our progress.

Warm Regards,

Dr. PNSV Narasimham
President & Head of Corporate Functions

Message from
Executive Vice Chairman and Managing Director
Working towards a 'Good Net Zero'

Dear Stakeholders,

Environmental stewardship at Cyient is grounded in rigorous compliance with local regulations across our global operations. We actively participate in industry associations and sustainability forums to showcase our initiatives, exchange best practices, and contribute to shaping responsible standards. In FY 2024-25, we recycled over 38.32% of wastewater, diverted **99.14%** of hazardous waste from landfills, and expanded renewable energy adoption across key campuses. These efforts reflect our disciplined approach to resource management and our commitment to reducing consumption at scale.

Climate change has reached a threshold where mitigation and adaptation are no longer strategic options but operational necessities. With 107 countries representing over 82% of global emissions now committed to net zero, the question is not whether we act, but how we lead. At Cyient, we believe that intelligent engineering rooted in deep expertise and powered by advanced technologies is key to unlocking sustainable progress.

The global climate landscape is evolving with urgency. From intensifying physical risks to rapidly shifting regulatory expectations, the need for science-aligned, resilient action is no longer optional. India's Nationally Determined Contributions including a 45% reduction in emissions intensity by 2030, and 50% non-fossil fuel capacity reflect the scale of transformation required.

Krishna Bodanapu
Executive Vice Chairman & Managing Director

At Cyient, we are proud to contribute to this national and global ambition, not just through compliance, but through leadership.

FY 2024-25 marked a decisive step in our journey towards net zero, a future where decarbonization is not just a metric, but a mindset. For us, net zero represents the integration of climate action with inclusive growth, intelligent engineering, and long-term resilience. It calls on us to embed sustainability into every layer of our operations, partnerships, and solutions. This year, we expanded our reporting boundary to include offices that were previously excluded due to data unavailability. By doing so, we are strengthening our disclosure and transparency and building systems that provide a true and representative picture of our global footprint. Our efforts to decarbonize remain ongoing, with renewable energy adoption emerging as one of the most important levers for both our offices and data centers. Guided by insights from our climate risk assessment conducted in alignment with the Taskforce on Climate-related Financial Disclosures (TCFD), we identified key physical and transition risks across our operations. These findings have informed targeted mitigation strategies, investment priorities, and operational improvements, directly shaping our emissions reduction roadmap.

Beyond our own footprint, we are helping customers decarbonize through solutions that are intelligent, scalable, and future-ready. One such innovation is ESC, our Energy Sustainability Classification platform. This AI-powered solution helps telecom operators reduce power consumption across 4G and 5G networks by analyzing real-time spectral and energy efficiency data. ESC classifies base stations, benchmarks performance,

and recommends targeted optimizations from smart sleep modes to equipment upgrades. Paired with VISMON, our intelligent network automation suite, ESC enables operators to cut energy costs, reduce CO_2 emissions, and accelerate their path to net zero without compromising performance. These solutions reflect our belief that sustainability must be embedded to how we engineer, innovate, and grow.

Looking ahead, we are preparing to set science-based targets that reflect the full scope of our value chain. Our current Scope 3 accounting covers categories 1 (Purchased Goods and Services), 2 (Capital Goods), 5 (Waste Generated in Operations), and 6 (Business Travel). In FY 2024-25, we began laying the groundwork to disclose performance across all applicable Scope 3 categories, recognizing that comprehensive value chain transparency is essential to credible climate action. We are investing in digital tools to enhance emissions tracking, expanding our renewable energy portfolio, and embedding climate risk into our enterprise strategy.

The path to net zero is complex, but rich with opportunity. To every one of our associates, partners, and customers, thank you for walking this journey with us. Your trust fuels our ambition. Together, we can reimagine what net zero means not just as a number, but as a force for good.

Warm Regards,

Krishna Bodanapu
Executive Vice Chairman & Managing Director

ORGANIZATIONAL PROFILE

About Cyient

Cyient Limited is a global technology solutions company, headquartered in Hyderabad, India, that specializes in engineering, manufacturing, and digital transformation. With our strong focus on innovation and sustainability, we partner with industry leaders across aerospace, rail transportation, automotive, energy, healthcare, and telecommunications to deliver cutting-edge solutions. Through our integrated offerings in design-led manufacturing, data analytics, and digital engineering, we are committed to shaping a smarter and more sustainable future.

Our shares are listed on both the NSE and BSE Limited and are governed by the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015. We are committed to aligning our governance practices with the regulatory requirements under SEBI LODR, while proactively integrating leading practices from both national and international frameworks. We continue to evolve adapting to industry shifts and enhancing our capabilities to meet the dynamic needs of our clients across diverse sectors.

Our purpose is rooted in solving problems that matter through imagination, engineering excellence, and a deep understanding of our customers' challenges. We bring together domain expertise and advanced technologies such as AI, data analytics, and cloud to design, build, and maintain products and networks that are both digitally advanced and sustainable.

Mission, Vision and Value

"Designing Tomorrow Together" encapsulates our brand promise and vision. It reflects our collective commitment to expanding our capabilities, accelerating the adoption of technology solutions, and empowering our associates. Through this shared purpose, we strive to deliver superior outcomes that enable our customers to achieve long-term, sustainable growth. We aspire to be the partner of choice for intelligent engineering and digital transformation, enabling industries to thrive in a rapidly evolving world. We are driven by a mission to deliver exceptional, future-ready solutions by integrating cutting-edge technologies with deep domain expertise. Through collaboration, innovation, and a people-first approach, we empower our clients and team members to achieve long-term, sustainable success.

Our core values are encapsulated in the **ValuesFIRST** framework, which stands for

Valuesfirst

fairness **i**ntegrity **r**espect **S**incerity **t**ransparency

Values always come **first** at Cyient

ValuesFIRST stands for

| **f**airness	**i**ntegrity	**r**espect	**S**incerity	**t**ransparency
Unbiased in decisions and impartial in actions	Objectivity, and honesty in every transaction	Dignity at all time, Recognition when it is due	Realistic and reliable at all times	Open to suggestions, feedback, and ideas

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The **ValuesFIRST** Navigator reaffirms our values and celebrates 'Cyientists' living them every day.

Scan the QR code to know more
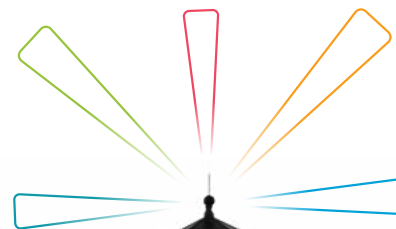
OUR GLOBAL PRESENCE

Our global footprint enables us to deliver transformative solutions to clients across 30 countries. With over 15,000 associates, we operate as a truly multicultural and inclusive organization. We currently partner with more than 300 customers worldwide, including 30% of the top 100 global innovators. Our delivery centers, innovation hubs, and client engagement offices are strategically located to ensure proximity to our clients and responsiveness to their evolving needs.

Our global presence is not just about scale it is about impact. Whether we are engineering the world's most fuel-efficient aircraft engine, enabling safer urban mobility, or supporting the digital transformation of utility networks, we bring a localized understanding with a global perspective.

This reach empowers us to anticipate industry shifts, respond with agility, and deliver solutions that are not only technologically sound but also aligned with our client's sustainability and growth ambitions.

15,000+
Associates

30
Countries

300+
Customers

48
Delivery Centers

North America

10 Delivery Centres

Global Presence **Global Headquarters**

Europe
17 Delivery Centres

India
15 Delivery Centres

APAC
6 Delivery Centres

Key Capabilities / Solutions

At Cyient, we build on our engineering and technology legacy to deliver transformative solutions that help clients thrive amid rapid change. We enable digital enterprises, autonomous ecosystems, and sustainable innovation across sectors such as aerospace, automotive, energy, healthcare, and semiconductors. We remain focused on innovation that matters- solutions that not only drive operational excellence but also contribute meaningfully to environmental and social progress. Whether it's through smart manufacturing, intelligent networks, or sustainable product design, we are engineering outcomes that align with the needs of tomorrow.
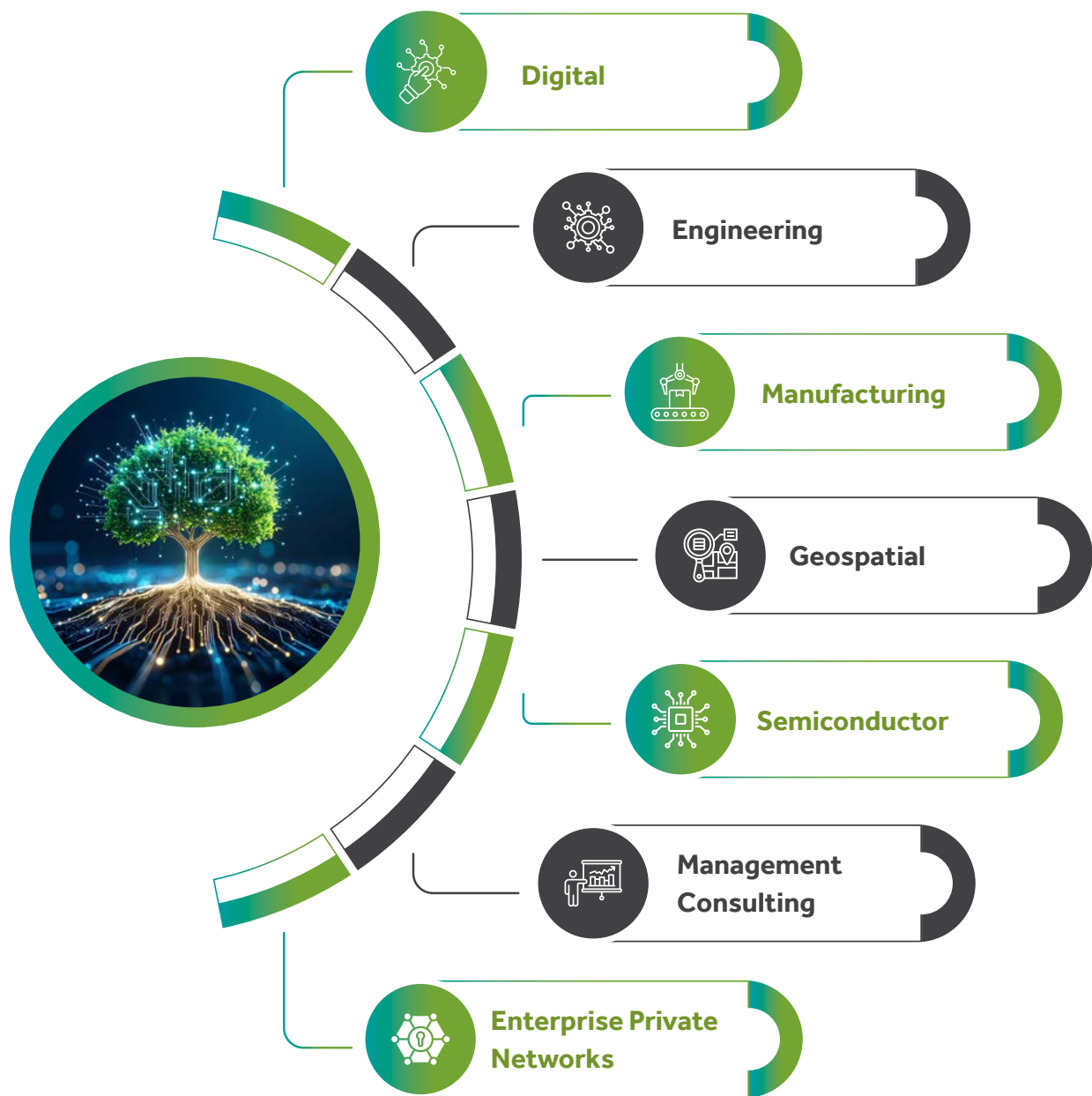
Service Portfolio

Our comprehensive suite of services is designed to meet the evolving needs of diverse industries through customised, high-impact solutions. Innovation is embedded in our DNA, driving us to challenge boundaries and reimagine possibilities.

50 R&D Labs, Incubation Centres, Innovation Studios and COEs	**30** Platforms & Accelerators INTELLICYIENT PLATFORM-X | SDX
15 Global Academic Associations	**CyientifIQ Experience Centre** 100 solutions across emerging technologies

Our strategic direction is guided by five megatrends that shape our commitment to sustainable growth and innovation. These trends influence every facet of our business from technology development and market expansion to sustainability integration ensuring we remain future-ready and resilient in a rapidly evolving global landscape.

Industry 4.0 & Smart Operations	Intelligent & Meta Mobility	Digital Healthcare	Sustainability	Space Systems

- Digital
- Engineering
- Manufacturing
- Geospatial
- Semiconductor
- Management Consulting
- Enterprise Private Networks

ENGINEERING

At Cyient, we deliver cutting-edge engineering solutions across the full lifecycle from design to consultancy partnering with global leaders to integrate technology and sustainability. Our core strengths in structural frames, rail systems, and advanced FEM analyses help solve complex challenges and build future-ready products.

MANUFACTURING

We are a trusted partner for Build-to-Specification and Build-to-Print solutions, offering design-led manufacturing through Cyient DLM to ensure seamless execution. Leveraging advanced technologies such as additive manufacturing and rapid prototyping, we support critical sectors and accelerate innovation across industries.

DIGITAL

We harness smart, connected technologies to enhance customer experiences across the product lifecycle. Through our INTELLICYIENT suite, we deliver scalable digital transformation with measurable ROI, empowering clients to operate with agility, precision, and sustainability in a fast-evolving market.

SEMICONDUCTOR

We drive innovation in semiconductors through our Intelligent Engineering approach, from chip to cloud, enabling a digital and sustainable future. With deep expertise in ASIC design and emerging technologies like AI, IoT, and 5G, we deliver high-performance solutions that advance the electronics industry and build smarter, more resilient systems.

GEOSPATIAL

We harness geospatial intelligence to enable smarter decision-making for industries and governments. Using technologies like LiDAR and spatial analytics, we deliver high-definition mapping solutions that optimize infrastructure, support autonomous mobility, and foster sustainable, data-driven development.
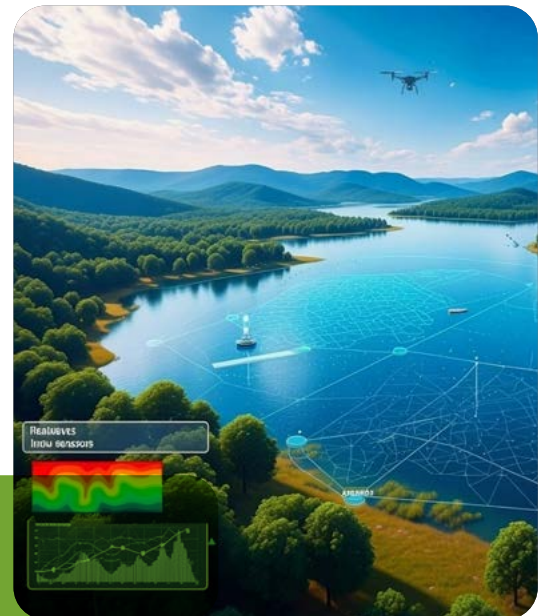
ENTERPRISE PRIVATE NETWORK

We empower industries with software-driven connectivity that enhances performance and accelerates deployment. By leveraging technologies such as Private LTE, 5G, and satellite communications, we enable smart automation and real-time analytics, helping clients build intelligent, future-ready ecosystems with agility and resilience.

CyientifIQ Experience Center

The CyientifIQ Experience Center (CEC) is a testament to our three-decade legacy of innovation, showcasing over 100 intelligent engineering solutions developed with more than ten global partners. Serving 300+ organizations worldwide, the CEC is a hub for collaboration, research, and co-creation. This state-of-the-art facility reinforces our commitment to Designing Tomorrow Together through purposeful, future-ready innovation.

Sectors we serve

Aerospace and defense	Rail transportation	Communications	Utilities	Hi-tech
Semiconductor	Energy	Oil & Gas and Electrofuels	Industrial and plant engineering	Geospatial and navigation
Medical technology and healthcare	Automotive and mobility	Mining and natural resources	Digital sectors	Machinery & equipment

Please visit our website www.cyient.com for more information

Strategic Collaborations with Our Esteemed Partners

Microsoft Solutions Partner

Accelerating GenAI led solutions through EnGeneer CoE and leveraging key competency as "Data and AI" & "Digital & App Innovation" solution partner designations

SIEMENS

System Integration partner for Xcelerator X

aws

A SELECT Tier consulting partner. providing smart operations and AI solutions using AWS technologies

IBM

Global System Integration partner for Enterprise Asset Management & Sustainability Solutions

servicenow.

Global consulting and implementation partner for Modernizing and transforming enterprises' field service and aftermarket landscape

esri

Gold partner for GIS implementation across sectors, with specialty in Utility Networks.

ptc

Gold Partner for System Integration of IoT, PLM, ALM, SLM, CAD and ARIVR

UiPath™

Empowering industries with Intelligent Automation Solutions

iBASEt

Global strategic partner for MRO

inductive automation.

Global strategic partner for MRO

salesforce

A global system integrator for FSM (field service management)

Value Creation

Our sustainability commitment is anchored in the principle of "Designing Tomorrow Together." We develop intelligent engineering solutions and platforms that strengthen the six capitals essential for sustainable growth:

Natural Capital

We prioritize innovative practices that enhance our environmental performance, integrating smart technologies and sustainable design.

Intellectual Capital

Harnessing cutting-edge technology and deep domain expertise gives us a strategic edge in today's dynamic market. We continuously innovate to deliver intelligent, future-ready solutions that help our clients stay ahead of disruption.

Manufactured Capital

We aspire to achieve best-in-class performance across Client, Quality, and Delivery metrics in every industry we serve.

Human Capital

At the heart of our operations are our associates a skilled, engaged, and diverse workforce that drives innovation and technological excellence.

Financial Capital

We strategically optimize our investments to deliver strong returns while advancing long-term sustainability.

Social and Relationship Capital

We cultivate strong relationships and trust with our stakeholders to amplify our impact and foster shared value. Through transparent engagement and community-focused initiatives, we aim to positively influence the ecosystems we serve.

ESG Goals and Targets

ENVIRONMENT

Increase renewable energy utilization at owned sites 77% by FY 2039-40

Reduce Scope 1 & 2 emissions by 50% by FY 2039-40

Achieve 100% wastewater recycling at owned sites by FY 2029-30

Implement 50% rainwater harvesting in owned offices by FY 2025-26

Conduct ESG assessments of suppliers covering 75% of total organizational spend by FY 2026-27

Reduce single-use plastic by 50% by FY 2029-30

Eliminate the use of virgin paper by FY 2025-26

SOCIAL

Ensure 95% associate participation in the eSAT survey by FY 2029-30

Increase female workforce representation to 27% by FY 2024-25 and 39% by FY 2029-30

Positively impact 1 million individuals through community initiatives by FY 2029-30

Provide sustainability training to all associates by FY 2029-30

Conduct Human Rights training for all associates by FY 2029-30

GOVERNANCE

Zero tolerance for unethical behavior including harassment, bullying, discrimination

Zero incidents of data breaches

100% training for associates on Whistleblower, ethics and data privacy

ESG Performance Highlights FY 2024-25

- 24.77% Renewable Energy Consumed across operations
- 38.32% of treated wastewater in owned campuses is used within our facilities
- 99.14% HZ waste diverted from landfill
- 1.73 Average Data Centre PUE
- 106,000+ trees planted in FY 2024-25

- 26% women share in total workforce
- 3,478 average training expenditure
- 47 average training hours
- 72 Mn CSR expenditure
- Zero fatalities
- 100% associates trained on Human Rights Policy

- 97% average Board meeting attendance
- 56% Independent Directors on Board
- Zero instances of violation of anti-competitive practices
- Zero incident of bribery and corruption
- Zero cases of insider trading
- Zero instances of cyber incidents or security breaches reported

Awards and Recognitions

Our journey of excellence continues to earn recognition from industry bodies, media, and global analysts. These accolades are a testament to our relentless focus on innovation, customer impact, and responsible growth. They reflect the trust we've built with our stakeholders and validate our leadership across engineering, and digital transformation. Explore the highlights of a year marked by milestones and meaningful recognition.

Financial Express
FuTech Awards 2024 for
Best Aerospace and Defence Solution

KPMG
India ESG Excellence Award 2024 for
Excellence in ESG in the Technology,
Media and Telecom Sector

Institute of Directors
Golden Peacock Award for Lifetime
Achievement and Leadership in Technological
Innovations to Dr. B.V.R. Mohan Reddy

**Society for Human Resource
Management (SHRM)**
HR Excellence Award 2024 for
Excellence in Total Rewards

Entrepreneur India

14th Entrepreneur Award 2024 for Best CSR Initiative of the Year

The Institute of Company Secretaries of India

24th ICSI Lifetime Achievement Award for Dr. B.V.R. Mohan Reddy

The Indo-French Chamber of Commerce and Industry (IFCCI)

2024 IFCCI CSR Awards in Livelihood Initiatives - Women Empowerment through Skill Development

The Institute of Company Secretaries of India

9th ICSI CSR Excellence Award for exceptional contribution in CSR

CII Telangana State Van Mahotsav Awards 2024-25

Honored as green champion and best corporate for 9th consecutive time

Membership Associations

At Cyient, we recognize that innovation-led growth is driven by collaboration both within our organization and across the broader ecosystem. We actively engage with academia, industry bodies, and regulatory authorities to co-create solutions that advance sustainable business and industry transformation. Our partnerships with leading universities, think tanks, and policy forums strengthen our intellectual capital and enable us to stay ahead of emerging trends. These collaborations reflect our commitment to excellence, transparency, and responsible innovation, as we work together to shape a resilient and future-ready industrial landscape.
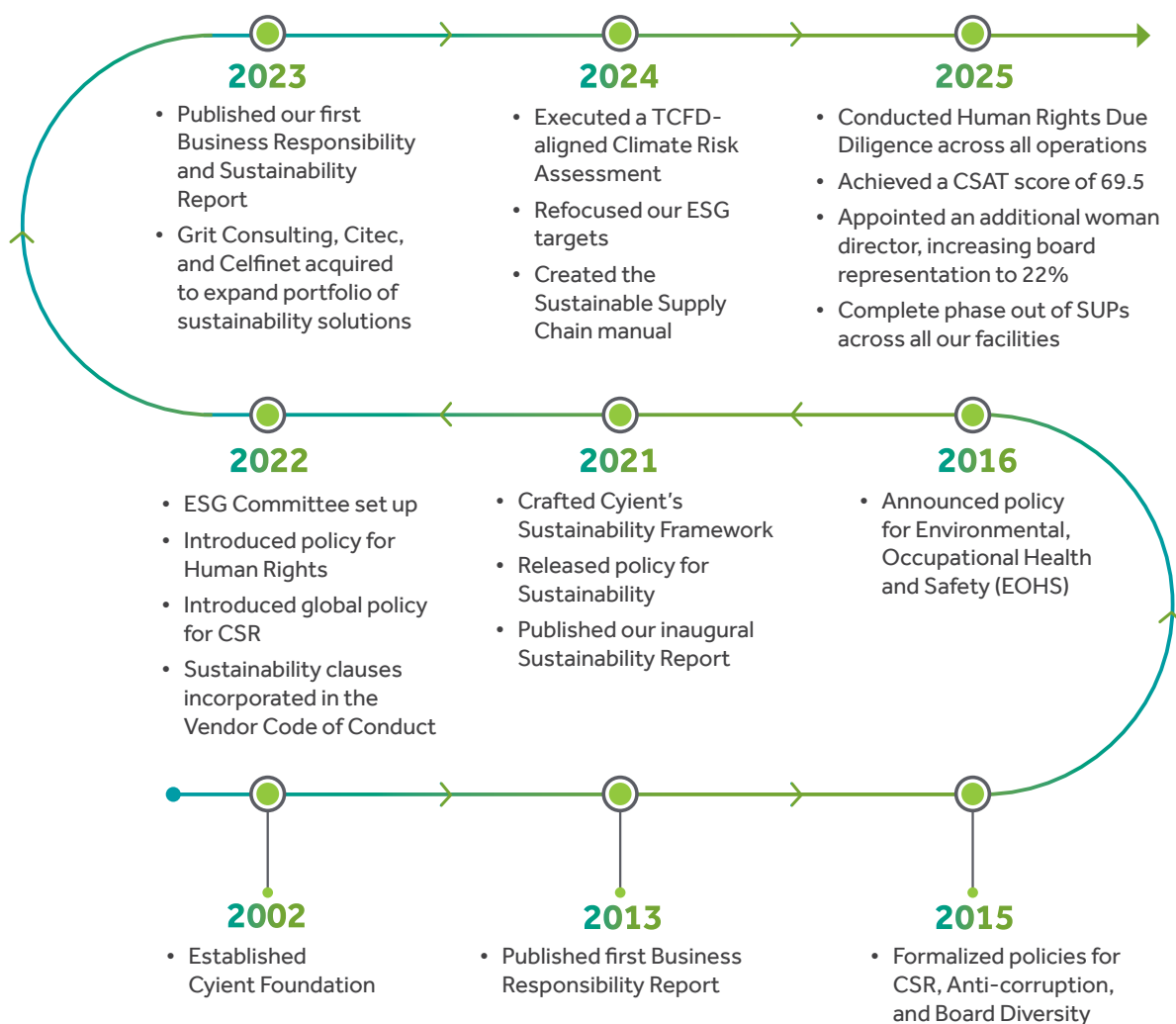
S.No	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industry (CII)	National
2	National Association of Software and Service Companies	National
3	Global Compact Network India	National
4	Indo-American Chamber of Commerce	National
5	National HRD Network	National
6	The Federation of Telangana Chambers of Commerce and Industry	State
7	Hyderabad Management Association	State

SUSTAINABILITY AT CYIENT

At Cyient, sustainability is a core principle that guides our strategy, operations, and innovation. Our journey towards a sustainable future is rooted in a commitment to responsible growth, where every milestone deepens our integration of ESG principles across the organization. We view sustainability as a shared responsibility that drives our own transformation while enabling our customers to progress responsibly. Through intelligent engineering and digital solutions, we help clients enhance operational efficiency, reduce environmental impact, and create long-term value for their stakeholders. Our approach is shaped by a belief in technology as a force for good that can address some of the world's most pressing challenges, from climate resilience to inclusive development.

Our Sustainability Progress

2023
- Published our first Business Responsibility and Sustainability Report
- Grit Consulting, Citec, and Celfinet acquired to expand portfolio of sustainability solutions

2024
- Executed a TCFD-aligned Climate Risk Assessment
- Refocused our ESG targets
- Created the Sustainable Supply Chain manual

2025
- Conducted Human Rights Due Diligence across all operations
- Achieved a CSAT score of 69.5
- Appointed an additional woman director, increasing board representation to 22%
- Complete phase out of SUPs across all our facilities

2022
- ESG Committee set up
- Introduced policy for Human Rights
- Introduced global policy for CSR
- Sustainability clauses incorporated in the Vendor Code of Conduct

2021
- Crafted Cyient's Sustainability Framework
- Released policy for Sustainability
- Published our inaugural Sustainability Report

2016
- Announced policy for Environmental, Occupational Health and Safety (EOHS)

2002
- Established Cyient Foundation

2013
- Published first Business Responsibility Report

2015
- Formalized policies for CSR, Anti-corruption, and Board Diversity

Sustainability Governance Structure

At Cyient, our commitment to sustainability is embedded in a formal governance structure that ensures strategic oversight and operational accountability across all levels of the organization. Our Board of Directors plays a pivotal role in steering our sustainability agenda, supported by a dedicated ESG Committee and a cross-functional Working Group.

The Board-level ESG Committee oversees our ongoing ESG efforts, policies and sustainability strategy. Through regular reviews and strategic guidance, the Board ensures that sustainability remains central to our long-term value creation and risk management approach. Oversight is exercised directly through relevant board-level committees, ensuring alignment with global best practices.

At the executive level, our Global Head of ESG is tasked with setting goals, integrating sustainability principles across business functions, and monitoring progress. This committee also leads external engagement efforts, fostering partnerships that strengthen our sustainable value chain. The committee includes senior leaders from key functions, ensuring that sustainability is embedded in decision-making and operational execution.

Supporting this structure is a cross-functional Working Group, comprising representatives from across the organization. This team is responsible for implementing sustainability initiatives, managing data collection, and providing insights to enhance programme effectiveness. Their on-ground expertise ensures that our sustainability strategy is both actionable and impactful. Together, this three-tiered governance framework ensures that sustainability remains a strategic priority and shared responsibility across our organization. It reflects our commitment to transparency, accountability, and continuous improvement as we design tomorrow together.

ESG Committee

▼

Global Head of ESG

▼

Working Group

Our Sustainability Framework

At Cyient, our sustainability framework serves as a strategic compass, guiding our growth in alignment with ethical governance, environmental stewardship, social responsibility, and long-term value creation. This framework is central to how we manage risks, build organizational resilience, and respond to the evolving expectations of our stakeholders. Structured around three foundational pillars- Responsibility, Equity, and Accountability our framework encompasses 13 key focus areas that reflect our material issues and align with global standards, national regulations, and industry best practices. These focus areas are mapped to the United Nations Sustainable Development Goals (SDGs), enabling us to contribute meaningfully to global sustainability efforts. Our approach ensures that sustainability is embedded in our operations and integrated into strategic decision-making across the organization.

ACCOUNTABLE

Guided by the principle of accountability, we uphold ethical governance and transparent practices. We remain committed to understanding and addressing stakeholder expectations, protecting data privacy, and ensuring robust network security. Our associates' technical expertise drives innovation across our business and enhances our positive impact on society and the environment.
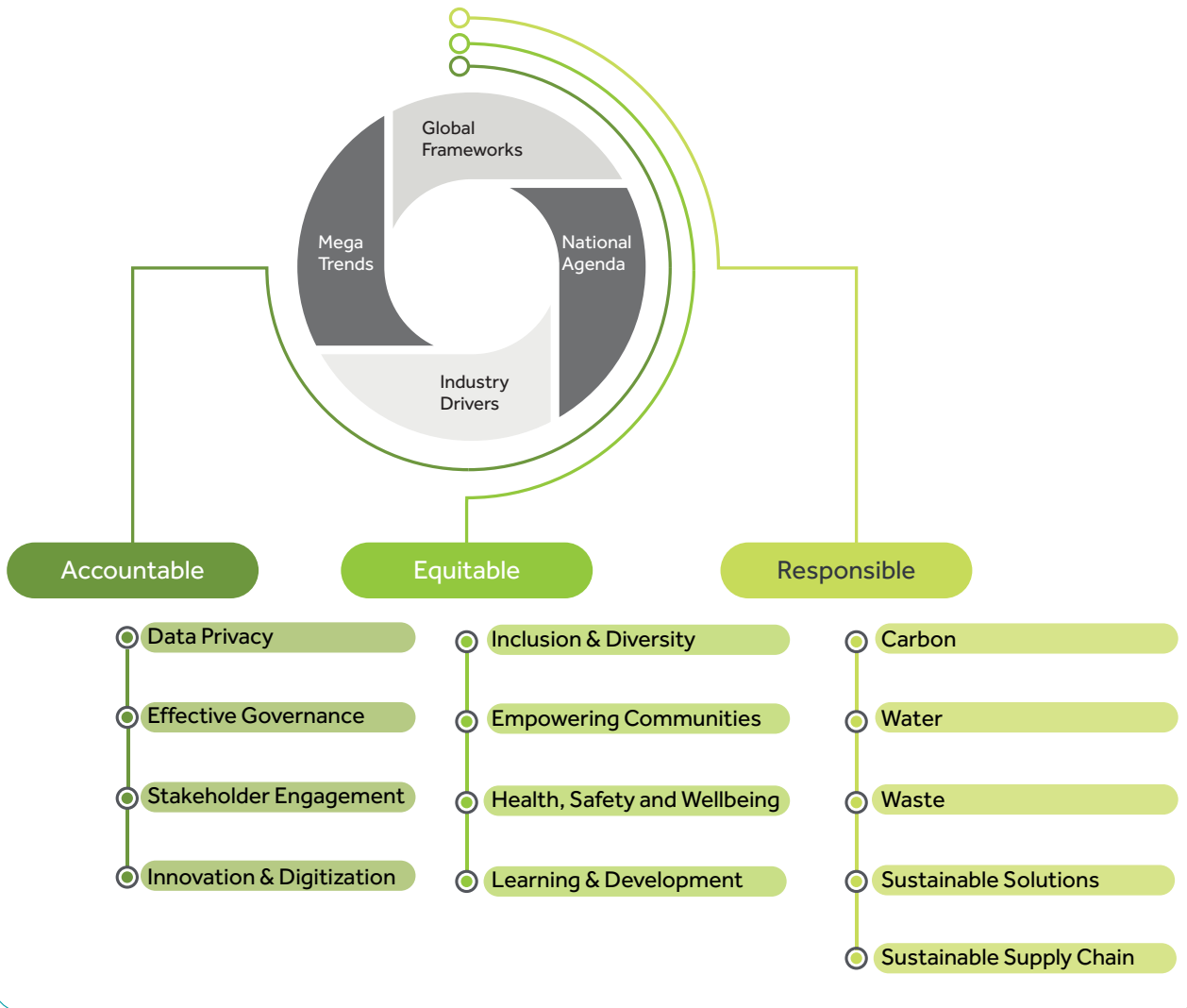
EQUITABLE

Equity and inclusivity lie at the heart of our organizational ethos, shaping how we engage with both our internal teams and external partners. We value the contributions of all individuals to our collective success and recognize the strength that diversity brings in meeting the varied needs of our customers. We are committed to recruiting diverse talent and supporting their professional development, while fostering a safe, empowering, and equitable work environment. Beyond our workplace, we strive to promote inclusive growth and social equity within the communities surrounding our operations.

RESPONSIBLE

We recognize the importance of climate action across our operations, in fulfilling customer commitments, and in creating healthy, safe working environments for our associates. The responsible use and management of natural resources also play a vital role in ensuring business continuity and supporting our journey towards sustainable operations.

Designing a Sustainable Tomorrow

Global Frameworks

Mega Trends

National Agenda

Industry Drivers

Accountable
- Data Privacy
- Effective Governance
- Stakeholder Engagement
- Innovation & Digitization

Equitable
- Inclusion & Diversity
- Empowering Communities
- Health, Safety and Wellbeing
- Learning & Development

Responsible
- Carbon
- Water
- Waste
- Sustainable Solutions
- Sustainable Supply Chain

Sustainability Framework

Our performance through the lens of ESG Ratings

We achieved a score of 71 in S&P Global's Dow Jones Sustainability Index Corporate Sustainability Assessment (DJSI CSA), placing us among the top-performing companies committed to transparency, responsible growth, and sustainable business practices. Further reinforcing our ESG credentials, we were rated 1 out of 5 - Very Good in Dun & Bradstreet's overall ESG ratings, reflecting our consistent performance across environmental, social, and governance dimensions.

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

Stakeholder Engagement

Stakeholder engagement is fundamental to corporate sustainability, ensuring transparent, structured interactions that drive long-term resilience. Our Stakeholder Engagement approach provides a structured way to engage with internal and external stakeholders based on influence, responsibilities, and business impact.

Through meaningful discussions with our stakeholders, we prioritized ESG issues based on their relevance to our business strategy and their impact on stakeholder interests. We continue to engage with them through multiple channels to share progress and gather insights on evolving material topics.

Stakeholder Engagement Approach

STAKEHOLDER IDENTIFICATION

Identifying individuals, organizations, and groups that influence or are influenced by our operations.

SIGNIFICANCE OF IMPACTS

Segmenting identified stakeholders based on their roles, responsibilities, and direct or indirect relationship with the company.

STAKEHOLDER PRIORITIZATION

Evaluating stakeholder impact and engagement necessity to allocate focus and resources efficiently.

ENGAGING WITH STAKEHOLDERS

Establishing clear communication channels to foster collaboration, address concerns, and align expectations for mutual benefit.

Engaging with our Stakeholders

Stakeholder Group	Communication Channels	Ensuring Effective Engagement
Leadership/Board of Directors Integral to guide the company to achieve its objectives. We engage with them regularly.	• Annual General Meeting • Direct interaction	• Providing leadership development programmes • Enable collaborative decision-making and ensure alignment with organizational goals
Employees Employees are our strength and are integral to our long-term growth journey. We engage with them regularly.	• Direct interaction • Feedback • Employee Engagement • Emails, newsletters, and magazines	• Providing a safe work environment • Ensuring employee engagement and career development • Instituting meaningful well-being measures that focus on inclusion
Regulatory Authorities Regulates and monitors our business operations. We interact with them regularly and on a need basis.	• Routine filing of reports • Regulatory audits and inspections • Annual Reports • Industry forums	• Monitoring compliance with laws and regulations • Payment of statutory dues • Submission of information and reports
Investors Providers of financial resources. We interact with them quarterly or on a need basis.	• Investor meets • Annual General Meeting • Annual Reports • Newsletters	• Establishing a prudent financial management system • Maintaining effective governance by implementing strong corporate governance • Transparently reporting on sustainability disclosures
Clients Clients drive sales and are key to business growth, and we engage with them regularly and on a need basis.	• Grievance redressal mechanism • Media platforms	• Maintain personalized communication, gather feedback, and ensure alignment with client expectations

Stakeholder Group	Communication Channels	Ensuring Effective Engagement
Local Communities Regular community engagements lead to increased trust and mutual growth opportunities. We interact with them regularly and on a need basis.	• Regular meetings • Interviews • Need assessment surveys • CSR Report	• Routine empowerment programmes and awareness campaigns • CSR projects for community development
Media and NGO Drives growth and increases visibility by projecting our business, vision, and strategy to the wider public and stakeholders.	• Interviews • Press releases • Digital platforms	• Transparent communication through Integrated Annual Report and ESG Report • Investment in community development
Suppliers and Vendors Suppliers are integral to our value chain, and we engage with them through different platforms including various sustainability initiatives.	• Contracts • Emails • Grievance redressal mechanism	• IT-enabled payment system • Evaluation of suppliers on ESG aspects

Materiality Assessment

We conducted our initial materiality assessment in FY 2020-21 through detailed engagement with internal and external stakeholders to identify ESG priorities critical to our long-term sustainability. To ensure we stay abreast of any emerging issues or shifts in stakeholder expectations, we undertake and/or reassess our materiality analysis once every three years. In FY 2024-25, we revisited our material topics through a desk-based approach, which included discussions with internal stakeholders and benchmarking against industry standards. As part of this review, we re-evaluated the impacts associated with each topic based on **scope, scale, severity, irremediability, and likelihood.** The assessment confirmed no changes to the identified material topics, and the Global ESG Head oversaw and approved the process. Looking ahead, we plan to incorporate financial materiality and undertake a Double materiality assessment (DMA) in next reporting cycle.

These material issues underpin our business strategy, helping us take a holistic approach to sustainable growth. They guide us in addressing stakeholder needs, fulfilling business imperatives, and caring for the environment. We also integrate these priorities into our ESG disclosures aligned with the Global Reporting Initiative (GRI), ensuring transparency and accountability in our stakeholder communications.

This assessment allows us to identify and prioritize ESG topics by assessing their impact materiality, which considers their effects on the environment, people, and society, which examines their influence on business risks and opportunities. We meticulously analyze the severity and likelihood of each impact across environmental, social, and governance dimensions.
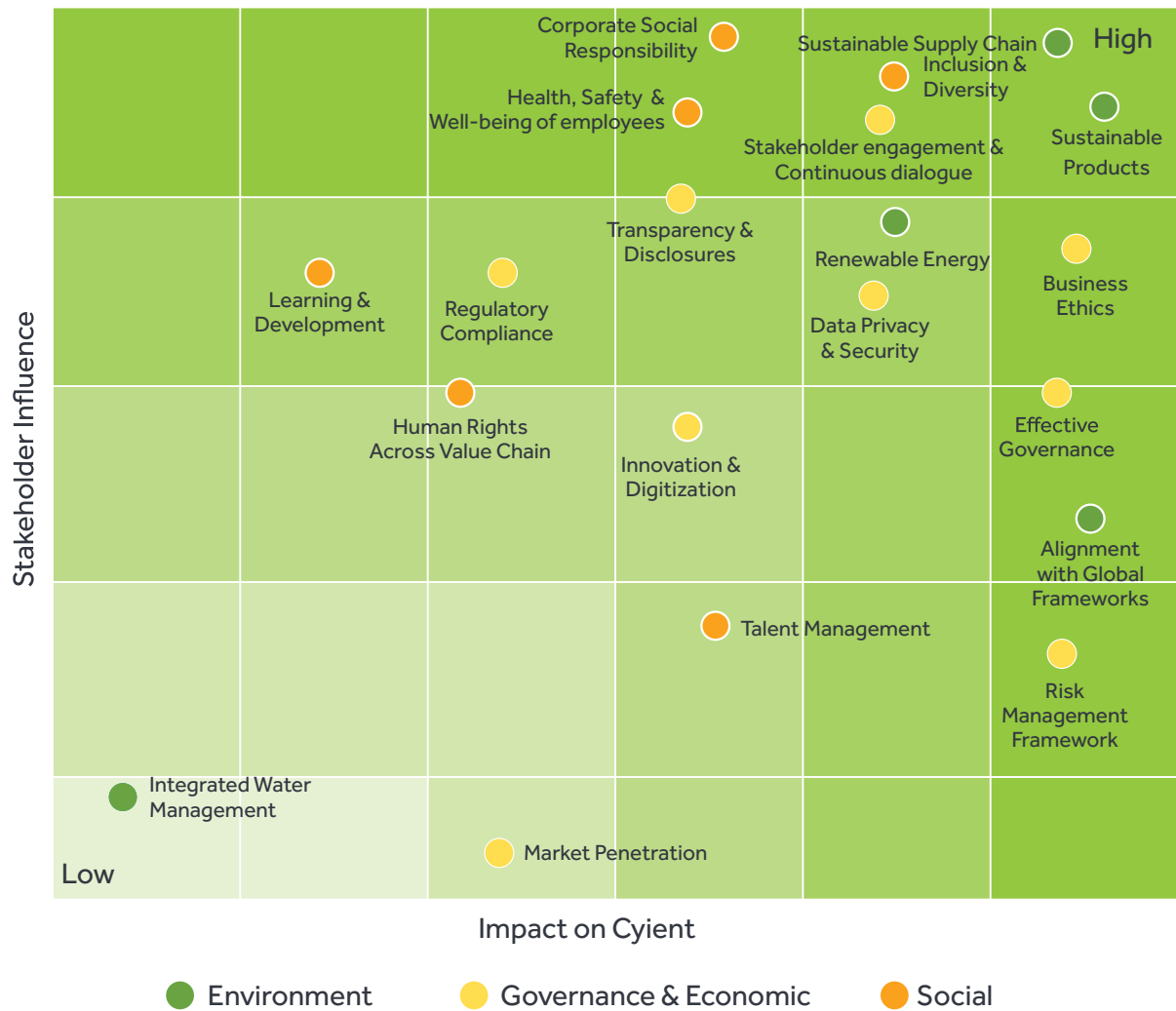
Following comprehensive stakeholder consultations, we identified and prioritized 20 material issues which were mapped on two axes reflecting significance for stakeholders and impact on us. These topics are integrated into our Enterprise Risk Management (ERM) framework to drive sustainable growth. Our Materiality Assessment is verified by a third-party assurance provider. The Board of Directors and Senior Management reviewed and approved the materiality matrix, underscoring its significance in guiding our corporate direction.

The materiality assessment was reviewed and updated through desk-based approach to reflect evolving stakeholder expectations and emerging ESG challenges. Through this structured and adaptive approach, we strengthen transparency, accountability, and alignment with global sustainability standards.

Materiality Matrix

Stakeholder Influence (y-axis)

Impact on Cyient (x-axis)

High / Low

Data points:
- Corporate Social Responsibility
- Sustainable Supply Chain
- Inclusion & Diversity
- Health, Safety & Well-being of employees
- Stakeholder engagement & Continuous dialogue
- Sustainable Products
- Transparency & Disclosures
- Renewable Energy
- Business Ethics
- Learning & Development
- Regulatory Compliance
- Data Privacy & Security
- Human Rights Across Value Chain
- Innovation & Digitization
- Effective Governance
- Alignment with Global Frameworks
- Talent Management
- Risk Management Framework
- Integrated Water Management
- Market Penetration

Legend:
- 🟢 Environment
- 🟡 Governance & Economic
- 🟠 Social

Material Topics	GRI Topic	Impacts	Risk and Opportunity	Business Strategy
Energy Management ➕	• GRI 302: Energy 2016 • GRI 305: Emissions 2016	• Energy Efficiency in Product Design and Equipment • Shift towards renewable sources of energy	**Opportunity:** • Renewable energy adoption, especially solar and wind, offers a transformative shift away from carbon-intensive fossil fuels. This transition enhances cost efficiency, system resilience, and environmental sustainability, significantly reducing greenhouse gas emissions while lowering societal energy costs. Embracing these solutions is key to a cleaner, more economically viable future.	• During FY 2024-25, renewable energy accounted for 24.77% of our total energy consumption. • We align with our commitment to lowering our carbon footprint and are committed to increase the share of RE at owned sites to 77% by FY 2039-40.
Climate Transition Risks ➖	• GRI 305: Emissions 2016	• Physical risk exposure associated with climate change	**Risk:** • The sector may face climate transition risks like regulatory shifts, rising energy costs, and pressure to adopt greener technologies, while physical risks include extreme weather disrupting data centers, supply chains, and infrastructure resilience.	• Our focus is towards adopting renewable energy and investing in resilient infrastructure. • Diversified supply chains and disaster resistant facilities help reduce vulnerabilities, while aligning with sustainability regulations ensures compliance and cost efficiency. Predictive analytics and AI-driven monitoring may further strengthen operational resilience and business continuity. As part of our long-term business strategy, we are committed to reducing our environmental impact and contributing to a low-carbon future. We aim to reduce Scope 1 and Scope 2 greenhouse gas emissions by 50% by FY 2039-40, aligning with global climate goals.

Material Topics	GRI Topic	Impacts	Risk and Opportunity	Business Strategy
Supply Chain Management	• GRI 308: Supplier Environmental assessment 2016 • GRI 414: Supplier Social Assessment 2016	• Environmental and social risks and impacts across the supply chain	**Risk:** • Our supply chain is subject to a range of potential risks that could impact both operational performance and corporate reputation. A key concern lies in the sustainability practices of its suppliers. If suppliers fail to adhere to environmentally responsible standards, it could lead to an increase in our Scope 3 emissions, undermining the company's broader sustainability objectives. Additionally, any instances of regulatory non-compliance by suppliers may expose Cyient to legal liabilities, operational disruptions, and reputational damage. Proactive engagement and rigorous oversight of supply chain partners are, therefore, essential to mitigate these risks and uphold the company's commitment to responsible business practices.	• To fortify our commitment to responsible business practices, we adhere to a robust Vendor Code of Conduct (VCoC) and a meticulously designed Sustainable Supplier Assessment Framework. These initiatives serve as essential pillars in mitigating potential supply chain risks while fostering ethical and sustainable sourcing. Furthermore, our recurring Vendor Meets act as a strategic platform for meaningful engagement with our partners. These interactions enable us to reinforce our sustainability objectives, ensure alignment with our core principles, and collaboratively drive progress towards a more resilient and environmentally conscious supply chain.

Material Topics	GRI Topic	Impacts	Risk and Opportunity	Business Strategy
Occupational Health and Safety ⊖	• GRI 403: Occupational Health and Safety 2018	• Hampers productivity and increases downtime due to health-related absences	**Risk:** • Risks in the service industry include ergonomic strain, prolonged screen exposure, mental stress, and burnout, which can lead to reduced productivity, absenteeism, and employee disengagement. Prioritizing ergonomic setups, mental health support, and wellness programs is essential for workplace well-being.	• We take endeavors to promote ergonomic workspaces, reduce screen time, management of mental health and support wellness programs, ensuring a healthier and more productive workforce.
Customer Relations ⊕	• GRI 202: Market Presence 2016	• Increased customer loyalty and enhanced brand value	**Opportunity:** • Enhanced customer loyalty in the sector drives repeat business, brand trust, and long-term revenue growth, creating opportunities for premium services, cross-selling, and market expansion.	• We have dedicated microsite for customers to provide feedback and lodge complaints, if any. _https://www.cyient.com/contact-us._ We follow a structured approach to grievance resolution, ensuring timely acknowledgment, investigation, and appropriate corrective actions which ensures transparency and responsiveness in addressing consumer grievances, reinforcing trust and commitment to customer satisfaction. We also conduct annual CSAT to gather their feedback or input which forms a base for us to improve our performance.

Material Topics	GRI Topic	Impacts	Risk and Opportunity	Business Strategy
Labor Practices	• GRI 407: Freedom of Association and Collective Bargaining 2016 • GRI 408: Child Labor 2016 • GRI 409: Forced or Compulsory Labor 2016 • GRI 410: Security Practices 2016	• Enhanced labor relations, improve production efficiency and cost optimization.	**Opportunity:** • Labor practices play a crucial role in the IT industry, shaping workplace culture, productivity, and long-term sustainability. • Fair labor practices ensure a healthy work environment, preventing issues like excessive work hours, burnout, and workplace stress, which are common in the sector. A fair labor framework encourages workplace diversity, ensuring equal opportunities and reducing biases in hiring, promotions, and compensation.	• We aim to strengthen labor relations as a foundation for a more collaborative and productive work environment. By fostering open communication and mutual trust with our workforce, we seek to enhance production efficiency and drive cost optimization. This strategy supports sustainable operational performance, reduces disruptions, and enables us to respond more effectively to evolving business demands.
Human Capital Management	• GRI 401: Employment 2016 • GRI 404: Training and Education 2016	• Talent attraction and development • Innovation and Productivity through Skills Development	**Opportunity:** • The talent shortage in the Software & IT Services industry creates opportunities for investment in education, upskilling, and diversity initiatives, fostering innovation, workforce expansion, and long-term business growth while enhancing employee retention and engagement.	• Our Learning and Development team systematically identifies training needs by evaluating competencies through structured forms and personalized one-on-one discussions. We proactively plan for associate development by engaging with department heads and key stakeholders to gather insights and pinpoint gaps within the current organizational framework. • To support these efforts, we develop a strategic workforce plan that enables informed decision-making around talent acquisition, development, and retention ensuring alignment with both immediate business needs and long-term growth objectives.

Material Topics	GRI Topic	Impacts	Risk and Opportunity	Business Strategy
Inclusion and Diversity	• GRI 405: Diversity and Equal Opportunity 2016 • GRI 406: Non-discrimination 2016	• Enhanced innovation & efforts from a diverse workforce • Career Development and Access to Opportunity	**Risk:** • Lower diversity within our workforce may lead to reduced productivity, increased absenteeism, and higher employee turnover. If individuals feel excluded or unsafe in the workplace, this can result in elevated costs and a decline in overall organizational performance. **Opportunity:** • A diverse workforce enables us to attract and retain top talent while fostering inclusive decision-making. By embracing varied perspectives, we are better positioned to address challenges holistically and act in the best interests of all stakeholders.	• We remain committed to advancing women's empowerment through structured and accountable initiatives. Our Diversity & Inclusion (D&I) Council, guided by a board-level sub-committee, leads mentorship and career development programmes designed to support women across all levels of our organization. • In FY 2024-25, 23.6% of Cyient's workforce were women, of whom 15.2% held management positions, while 23% held roles in STEM position.
Corporate Social Responsibility (CSR)	• GRI 413: Local Communities 2016	• Strengthened community relations by impacting the lives of local community	**Opportunity:** • By investing in community development and engaging with local stakeholders, we have the opportunity to create shared value and strengthen our social commitments to operate. Sourcing regionally additionally supports economic growth and also enhances our operational resilience and reputation as a responsible partner.	• We undertake independent social impact assessments across our key community initiatives, including environmental protection, education, IT literacy, and skill development. These assessments enable us to evaluate the effectiveness of our programmes and ensure that we contribute meaningfully to communities enhancing their standard of living and overall socio-economic well-being.

Material Topics	GRI Topic	Impacts	Risk and Opportunity	Business Strategy
Business Ethics, Integrity and Transparency	• GRI 205: Anticorruption 2016 • GRI 206: Anti-competitive Behaviour 2016	• Fostering relationships with stakeholders through transparency. • Reduced Legal & Financial Risks through ethical business practices and transparent.	**Risk:** • Engaging in unethical business practices pose significant risks to Cyient's financial stability and corporate reputation. Such actions can lead to serious legal and regulatory repercussions, including fines, sanctions, and operational conflicts. Beyond the immediate consequences, unethical conduct undermines stakeholder trust eroding customer loyalty, diminishing market share, and weakening investor confidence. Maintaining the highest standards of integrity is not only a legal obligation but a strategic necessity. By fostering a culture of transparency, accountability, and ethical decision making, Cyient reinforces its commitment to responsible governance and long-term value creation.	• The Corporate Governance Manual serves as a foundational guide for the Board, management, and employees, providing insightful direction and strategic counsel. It empowers stakeholders to navigate decisions aligned with our vision, mission, and long-term growth strategy, ensuring a steadfast commitment to Environmental, Social, and Governance (ESG) principles. By integrating ESG driven governance, we aim to foster sustainable development, enhance corporate responsibility, and create lasting value for all stakeholders. This manual not only reinforces ethical leadership but also acts as a blueprint for achieving resilience and prosperity in an ever-evolving business landscape.

Material Topics	GRI Topic	Impacts	Risk and Opportunity	Business Strategy
Corporate Governance 		• Enhanced corporate performance and increased investor confidence. • Reduced Risk of mismanagement	**Opportunity:** • Stakeholders including investors, regulators, and customers expect transparent reporting on financial performance, ESG metrics, and governance practices. In a sector with high environmental and social risks, transparency is key to building credibility and maintaining access to capital. Inadequate or inconsistent disclosure can lead to regulatory scrutiny, loss of investor confidence, and reputational harm. It also affects the company's ability to be included in sustainability indices or to qualify for ESG-linked financing. The quality and completeness of disclosures reflect the company's governance maturity and accountability.	• We have a strong governance framework led by a diverse board of directors and an experienced leadership team. We ensure diversity among board members. Our dedicated ESG Committee, which is integral to our sustainability strategy. This committee, composed of three esteemed board members, convenes at least twice annually to meticulously review and guide the company's performance in pivotal areas such as sustainability, health and safety, diversity and inclusion, and corporate social responsibility. The committee's oversight ensures that our sustainability initiatives are aligned and effectively integrated into our business operations, fostering a continuous improvement.

Material Topics	GRI Topic	Impacts	Risk and Opportunity	Business Strategy
Systemic Risk Management		• Systemic Risks from Technology Disruptions	**Risks:** • The rise of cloud computing and SaaS introduces systemic risks such as server downtime, programming errors, and cyber threats, which can disrupt critical industries like finance and utilities. These sectors rely heavily on centralized cloud data centers, increasing vulnerability to failures. Compliance challenges also arise, as shifting data storage to third-party providers require strict adherence to privacy and security regulations. Additionally, service disruptions or breaches can lead to financial losses and reputational damage, making cybersecurity investments and disaster recovery strategies essential. While improved IT infrastructure creates market expansion opportunities, companies must balance innovation with robust risk mitigation to ensure long-term resilience.	• We invest in robust cybersecurity, including encryption, multi-factor authentication, and real-time threat monitoring to prevent breaches. Redundant data centers and disaster recovery plans can minimize service disruptions and ensure business continuity. Compliance with regional data privacy regulations is essential, requiring strict governance frameworks and periodic audits. Diversifying cloud infrastructure across multiple providers enhance resilience.

Material Topics	GRI Topic	Impacts	Risk and Opportunity	Business Strategy
Data Security ⊖	• GRI 418: Customer Privacy 2016	• Risk of incidents of data breaches	**Risks:** • Data privacy breaches pose significant risks, including legal liabilities, financial penalties, reputational damage, and loss of customer trust, leading to business decline and reduced market opportunities. Ensuring strong cybersecurity, compliance adherence, and proactive data protection is crucial for long-term resilience	• Cyient employs a robust Data Leak Prevention (DLP) solution designed to safeguard the intellectual property of both our clients and our organization. This advanced security mechanism proactively monitors, detects, and prevents unauthorized access or transmission of sensitive information. By implementing stringent data protection controls, our DLP framework ensures the confidentiality and integrity of critical assets reinforcing our commitment to secure, responsible, and trustworthy business operations.

➕ Positive Impact   ⊖ Negative Impact

Material Issues for External Stakeholder

Aspects	Data Privacy and Cyber Security	CSR
Cause of the Impact & External stakeholder(s)/ impact area(s) evaluated	• We recognize that data privacy is critical across our entire business value chain including our operations, supply chain, and customer engagements. Given the potential for 100% of our value chain to be impacted, we have implemented rigorous information security and cybersecurity protocols. These measures help us safeguard sensitive data and uphold the trust placed in us by our stakeholders.	• Through our CSR initiatives, we make a positive impact on our communities, operations, and the environment.
Relevance on External Stakeholder	• Data privacy remains a key concern for our external stakeholders, particularly within the IT sector, due to the potential financial, reputational, and legal consequences of data breaches. • These concerns are further amplified by regulatory mandates such as the General Data Protection Regulation (GDPR), which require strict adherence to data privacy standards. We remain committed to maintaining compliance and safeguarding stakeholder trust through robust data governance practices.	• Staying true to our guiding principle of Empowering Tomorrow Together, we remain committed to contributing to society in a manner that reflects our achievements and values. • Our CSR initiatives are closely aligned with the United Nations Sustainable Development Goals (SDGs) and focus on providing access to quality education, enhancing IT skills, fostering skill development, promoting social innovation, and safeguarding the environment.
Output Metric	• Recorded Zero instances of Data breaches or Cybersecurity incidents.	• Number of Beneficiaries
Impact Evaluation	• Owing to the rigorous implementation of our information security and cybersecurity protocols, we have not experienced any data breaches or cybersecurity incidents in FY 2024-25 or in the preceding three financial years. Furthermore, we have not incurred any fines or revenue losses arising from such instances during the reporting year.	• We conduct independent social impact assessments across our key initiatives in environmental protection, education, IT literacy, and skill development. These assessments enable us to ensure that our efforts contribute meaningfully to communities enhancing their standard of living and improving their overall socio-economic conditions.

Aspects	Data Privacy and Cyber Security	CSR
Impact Metric	• No. of instances of loss of customer data • Fines or loss in revenue arising from data breach	Our CSR Initiative focuses on the following pillars: **1. Education & IT Literacy:** • **21,103** students educated through **33** adopted government schools • **25,212** adult men and women (16- 60 years) trained in IT skills through **83** Cyient Digital Centres **2. Skill Development, Innovation & Infrastructure:** • **1,286** women received vocational skill training through the Cyient Urban Micro Skill Centre (CUMSC) with **85.38%** being employed or self-employed in FY 2024-25 • As on date, **9,282** unemployed youth including 48% women trained and certified in digital skills through Cyient IT/ITES Skill Centre with **86%** being placed in employment **3. Community Development & Environment:** • **28,101** general health check-ups, **4,258** cardiac screenings, **500** lives protected against risk of cardiac events • Over **1,502 farmers** trained in growing drought resistant crops **4. Healthcare** • Until date over **1.2 Lakh units (1,23,120 Units)** of Solar Energy generated in schools • In **15** schools developed rainwater conservation from schools, community, canters roof top

ENVIRONMENTAL RESPONSIBILITY

At Cyient, environmental responsibility is integral to how we operate and innovate. We are committed to embedding sustainability into our business strategy, with a focus on emissions reduction, energy efficiency, water stewardship, and responsible resource management. Our approach combines clean technology adoption, renewable energy integration, green infrastructure development, and sustainable resource practices, ensuring that environmental stewardship is not only a compliance requirement but a driver of resilience and long-term value creation. We actively promote water conservation through efficient usage, recycling, and rainwater harvesting, while also advancing waste minimization and circular economy principles across our operations. By integrating these initiatives throughout our facilities and value chain, we strive to reduce our environmental footprint while enabling a sustainable future for our associates, customers, and communities.

Key Highlights

1.09 tCO$_2$e/ FTE GHG emissions intensity (Scope 1 + 2)	**99.14%** of HZ waste diverted from landfill	Share of renewable electricity at **24.77%**	**38.32%** wastewater recycling at owned campuses	**106,000+** trees planted
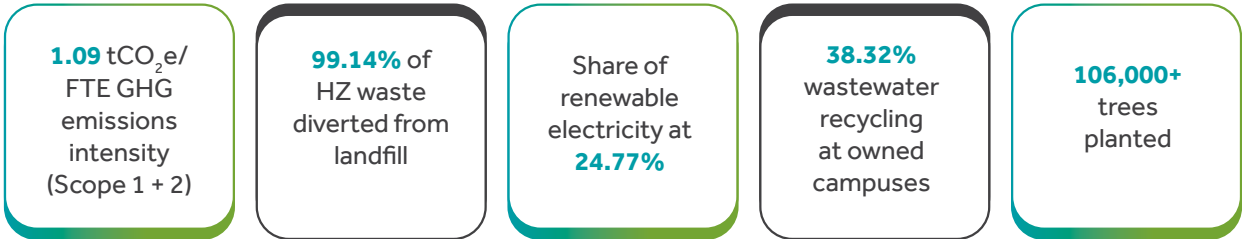
Our Commitment to SDG Alignment

Environmental Management

We embed environmental responsibility into our core operations through a certified, enterprise-wide Environmental Management System (EMS). Serving as the foundation of our approach, the EMS enables systematic identification, management, and mitigation of environmental risks while advancing opportunities for sustainable growth. Aligned with ISO 14001:2015 and independently verified by Bureau Veritas, the EMS reflects a structured, data-driven framework for enhancing environmental performance across global operations.

For sites not yet covered under EMS certification, the Facilities & Services (F&S) team, in collaboration with the External Certifications and Business Excellence team, conducts internal audits to ensure alignment with ISO 14001:2015 requirements and readiness for future external verification. Findings from these audits are systematically shared and deployed across all Cyient sites, driving consistent implementation and continuous improvement.

Our commitment to environmental stewardship is formalized through the Environmental, Occupational Health and Safety (EOHS) Policy and the Sustainability Policy. Both are endorsed by executive leadership and subject to periodic review by the ESG/Sustainability Committee, which provides board-level oversight. Day-to-day execution is led by the F&S team, ensuring that policy commitments translate into measurable action across operations. Together, these policies articulate our strategic direction and operational principles, including:

- Compliance with applicable environmental laws and standards
- Pollution prevention and adoption of low-emission technologies
- Increasing renewable energy use and reducing reliance on fossil fuels
- Setting measurable targets to reduce environmental impacts
- Commitment to continuous improvement in environmental performance

22*
ISO 14001:2015 (EMS) certified offices verified by Third Party

61.76% offices covered

*CITEC Engineering India is now Cyient Insights

*Cyient Group France SAS Paris is not in current reporting boundary (environmental disclosure)

The Sustainability Policy further emphasizes awareness-building among internal and external stakeholders and equips employees with training to understand the environmental implications of their roles. The policy applies uniformly across all locations, subsidiaries, joint ventures, and future investments, including mergers and acquisitions. It further extends to suppliers and business partners through sustainable procurement practices and collaborative engagement mechanisms.

ZERO
Environmental
non-conformances in **FY 2024-25**

Employee-Led Environmental Initiatives

Go Green, Get Moving is our flagship employee-led sustainability initiative, uniting associates worldwide to champion everyday climate action. Spearheaded by the F&S team, the campaign promotes green commuting, digital-first practices, composting, and low-carbon choices through interactive quizzes, idea exchanges, and behavioral nudges. Associates actively pledge to carpool, adopt electric vehicles, and share waste-reduction practices.

The initiative also features stories and messages from senior leadership, reinforcing the importance of individual action in advancing organizational sustainability goals. Associates are commended and recognized for their contributions, with achievements and best practices shared across teams and geographies. By celebrating collective wins and amplifying personal stories, Go Green, Get Moving promotes a culture of accountability and inspiration, making sustainability a shared journey across Cyient.

Green Mobility

Promotes low-carbon commuting through carpooling, electric vehicle adoption, and cycling. Includes practical resources such as EV transition guides, cycling health benefits, and mobility footprint calculators to support informed choices.

Waste to Worth

Encourages responsible waste management and circular practices. Covers segregation protocols, e-waste handling, composting techniques, and showcases reuse innovations from across sites.

Digital First

Drives paperless operations and energy-smart digital habits. Reinforces cloud-first workflows, device energy optimization, and digital nudges to reduce resource intensity across functions.

Engage & Educate

Fosters climate awareness through interactive quizzes, associate-led stories, and campaign highlights. Features leadership messages, peer recognition, and shared wins to build a culture of sustainability and collective action.

Energy Management

The ICT sector continues to experience exponential growth in energy demand, driven by the expansion of cloud computing, AI workloads, and data-intensive services. As digital infrastructure scales globally, organizations are under increasing pressure to decouple growth from emissions and adopt low-carbon operating models. We acknowledge the importance of managing our energy footprint and have taken a proactive approach across our offices, delivery centers, and data center.

At Cyient, energy management is embedded into our business practices as a strategic lever for operational efficiency and climate responsibility. Our approach is designed to minimize overall demand while accelerating the transition to cleaner, more sustainable sources,

ensuring resilience across our global operations. Energy performance, encompassing both efficiency and consumption is continuously improved through structured programs that emphasize:

- **Monitoring and Review:** Systematic tracking of consumption patterns and performance indicators.

- **Target Setting:** Establishing measurable reduction goals aligned with global standards.

- **Implementation of Measures:** Deploying corrective actions such as power factor optimization, harmonics reduction, and technology upgrades.

- **Continuous Improvement:** Extending learnings across sites to drive consistency and reliability.

Energy Management Programs

Energy Audits

Annual internal energy audits are conducted across key sites to assess consumption patterns, identify inefficiencies, and recommend corrective actions. Findings are shared with site SPOCs and reviewed by F&S Head to ensure timely implementation. These audits support continuous improvement and help us align with global standards for energy performance.

Targets

We are committed to reducing our overall energy consumption and increasing the share of renewable energy across our operations. Our long-term target is to achieve 77% renewable energy usage across all units by FY 2039-40, supported by phased investments in solar, wind, and green power procurement.

Investments in innovation to decrease energy consumption

We continue to invest in energy efficient technologies and renewable energy solutions to minimize consumption across all sites, including the deployment of LED lighting, smart sensors, and high efficiency equipment. In parallel, we are expanding EV charging infrastructure across campuses to encourage e-mobility and support long term sustainability.

Evaluation of progress in reducing energy consumption

Progress on energy reduction is tracked through monthly reporting dashboards, consolidated across sites.

We report our total energy consumption on a y-o-y basis annually in our voluntary sustainability disclosure.

Use of clean or green energy

Renewable energy is sourced through on-site solar installations, off-site solar PPAs, off-site solar-wind hybrid projects, and green energy procured from DISCOMs.

Rooftop Solar Installations as of FY 2024-25 across owned sites:

- 100 kWp – Kakinada
- 140 kWp – Madhapur
- 233.2 kWp – Vizag
- 552 kWp – Manikonda
- 100 kWp – Warangal
- 148.74 kWp – Bengaluru

Energy efficiency training

As part of our mandatory EOHS training, all 15,000+ associates globally are educated on conserving electricity, reducing water use, and minimizing waste. In FY 2024-25, we hosted a virtual Earth Day session to share best practices on energy and water savings, waste reduction, including work-from-home conservation tips. Awareness is reinforced through mailers, newsletters, and site-wide announcements. For example, we encourage associates to fully power down monitors before extended leaves, reinforcing mindful energy use across the organization.

Our Warangal facility operates on 100% renewable energy

Energy audits are a critical tool in this process, helping us identify opportunities to enhance performance. Recent audits at the Madhapur and Manikonda campuses, conducted in line with IEEE-519 standards, provided insights into voltage harmonics, transformer loading, and power factor optimization. Based on these findings, we are implementing corrective measures such as upgrading Automatic Power Factor Correction (APFC) panels, installing detuned reactors, and deploying harmonic filters to reduce losses and improve efficiency. These actions are being systematically extended across our operations to ensure consistent performance improvement, supported by tracking consumption patterns, addressing inefficiencies, and implementing targeted measures that strengthen reliability while minimizing energy consumption

Year-on-year reduction targets are embedded into the key responsibility areas (KRAs) of Facilities & Services (F&S) team, ensuring accountability and alignment with our sustainability objectives

Digitizing Energy through our Power & Fuel Management Platform

We have developed a proprietary **Power & Fuel Management platform** that provides real-time, location-wise monitoring of energy and fuel consumption across our Indian operations. The system integrates multiple data streams, including chillers, UPS systems, diesel generators, telecom infrastructure, and server floors, while also capturing vendor compliance and fire hazard logbooks. Preventive maintenance is fully automated, reducing downtime and improving reliability.

Key Features include:

- **Fuel Management System** with DG run-hour and fuel log monitoring
- **Modular integrations:** barcode scanning, RFID, GPS, GPRS
- Web and mobile interfaces for remote access
- **Cloud-enabled analytics:** dashboards, reporting, alerts, notifications, and customization
- **Operational intelligence:** chiller and UPS performance, server floor temperature, and DG consumption tracking
- **Risk management:** vendor compliance and fire hazard logbooks integrated into the same platform
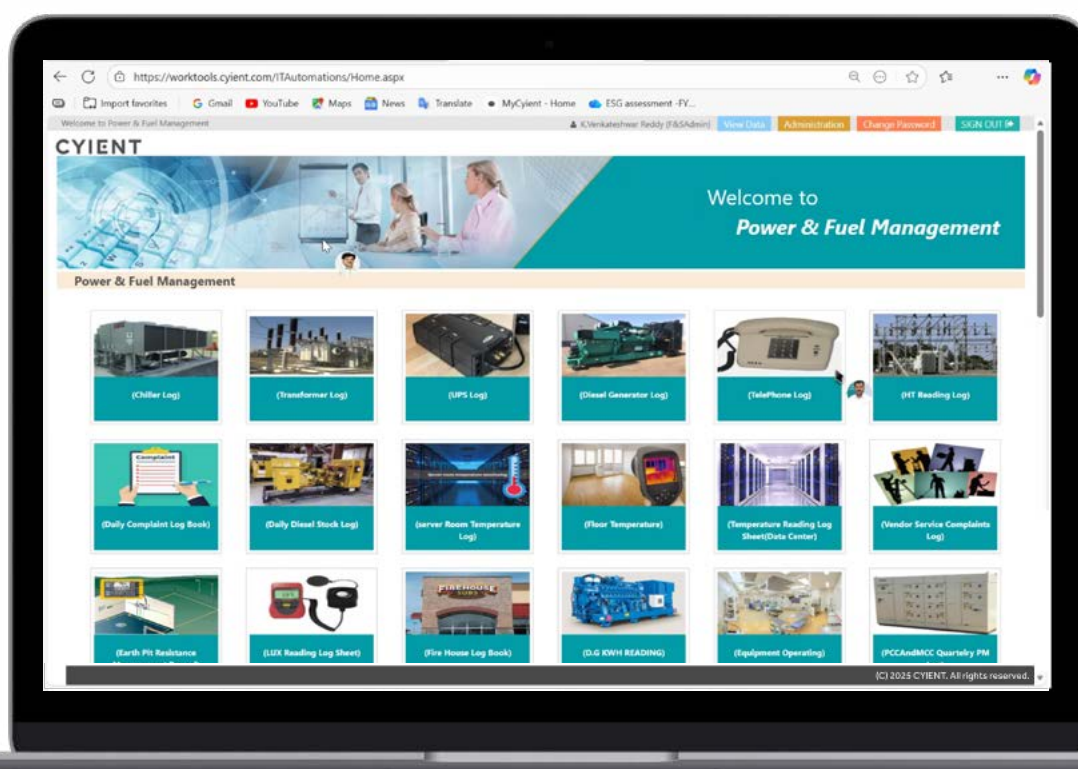
The platform generates monthly reports across sites, consolidating power and fuel consumption data, preventive maintenance status, and compliance records. The data is reviewed at both site and corporate level by the facility head and facility SPOCs. We plan to expand the platform to additional geographies, ensuring standardized reporting and continuous improvement across our global footprint.

Through continuous investment in innovation and R&D, we aim to reduce energy intensity across all operational areas. As part of our integrated approach, key initiatives include upgrading HVAC systems, implementing smart building automation, optimizing data center cooling, and transitioning to LED and sensor-based lighting solutions. We have also deployed Building Management Systems (BMS) at our Madhapur, Manikonda, and Bengaluru campuses, enabling floor wise energy monitoring to track consumption patterns in detail and identify opportunities for optimization. Collectively, these measures resulted in energy savings of 452.76 MWh or 1,629.93 GJ during FY 2024-25 across our India locations.

Enabling Electric Mobility Across Our Campuses

To promote sustainable mobility across our campuses, we have invested in establishing electric vehicle (EV) charging infrastructure tailored to local commuting needs.

- **Manikonda, Madhapur, and Bengaluru:** EV charging stations established to support both four wheelers and two wheelers.

- **Vizag:** Dedicated two-wheeler EV charging stations to meet local commuting needs.

By making EV charging visible, accessible, and convenient, we enable and encourage employees to choose cleaner commuting options, embedding sustainability into everyday decisions.

Sustainable Design & Certifications

We prioritize the design and development of workspaces that meet high environmental performance standards, including Leadership in Energy and Environmental Design (LEED) and Indian Green Building Council (IGBC) certifications. Wherever feasible, we incorporate locally sourced construction materials to minimize embodied carbon. These measures reduce the energy footprint of our built environment while ensuring alignment with global best practices in sustainable design.

Green Building Certifications

We are committed to advancing sustainable infrastructure across owned sites through internationally recognized green building standards. Our facilities have achieved the following certifications:

IGBC Platinum: Manikonda, Tower II	**LEED Gold:** Manikonda, Tower I	**LEED Gold:** Madhapur (Madhapur Phase I & II)	**LEED Gold:** Bengaluru facility

These certifications reflect our focus on energy efficiency, resource optimization, and environmentally responsible design. Building on this foundation, we have set a target to achieve LEED Platinum certification for the Bengaluru facility by FY 2025-26.

Energy Consumption Profile

Our energy usage is derived from both conventional and renewable sources. Conventional sources include grid electricity, diesel, Natural Gas and LPG. Renewable energy is sourced through on-site solar (net-metered); off-site solar power purchase agreements, off-site solar-wind hybrid projects, and green energy procured from DISCOMs. In FY 2024-25, total energy consumption stood at 20,803.06 MWh or 74,890.55 GJ with non-renewable energy consumption contributing 75.22% and renewable energy contributing 24.77% of total energy consumption. Of the total electricity consumed, 26.12% was sourced from solar and wind.

In FY 2024-25, we reported an increase in total energy consumption compared to the previous year, primarily due to the expansion of our reporting boundary. This year, we have enhanced the scope of our environmental disclosures to include energy data from offices and delivery centres that were previously excluded due to data availability constraints. As a result, the reported figures offer a more complete and representative view of our operational footprint. While this expansion has led to a rise in absolute energy consumption, it reflects our commitment to transparency and strengthens our ability to implement targeted energy efficiency measures across our operations. The energy intensity for FY 2024-25 was 1.50 MWh/FTE or 5.40 GJ/FTE.

Energy Consumption within organization (MWh)

- 20,803.06
- 24.77%
- 5,153.44
- FY 2024-25

Legend:
- Total Energy Consumption (MWh)
- Renewable Energy Consumption (MWh)
- % Renewable Energy

Renewable Energy Mix (%)

- 13%
- 18%
- 15%
- 54%

- Onsite solar (Net metered)
- Offsite solar (PPA)
- Offsite Solar-Wind Hybrid (Group Captive)
- Green energy from DISCOMs
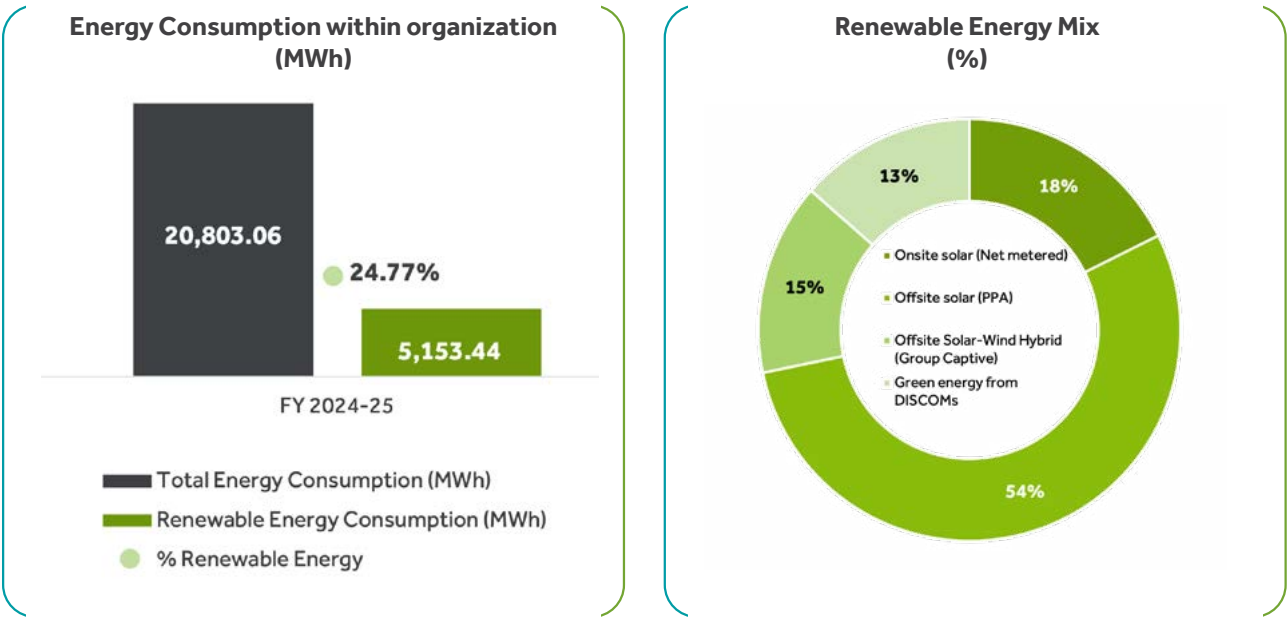
Total Energy Consumption by source within organization

Category^	FY 2024-25 (In MWh)	FY 2024-25 (in GJ)
Electricity purchased from the grid	14,579.49	52,486.16
Diesel	792.63	2,853.50
LPG	265.53	955.93
Natural Gas	11.81	42.54
Total non-renewable energy consumption (I)	**15,649.48**	**56,338.14**
Onsite solar (Net metered)	907.93	3,268.55
Offsite solar (PPA)	2,789.25	10,041.33
Offsite Solar-Wind Hybrid (Group Captive)	759.28	2,733.44
Green energy from DISCOMs	696.97	2,509.10
Total renewable energy consumption (II)	**5,153.44**	**18,552.41**
Total energy consumption (I + II)	**20,803.06**	**74,890.55**
Renewable energy share (%)	**24.77**	
Data coverage in terms of global revenue (%)	**95**	

^Data has been verified by a third-party

Responsible Data Centre Management

In response to the global energy challenge driven by the exponential growth of AI and cloud infrastructure, we are actively shaping the future of energy-smart data centers. Our in-house facility in Manikonda, India is engineered to achieve lower Power Usage Effectiveness (PUE) through advanced cooling, workload consolidation, and energy-efficient infrastructure, with an internal target to remain below 1.8. In FY 2024-25, the data center achieved an average PUE of 1.73, with total energy consumption of 657.69 MWh or 2,367.69 GJ, 40.37% of which was sourced from renewable energy.

Built to Tier-3 standards (TIA-942) and certified to ISO 27001, the data center ensures compliance, security, and operational excellence. It delivers 99.98% uptime, with no shutdowns in the past seven years, guaranteeing uninterrupted operations in mission-critical environments. This resilient infrastructure integrates dual power sources, core switching, advanced monitoring, fire safety systems, and robust cooling and design parameters, ensuring high service availability and operational continuity.

Our engineering-led approach incorporates microgrid-ready architectures that enable modular, site-specific energy ecosystems powered by renewables. These systems support real-time optimization of distributed energy resources (DERs), predictive failure mitigation, and advanced load balancing. By combining power systems engineering, digital transformation, and sustainable design, we help clients accelerate deployment timelines, reduce carbon intensity, and future-proof operations against grid constraints and market volatility.

On-premises Data Centre Energy Consumption

Metric	Unit	FY 2024-25
Average Power Usage Effectiveness (PUE)	Ratio	1.73
Total Energy Used	MWh	657.69
Renewable Energy Share	GJ	2,367.69
	%	40.37
Coverage	% of total ICT population	100%

Climate Strategy and Governance

Climate change presents both a material risk and a transformative opportunity for Cyient. Through our work in digital engineering, mobility, semiconductors, and sustainability-led solutions, we help clients transition to more resilient and energy-efficient operations. Simultaneously, we strengthen our own resilience through comprehensive risk assessments, emission-reduction measures, and capacity-building initiatives. In FY 2022-23, we formally adopted the recommendations of the Financial Stability Board's (FSB) Task Force on Climate-Related Financial Disclosures (TCFD), aligning our governance and risk management framework with global best practices. This structured approach embeds climate oversight, risk integration, and performance measurement into our enterprise-wide sustainability strategy. We apply the TCFD framework across all four pillars: Governance, Strategy, Risk Management, and Metrics & Targets, with disclosures publicly available in our TCFD Report.

Climate Governance

Our Board of Directors provide direct oversight of climate-related issues, with risks and opportunities formally scheduled for review annually. This oversight is exercised through the board-level ESG Committee, which is chaired by an Independent Director and represents the highest level of governance on sustainability and climate-related matters. The ESG Committee also oversees CSR activities and works closely with the Risk Management Committee to ensure integration of climate risks into the Enterprise Risk Management (ERM) framework.

Reporting directly to the ESG Committee is the Global Head of ESG, who provides operational leadership and ensures that board guidance is translated into measurable action. The Global Head of ESG is supported by a cross-functional Working Group, comprising departmental heads and subject matter experts, who are accountable for implementing ESG/sustainability initiatives, gathering data on ESG KPIs, and embedding climate considerations into operational decision-making across the organization.

Our leadership carries a defined Key Result Area (KRA) weightage on climate-related performance, which is embedded into their overall variable pay component. Executive incentives are directly linked to the achievement of our climate target: 69% absolute emission reduction by FY 2049-50, with C-Suite executives eligible for a bonus tied to this outcome. In addition, the Facilities & Sustainability (F&S) team, including functional heads and managers, also have variable pay components linked to internal sustainability targets. These targets encompass increased renewable energy adoption, energy efficiency improvements, and emissions reduction, ensuring accountability for climate performance across both strategic and operational levels of the organization.

Board-level ESG/ CSR Committee

Global ESG Head

Working Group (Departmental Heads)

Climate Strategy & Risk Management

Our climate strategy is built on systematically addressing both risks and opportunities with clear mitigation outcomes. We evaluate physical risks such as heatwaves, floods, and water stress alongside transition risks including regulation, technology shifts, market dynamics, and reputational pressures, ensuring that each is mapped to its potential impact on our business, strategy, and financial planning. By embedding scenario-based analysis, we test the resilience of our strategy under best-case (Below 2°C), intermediate (2-3°C), business as usual (3-4°C) and worst-case (>4°C) climate scenarios. This approach enables us to integrate climate considerations into our governance, risk management, and performance measurement, while positioning us to capture sustainability led opportunities and safeguard long term value creation.

For transition risks we focus on evolving environmental regulations, emerging carbon pricing mechanisms, and rising stakeholder expectations for emissions reduction and transparent disclosures. We recognize that these developments can increase compliance and reporting costs, create contract level ESG thresholds with clients, and require supply chain adjustments or early retirement of carbon intensive assets.

Transition Risks

Policy and Legal Risk

Sub-Category	Rationale	Timeframe	Potential Business Impact	Mitigation / Opportunities
Carbon markets	Carbon pricing mechanisms and taxes are rising globally, creating financial and compliance risks. Examples include: • EU ETS • India Carbon Credit Trading Scheme • Cap-and-trade carbon tax regimes emerging in Asia (Japan, South Korea, Thailand, China, Singapore)	Long-term	• Higher operational costs if emissions remain high and carbon prices apply in Cyient geographies. • Market risk from client sectors (Power, Mining, Oil & Gas, Energy) that are covered under EU ETS imposing emission thresholds or carbon price clauses. • Exposure to evolving compliance expectations across global markets.	• Net-zero roadmap and internal emission reduction policies. • Active monitoring of carbon market regulations. • Regular engagement with regulators to assess impacts. • Voluntary participation in carbon markets to build readiness and competitive advantage.
Exposure to litigation	Increasing litigation and compliance pressures. In India, key regulations include: • Solid Waste Management Act • Battery Waste Management Rules (2022) • E-Waste Management Rules • Net Zero Emission Bill • Energy Conservation Act Globally, there is also a push for energy-efficient data centers.	Short-term	• Mandatory renewable sourcing for designated consumers. • Reputational damage and penalties from non-compliance. • Increased operational costs due to regulatory requirements. • Higher capex for energy efficient data centers.	• Enhance energy efficiency and conservation. • Shift towards renewable energy sources. • Rigorous compliance with local and global regulations. • Invest in energy-efficient data centers to meet emerging standards.

Sub-Category	Rationale	Timeframe	Potential Business Impact	Mitigation / Opportunities
Sustainability disclosures	Globally, regulators are converging on more stringent ESG and climate-related disclosure requirements, reflecting investor demand for transparency and comparability. Frameworks such as the SEBI BRSR Core in India, the US SEC's proposed climate disclosure rules, the EU's CSRD/ESRS, and the ISSB standards all emphasize governance, risk, and emissions reporting aligned with TCFD recommendations.	Short to medium-term	• Non-compliance could lead to regulatory penalties and reputational risk. • Failure to comply could erode investor confidence and invite regulatory scrutiny. • Poor ratings could impact investor perception and capital access. • Non-compliance could reduce access to bank financing and increase investment risk.	• Maintain transparent communication with regulators and proactively monitor emerging disclosure standards. • Adhere to global ESG disclosure requirements to enhance reputation, credibility, and attract socially conscious investors and clients.
Technology Risk				
Adoption of low carbon technology	Global regulations are driving a shift to a low-carbon economy, with Net Zero goals requiring industries to adopt advanced technologies. Our engineering hubs, server rooms, and data centers must achieve efficiencies by embracing cutting-edge solutions that minimize energy use and optimize material consumption.	Short to long-term	• Increased capital investment in robotics, smart manufacturing, HVAC, and green data centers. • Higher R&D expenditures in energy efficient technologies. • Risk of improper asset utilization due to limited skilled manpower.	• Shift operations towards renewable energy sources. • Enhance energy efficiency and conservation across facilities. • Invest in energy-efficient data centers to meet emerging standards. • Integrate low-carbon technology into service offerings to attract eco-conscious clients. • Collaborate on projects developing nascent low-carbon technologies.

Sub-Category	Rationale	Timeframe	Potential Business Impact	Mitigation / Opportunities
Technology enablement for conscious customers	Rising consumer demand for sustainable solutions is driving low-carbon transitions. We operate at the intersection of technology and climate action, with geospatial tools and engineering services positioned to support India's long-term low-carbon development strategy and adaptation measures.	Short to long-term	• Exposure to technological vulnerabilities and cyber risks in digital tools. • Resilience gaps in infrastructure design, especially telecom networks. • Financial impact from costly project delays. • Risk of tool misalignment with transition requirements.	• Develop advanced transition budget plans including technology upgrades. • Enhance resilience in infrastructure design to close gaps. • Strengthen cybersecurity for digital tools supporting low-carbon solutions. • Address demand for eco-conscious products and services to expand market share. • Collaborate with clients on tailored solutions (e.g., Tailing Management Systems in mining).
Transitioning to clean sources of energy	India's low-carbon development strategy prioritizes clean energy to meet social, demographic, and infrastructure needs. Innovative technologies such as smart grids, bio-based energy, green hydrogen, and nuclear are being developed and deployed. Our operations must align with this transition to remain relevant and resilient.	Short to long-term	• Compatibility issues with integrating existing technology and new clean energy options (e.g., hydrogen fuel cells). • Potential capital investment requirements for technology upgrades. • Risk of operational inefficiencies if transition is delayed.	• Develop advanced transition budget plans including technology upgrades. • Establish in house carbon pricing mechanisms for financial planning. • Shift operations towards renewable and green energy sources. • Reduce long term costs and progress towards carbon neutrality. • Demonstrate renewable energy capabilities to attract eco conscious clients.

Sub-Category	Rationale	Timeframe	Potential Business Impact	Mitigation / Opportunities
Reputation and Market Risk				
Dynamic Investor Demand	Regulators (RBI, SEBI) and global initiatives (SBTi, ISSB) are heightening disclosure expectations. Institutional investors are increasingly divesting from companies with weak ESG performance.	Short to medium-term	• Elevated investor expectations for transparent ESG disclosure. • Risk of reduced access to capital if commitments are not met.	• Proactively disclose ESG metrics and performance data. • Transparent reporting at fixed intervals. • Implement robust ESG risk management strategies. • Access to green financing and competitive advantage.
Shifting Customer Preferences	Customers are increasingly demand sustainability disclosures, emission targets, CDP ratings, and carbon neutral commitments. Loyalty is tied to principles as much as product quality.	Short to medium-term	• Risk of losing customers if sustainability gap persists. • Competitive disadvantage in domestic and international markets.	• Enhance ESG performance. • Offer sustainable and low carbon services. • Strategic acquisitions to strengthen sustainability profile. • Penetrate new markets with climate conscious solutions.
Sustainable Supply Chain	Climate change disrupts supply chains via extreme weather, resource scarcity, and regulatory changes. High-carbon suppliers increase exposure to carbon taxes.	Medium to long-term	• Operational challenges and cost escalation. • Reputational damage from unsustainable suppliers. • Increased emissions from supply chain partners.	• Diversify supply chain networks. • Engage suppliers to improve sustainability performance. • Adopt green procurement practices. • Reduce Scope 3 emissions and build resilience.
Brand Value & Customer Loyalty	Poor environmental stewardship erodes trust, invites scrutiny, and risks accusations of greenwashing. Failure to meet targets damages credibility and competitiveness.	Short-term	• Loss of reputation and increased stakeholder criticism. • Difficulty attracting top talent. • Decline in brand value and customer loyalty.	• Establish dedicated sustainability and communications team. • Robust ESG data management and transparent reporting. • ESG training and culture-building across workforce. • Demonstrate resilience and differentiate through credible ESG actions.

*Timeframe: *Short-term (5 years) | Medium-term (10 years) | Long-term (>10 years)*

Although we operate in a digitally-driven environment, our engineering service hubs, data centers, and global delivery infrastructure remain vulnerable to physical risks. Acute climate events such as cyclones, floods, and heatwaves can disrupt operations, damage IT infrastructure, and impair supply chains, while chronic risks like drought, water stress, and sea level rise increase long-term resource costs and operational uncertainty.

Physical Risks

Acute Risk				
Sub-Category	**Rationale**	**Timeframe**	**Potential Business Impact**	**Mitigation / Opportunities**
Tropical Cyclone	Extreme weather events can disrupt supply chains, damage infrastructure, and halt operations.	Short to medium-term	• Business continuity loss • Productivity decline from power disruption • Data loss and shutdown risk	• Robust business continuity plans • Retrofitting structures • Cyclone-resilient asset selection • Monitor national disaster updates
Wind Speed	High winds damage infrastructure, disrupt supply chains, and increase wildfire risk in dry regions.	Short to medium-term	• Infrastructure damage • Power disruption • Wildfire spread risk	• Regular data backups • Disaster recovery plans • Retrofitting structures • Continuity planning
Heat Wave	Rising temperatures increase cooling demand, water costs, and health/safety risks.	Short to medium-term	• Higher cooling and water costs • Productivity loss due to health risks	• Green spaces and shading • Renewable energy for cooling • SOP for heatwave preparedness • Awareness campaigns
Precipitation (Heavy Rainfall)	Intense rainfall damages IT infrastructure and affects energy generation.	Short to medium-term	• Building and IT damage • Energy generation disruption	• Elevate electrical panels • Energy storage systems • Rainwater harvesting • Flood-resilient site selection • Emergency food stock

Sub-Category	Rationale	Timeframe	Potential Business Impact	Mitigation / Opportunities
Riverine Flood	Flooding disrupts power, damages infrastructure, and halts supply chains.	Short to medium-term	• Power disruption • Data loss • Supply chain disruption • Clean-up costs	• Rescue teams • Continuity plans • Insurance coverage • Flood protection strategies
Coastline Flood	Coastal flooding permanently damages offices and infrastructure.	Short to medium-term	• Office shutdowns • Employee relocation and attrition	• Insurance coverage • Flood protection (dikes, seawalls) • Rescue teams • Regular maintenance
Chronic Risk				
Drought	Long-term water scarcity increases resource costs and restricts groundwater use.	Long-term	• Higher water/electricity costs • Restricted groundwater withdrawal	• Treated wastewater use • Rainwater harvesting • Borewell recharge
Water Stress	Persistent water stress raises costs and limits availability.	Long-term	• Increased sourcing costs • Regulatory restrictions	• Real-time water monitoring • Efficiency improvements • Rainwater harvesting • Wastewater reuse
Sea Level Rise	Rising seas cause permanent coastal flooding, biodiversity loss, and supply chain disruption.	Long-term	• Office shutdowns • Higher operational costs • Habitat loss • Clean-up costs	• Insurance coverage • Collaborate locally for resilience • Flood protection (dikes, seawalls) • Emergency food stock

***Timeframe:** Short-term (5 years) | Medium-term (10 years) | Long-term (>10 years)*

Financial Risks and Opportunities Arising from Climate Change

At Cyient, we have identified several climate-related risks that carry substantive financial implications for our operations, revenue, and expenditures. Rising global temperatures directly increase productivity costs, with additional work hours translating into potential annual extra costs of ~INR 9 crore at 1.5°C, INR 15 crore at 2°C, and INR 18 crore at 2.5°C of warming. Technology risks linked to our decarbonization strategy and green building certification across eight sites are estimated at INR 23 crore in the long term, reflecting investments in renewable energy, energy efficiency, and biodiesel adoption. Legal risks associated with the introduction of carbon pricing, modelled using GCAM 6.0 and NGFS scenarios, could result in costs of approximately INR 68 lakhs by FY 2049-50. Market risks are also material: of our top 40 accounts, around 60% have posed ESG-related queries, creating exposure if sustainability expectations are not met. Together, these quantified risks underscore the scale of potential financial impact across regulatory, physical, technological, and market dimensions.

While these risks are significant, they also present opportunities for us to strengthen resilience and differentiate ourselves in the market. Our decarbonization strategy spanning renewable energy adoption, energy efficiency initiatives, and green building certifications positions us to reduce long-term costs and enhance operational sustainability. Transparent ESG disclosures and participation in rating platforms such as CDP and Ecovadis not only mitigate investor and client concerns but also improve access to capital through green financing. By proactively addressing customer expectations for low-carbon solutions, we can expand our service offerings into new markets, particularly in geospatial tools, mining tailings management, and renewable energy projects. These opportunities enable us to build credibility, attract eco-conscious clients, and secure competitive advantage, ensuring that climate action becomes a driver of innovation and growth rather than solely a cost burden.

SILVER | Top 15%

ecovadis

Sustainability Rating

JUN 2025

Our Cyient Europe Ltd. entity received a 'Silver' rating from EcoVadis in June 2025, placing it among the top 15% of companies assessed globally for sustainability performance.

Climate-related Scenario Analysis

Climate scenario analysis is a critical tool for understanding how different climate futures may affect our business. By exploring multiple pathways, we can test the resilience of our operations, supply chains, and strategy against both physical risks (such as extreme weather and long-term climatic shifts) and transition risks (such as policy, technology, and market changes). This approach ensures that our planning is aligned with the Paris Agreement and prepares us for a range of plausible outcomes, from ambitious mitigation scenarios to higher-emission trajectories.

Scenario Analysis of Physical Risks

We assess physical risks under below-2°C pathways (RCP 2.6), consistent with the Paris Agreement. Using IMD historical data (baseline 2019) and tools such as Aqueduct, World Bank Climate Portal, NGFS Explorer, and IMD datasets, we project acute risks (cyclones, floods, heatwaves) and chronic risks (drought, water stress, sea level rise) for 2030, 2040, and 2050. Additional scenarios, RCP 4.5, RCP 6.0, and RCP 8.5, provide higher-emission trajectories for stress testing resilience across our engineering hubs, data centers, and supply chains.

Scenario Analysis of Transition Risks

For transition risks, we apply below-2°C pathways through the IEA Announced Pledges Scenario (APS), which assumes full and timely delivery of global NDCs and net-zero commitments. We also assess the Divergent Net Zero (DNZ) scenario, which reaches net zero around 2050 but at higher costs due to fragmented policies and faster oil phase-out. Together, APS and DNZ enable us to evaluate policy, legal, technology, market, and reputation risks under both cooperative and divergent transition pathways.

Metrics and Targets

We are guided by our GHG reduction roadmap, which outlines a clear trajectory for decarbonizing our operations. We have set a Scope 1 and 2 emission reduction target of 69% by FY 2049-50, relative to our FY 2022-23 baseline. While we have not formally validated this as a science-based target, the ambition and trajectory are aligned with science-based pathways, including below-2°C scenarios such as RCP 2.6 and IEA Announced Pledges (APS). This roadmap informs our strategic decisions and underpins our long-term climate resilience planning.
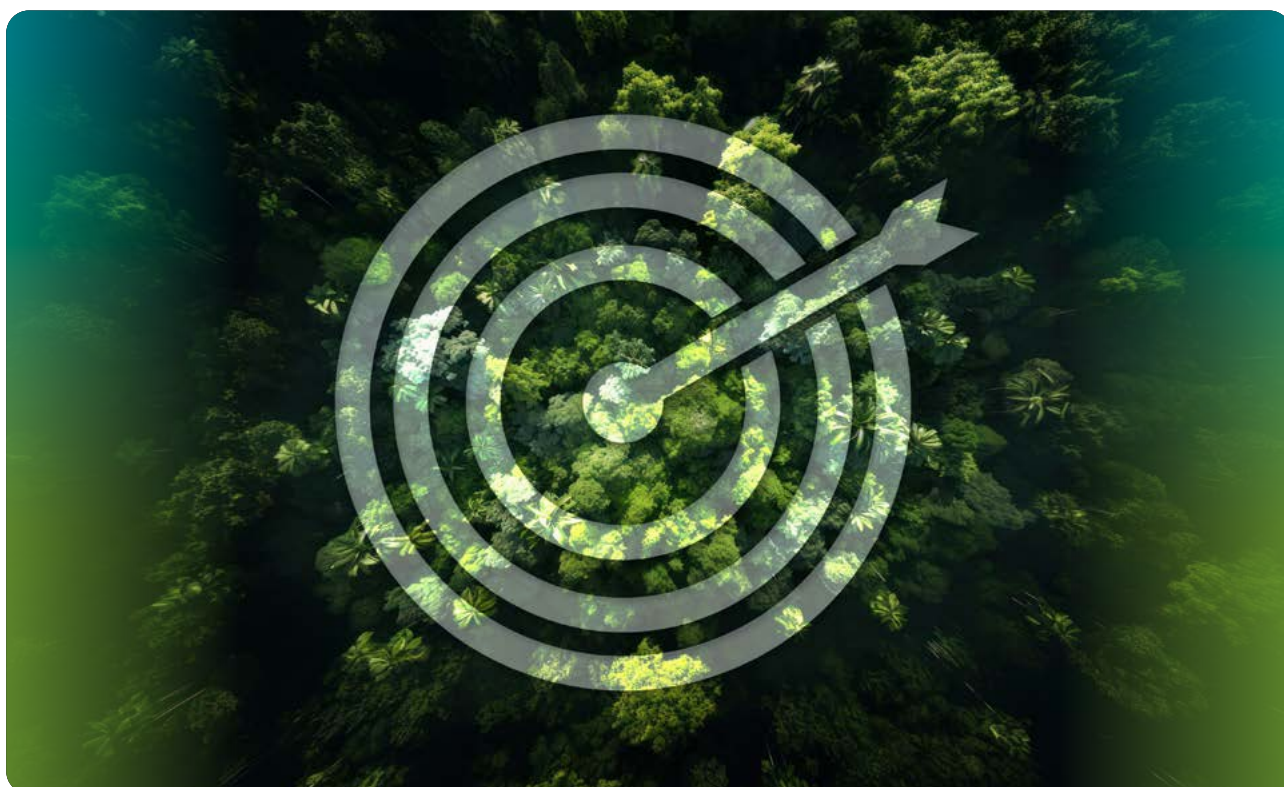
Greenhouse Gas Emissions and Reduction Strategy

We are committed to reducing our greenhouse gas (GHG) emissions across all scopes in alignment with the GHG Protocol and the broader goals of the Paris Agreement. We are guided by our GHG reduction roadmap, which sets an absolute emissions reduction target for Scope 1 and Scope 2. Our baseline year is FY 2022-23, with total Scope 1 and 2 emissions of 11,514 tCO_2e. Against this baseline, we have committed to reducing absolute emissions by 69% by FY 2049-50.

To achieve this, we have designed a structured set of levers that combine renewable energy expansion, operational efficiency, and responsible offsets. These levers are embedded into our emissions reduction strategy and reviewed annually to ensure measurable progress.

Our Key Levers

Renewable Energy Expansion
- Captive solar generation and long-term PPAs for owned sites
- Procurement of renewable energy for leased offices
- Off-site captive solar projects to scale clean energy access

Energy Efficiency & Green Infrastructure
- Implementation and upgrading of energy-efficient technologies across facilities
- Green Building Certification for owned sites
- Adoption of a formal Green Real Estate Policy to ensure all new developments meet sustainability standards

Market Instruments & Offsets
- Purchase of Renewable Energy Credits (RECs) to address residual emissions
- Afforestation and reforestation projects to enhance natural carbon sinks

Emission Reduction Levers

Onsite renewable energy for own offices

Energy Efficiency Improvement

Dual Fuel Diesel Generator

Renewable energy for leased offces

Off-site renewable energy (carbon offset)

Carbon offset programmes

Grid Emission Factor

Performance Monitoring

Progress against our absolute reduction target is tracked annually, with interim milestones set for FY 2029-30, and FY 2039-40. This structured approach ensures that emissions management is embedded into our sustainability framework and risk management processes, enabling us to reduce our carbon footprint while strengthening operational resilience. With the expansion of our reporting boundary, we are revisiting our baseline and targets to ensure they comprehensively reflect our global operations.

Emissions Breakdown

Scope 1

Scope 1 emissions arise from direct fuel use in company-owned vehicles, diesel generators, LPG used for food preparation in cafeterias, natural gas for heating, and fugitive emissions from refrigerant gases in cooling systems and fire suppression equipment. These include R22, R32, R407A, R407C, R410A, R-134A, and CO_2 from fire extinguishers. Our Scope 1 emissions have increased compared to the last year due to an expansion in the reporting boundary, enhancing transparency and driving our focus on subsequent reduction.

Fugitive emissions are recognized as an important contributor to Scope 1 and are managed through:

- Regular maintenance and monitoring of HVAC and cooling systems to minimize leakage
- Gradual transition to lower impact refrigerants in line with global standards
- Tracking and reporting of refrigerant usage and disposal to ensure transparency

Scope 2

Scope 2 emissions are mainly from electricity consumption across our facilities. To mitigate this impact, have set an absolute emissions reduction target of 69% in Scope 1 and 2 by FY 2049-50 against the FY 2022-23 baseline. Our Scope 2 emissions have increased compared to the last year due to an expansion in the reporting boundary, enhancing transparency and driving our focus on subsequent reduction.

Our reduction levers include:

- Expanding renewable energy portfolio through captive solar and PPAs
- Procuring renewable energy for leased offices
- Deploying off site captive solar projects
- Purchasing Renewable Energy Credits (RECs)
- Achieving Green Building Certification for owned sites

Scope 3

Scope 3 emissions encompass indirect emissions across our value chain, including categories such as purchased goods and services, capital goods, waste generated in operations, and business travel.

We acknowledge the significance of reporting our Scope 3 footprint and are progressively expanding coverage to enhance transparency while identifying and including categories most relevant to our operations.

Scope Emissions tCO_2e^

Legend:
- Scope 1
- Scope 2 (Location-based)
- Scope 3

Values: 2,173.45 | 13,065.77 | 18,065.69

^Data has been verified by a third-party

Scope 1 & 2 Emissions Intensity

1.09 (tCO_2e/FTE)

Category-wise Scope 3 Emissions tCO_2e

Legend:
- Category 1 (Purchased Goods & Services)
- Category 2 (Capital Goods)
- Category 5 (Waste generated in Operations)
- Category 6 (Business Travel)

Values: 4,115.14 | 12.83 | 378.32 | 13,559.40

Solutions for a Sustainable Future

We continue to advance intelligent engineering solutions that enable customers to transition towards low carbon, digitally enabled operations. Our integrated approach spans renewable fuels, carbon capture, long term energy storage, digital healthcare, and sustainable data centres. By combining systems design, advanced machinery, and secure facility engineering, we deliver energy efficient outcomes that strengthen economic and operational resilience. We remain committed to building expertise, partnerships, and innovation platforms that will support customers in achieving their sustainability goals over the long term.

Air Emissions

At Cyient, we recognize the importance of mitigating particulate matter (PM), sulphur oxides (SO_x), and nitrogen oxides (NO_x) to safeguard environmental quality and public health. Air emissions from diesel generator (DG) sets in India are actively managed through the adoption of low-sulphur fuels, energy-efficient equipment, and preventive maintenance practices. We ensure compliance with applicable Central Pollution Control Board (CPCB) and State Pollution Control Board (SPCB) regulations by:

- Monitoring DG set performance and recording emission levels at prescribed intervals

- Maintaining emission certificates and statutory approvals for all operating DG sets

- Conducting periodic inspections and preventive servicing to minimize pollutant release

- Progressively integrating renewable energy solutions to reduce reliance on DG sets over time

Air Emissions Type^	Unit	Quantity
SOx	Tonnes	1.2
NOx	Tonnes	3.3
PM	Tonnes	0.6
Total	**Tonnes**	**5.1**

^ Data has been verified by a third-party

Waste Management

The ICT sector is a significant contributor to global waste, driven by rapid innovation cycles, complex supply chains, and high material turnover. Waste streams include electronic waste from obsolete hardware, packaging materials, and process-related residues. This linear "take-make-dispose" model is increasingly unsustainable, leading to resource depletion and environmental degradation. At Cyient, we recognize that effective waste management is essential to minimizing environmental impact, ensuring regulatory compliance, and enhancing operational efficiency. Our approach is anchored in the 5R philosophy: Refuse, Reduce, Reuse, Recycle, and Rot, which promotes resource efficiency and circularity across our operations.

To institutionalize this commitment, we have implemented a structured Waste Management Procedure across all geographies since March FY 2024-25. This framework embeds waste prevention, reduction, and recycling into daily workflows, enabling consistent adoption of best practices and reinforcing our sustainability goals. Regular internal waste audits are conducted across facilities to identify opportunities for improving waste performance. These audits assess waste streams such as food waste, wastewater, e-waste, paper, cardboard, sanitary waste, batteries, oils, and general office/domestic waste. Findings are reviewed by the Facilities & Services (F&S) team and reported to senior management quarterly, ensuring that corrective actions and efficiency measures are implemented consistently across locations.

We have banned Single Use Plastics across all Cyient facilities
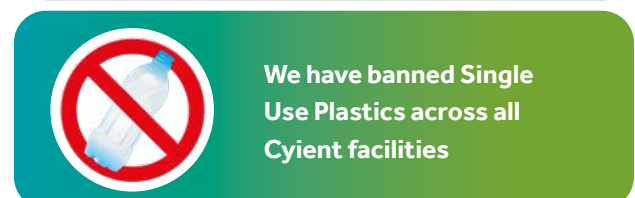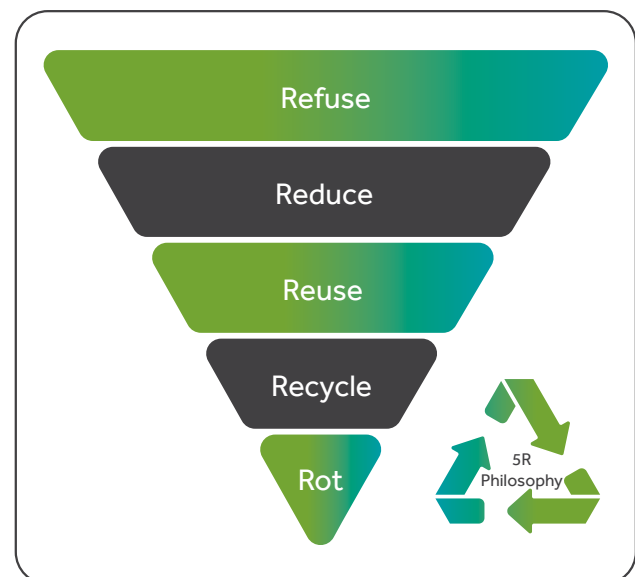
Waste Management Programs

Our waste management is governed by a structured, organization-wide procedure (OP-028-WMT) that ensures compliance, operational hygiene, and environmental stewardship across all geographies. Our approach integrates regulatory adherence, employee accountability, and circularity principles to minimize environmental impact and optimize resource use.

Segregation and Disposal Infrastructure

Waste disposal is carried out through authorized vendors, with invoices, certificates, and licenses retained for traceability. We ensure compliance with Pollution Control Board regulations. We have implemented designated bins and containers for multiple waste streams, including:

- **General waste:** collected daily and routed to municipal authorities for landfill disposal.
- **Food waste:** processed through Organic Waste Converters (OWCs) and reused in Cyient gardens or distributed amongst associates.
- **Wastewater:** recycled for gardening and toilet flushing or transferred to third-party agencies via septic tanks.
- **Paper and confidential waste:** securely collected in shredding sacks and sent to commercial contractors for recycling once 0.5 MT is accumulated.
- **Cardboard:** flat-packed and stored for recycling every six months.
- **Sanitary waste:** collected daily from designated containers in washrooms.
- **E-waste and IT assets:** including PCs, laptops, printers, cartridges, and hard drives, collected by the IT department and disposed of through authorized recyclers.
- **Hazardous waste:** such as batteries and used oil are routed to certified vendors within defined timelines (e.g., batteries within six months of disconnection).

Organic Waste Converters Driving Zero-Waste Culture at Cyient

Across our Madhapur, Manikonda, and Bengaluru campuses, approximately 0.132 MT of food waste is generated each day. This waste is processed through Organic Waste Converters (OWCs), producing around 0.025 MT of compost daily. The compost is utilized for in-house landscaping and is also distributed among associates.

Innovation and Circularity

At Cyient, we recognize circularity as a strategic lever for environmental stewardship and operational resilience. Our approach is anchored in three core principles: reducing greenhouse gas emissions, enhancing resource efficiency, and maximizing recovery and reuse. In collaboration with eolos, we have launched the "Design for Circularity" consulting and engineering practice to reimagine products, processes, and services with minimal waste and optimized lifecycle performance. Strict vendor protocols are enforced at facility entry points to ensure adherence to waste guidelines. Non-compliant vendors are intercepted, and biodegradable alternatives are promoted.

Enabling Transparency and Data-Driven Efficiency

A key barrier to circularity in ICT is the lack of traceability across value chains. We address this through integrated data systems that track materials, components, and processes. This transparency empowers stakeholders with actionable insights and supports regulatory compliance. Our analytics-driven approach has enabled a 15% year-on-year reduction in production waste and improved decision-making speed by 40% through real-time reporting tools for our clients.

Material Innovation and Lifecycle Optimization

Material selection plays a pivotal role in reducing environmental impact. We embed sustainability into product design by prioritizing safety, durability, recyclability, and eco-friendliness. Lifecycle analyses are conducted for all new products to assess environmental footprint. Our recycling programs have achieved up to 80% recovery of industrial waste, significantly reducing landfill dependency. Obsolescence is managed proactively through component standardization. 40% of components are shared across product lines, facilitating maintenance and extending service life. This has contributed to a 30% reduction in production waste for our clients.

Sectoral Applications of Circularity

Rail: Refurbishment and remanufacturing of rail components to extend asset life and reduce material waste.

Automotive: Modular design for easy disassembly, repair, and upgrade, lowering lifecycle emissions.

Aerospace: Use of lightweight materials, additive manufacturing, and end-of-life strategies to support sustainable aviation.

Training and Awareness

All associates and subcontractors receive mandatory training on waste segregation, handling, and disposal. The F&S team maintains training records and ensures that safety protocols and hygiene standards are upheld. Guidance is regularly issued to promote reduction, reuse, and recycling across administrative and operational areas. Waste minimization is embedded into daily operations through preventive techniques and behavioural interventions. We promote reuse, recovery, and recycling across facilities, supported by practical guidance such as reusing envelopes, files, and office equipment, and digitizing documentation to reduce paper dependency.

Waste Management Programs

Waste Audit

F&S team conducts site-level audits to assess waste generation patterns and identify opportunities for reduction, recycling, and circularity.

Monitoring

We maintain detailed records of waste disposal, including vendor invoices and certificates, to ensure traceability and compliance for e-waste, batteries, paper etc.

Training

Mandatory EOHS training for new joiners and annual refresher sessions include guidance on waste segregation, handling, and disposal.

Waste Reduction Targets

- 50% reduction in SUPs by FY 2029-30
- 100% replacement of virgin paper with recycled or reusable initiatives by FY 2025-26

Investment in R&D

- Installing color-coded bins and organic waste converters to enhance waste segregation & processing
- Launched 'Design for Circularity' consulting practice

Compliance

All waste disposal is aligned with country-specific regulations. We collaborate with certified recyclers authorized by Pollution Control Boards to divert waste from landfills and explore innovative reuse pathways.

Waste Metrics

In FY 2024-25, Cyient generated 53.83 MT of hazardous waste and 181.95 MT of non-hazardous waste. Of the total waste generated, 67.77% was diverted from landfill through recycling, reuse, and composting initiatives. The remaining 32.23% was disposed of in municipal landfills via authorized waste handlers, in compliance with applicable environmental legislations.

In comparison to last year, our waste generation has increased. This reflects the broader coverage of waste categories now being reported, with more offices included in the reporting scope. We are proud to share that we were able to divert 99.14% of hazardous waste from landfill through responsible disposal to authorized vendors.

Waste Generation, Disposal and Diversion Metrics^

Category	Type of Waste	Waste Generated (MT)	Waste Diverted (MT)	Waste Directed to Disposal (MT)
Hazardous Waste (I)	Spent oil	1.14	1.14	-
	E-Waste	40.50	40.04	0.45
	Battery Waste	12.18	12.18	-
Non-Hazardous Waste (II)	**Construction and Demolition Waste**	**58**	**-**	**58**
	Paper waste	26.58	25.48	1.10
	Plastic waste	0.07	-	0.07
	Wood waste	9.48	-	9.48
	Ferrous metal waste	6.11	-	6.11
	Non-ferrous metal waste	0.51	-	0.51
	Glass waste	0.23	-	0.23
	Corrugated box waste	4.75	4.75	-
	Kitchen waste	52.28	52.28	-
	Garden waste	23.89	23.89	-
	Other Non-hazardous waste generated	0.02	-	0.02
Total (I+ II)		**235.79**	**159.79**	**76**
Waste Diverted from Landfill		**67.77%**		
Data coverage in terms of global revenue		**95%**		

^ Data has been verified by a third-party

Water Stewardship

At Cyient, we recognize water as a finite and shared resource, essential for human well-being and the continuity of our operations. As AI-enabled infrastructure expands globally, the environmental footprint of technology, including water consumption is under increasing scrutiny. With AI-related water usage projected to reach 6.6 billion m³ by 2027, our commitment to responsible water management has never been more critical.

Our water management strategy is built on three principles: minimizing freshwater withdrawal, maximizing reuse through treatment and recycling, and ensuring zero discharge into natural water bodies. Water is primarily used for domestic and facility maintenance purposes, including drinking, cleaning, and sanitation. Since FY 2020-21, we have maintained zero direct discharge of wastewater into surface water, seas, or groundwater systems across all owned locations.

Minimizing freshwater withdrawal

Zero discharge into natural bodies

Maximizing reuse through treatment & recycling

Cyient Water Saving Initiatives

2 — Implementation of STPs across owned campuses

Low-flow fixtures, smart water meters, and sensor-based taps across all campuses

Periodic Internal Audits

1 — Implementation of rainwater harvesting infrastructure at owned sites

Enabling the reuse of treated water for non-potable applications such as landscaping and flushing

Employee engagement campaigns beyond Earth Day (e.g., best practices are shared through emails, newsletters)

3

Improving wastewater quality is central to our approach. We have installed sewage treatment plants (STPs) at six strategic sites: Madhapur, Manikonda, Kakinada, Warangal, Vizag, and Bengaluru. These facilities treat wastewater to tertiary standards, enabling safe reuse for non-potable applications such as landscaping and flushing. In our leased offices, wastewater is routed to common STPs managed by property operators. While data availability for CSTP-treated volumes is currently limited, we are working to enhance reporting mechanisms.

Zero effluent discharge across Cyient Owned campuses

38.32% of treated wastewater from owned campuses is reused within facilities for non potable applications

Employees undergo mandatory training on water conservation and responsible usage as part of the EOHS induction and refresher modules

To identify opportunities for water efficiency improvements, we conduct internal audits and site-level monitoring to assess water use patterns, detect leakages, and flag high-consumption hotspots. These assessments help us prioritize infrastructure upgrades and behavioural interventions. In India, water stress has been identified through Central Ground Water Authority (CGWA) assessment, while for global operations, we utilized the WRI Aqueduct Water Risk Atlas to contextualize exposure. High-risk sites include Bengaluru (India, over-exploited), Sydney (Australia, high), Heverlee (Belgium, extremely high), and Reading (England, high). These insights will inform future site-specific water efficiency measures.

4% of water was consumed from water-stressed areas in FY 2024-25

Water Source^	Unit	FY 2024-25
Water withdrawn from water-stressed sites	ML	3.88
Water consumed at water-stressed sites	ML	3.88
Water discharged into water-stressed sites	ML	0

^ Data has been verified by a third-party

Note: For leased offices outside India, water consumption and withdrawal have been estimated based on country-specific daily usage benchmarks, number of associates, and office utilization rates.

At Cyient, the F&S team actively monitors water withdrawal, consumption, and discharge across campuses, ensuring that efficiency opportunities are identified and acted upon. Guided by clear targets, we are working to achieve 100% wastewater recycling at owned sites by FY 2029-30 and to equip 50% of owned offices with rainwater harvesting systems by FY 2025-26. These commitments drive practical measures such as installing water-saving aerators and touchless taps, repurposing harvested rainwater for horticultural use, conducting periodic leak detection audits, and deploying smart water meters to track usage. Progress is reviewed through internal dashboards, with reporting expanded as metering improves, reinforcing accountability and continuous improvement.

Scaling Water Reuse: Rainwater Harvesting and STP Integration at Cyient Campuses

Water recycling is embedded into daily operations. At our Madhapur campus, a state-of-the-art 0.150 ML rainwater harvesting system was inaugurated to capture and store monsoon runoff. Since commissioning, the system has enabled the **reuse of 0.96 ML of rainwater** for horticulture and maintenance.

At Warangal, we inaugurated a fully automatic 0.02 MLPD STP in FY 2024-25, which has recycled 0.086 ML of sewage water for flushing and landscaping, reinforcing our zero-discharge commitment.

Employee awareness and training programs are integral to our water efficiency strategy. Through EOHS onboarding and periodic refresher sessions, associates are educated on responsible water use and conservation practices. These programs empower employees to identify inefficiencies and adopt sustainable behaviours. Our water efficiency management program is designed to evolve with operational needs and environmental realities. Through infrastructure, monitoring, recycling, and awareness, we continue to strengthen our stewardship of this vital resource.

Water Metrics

Water Withdrawal, Discharge, and Consumption (in Megalitres) ^

Water Source	Unit	Withdrawal	Consumption	Discharge
Groundwater	ML	5.43	5.43	0
Third party	ML	91.38	91.38	0
Harvested Rainwater	ML	0.46	0.46	0
Total	**ML**	**97.28**	**97.28**	**0**
Data coverage in terms of global revenue	%		95	

^ Data has been verified by a third-party

Note: For leased offices outside India, water consumption and withdrawal have been estimated based on country-specific daily usage benchmarks, number of associates, and office utilization rates.

FOSTERING SOCIETIES

At Cyient, our commitment to the Social Pillar of sustainability is rooted in fostering a people-centric and inclusive culture. We prioritize Human Capital Management by investing in our employees' growth, well-being, and engagement. Through comprehensive employee benefits, robust learning and development programs, and a strong focus on diversity and inclusion, we aim to create a workplace that empowers individuals and celebrates differences. We uphold human rights across our operations and supply chain, ensuring ethical practices and respect for all. Our emphasis on Occupational Health and Safety (OHS) reflects our dedication to providing a safe and supportive work environment. Additionally, through our Corporate Social Responsibility (CSR) initiatives, we actively contribute to community development, education, and healthcare, reinforcing our role as a responsible corporate citizen.

Our Commitment to the SDGs

Key Highlights

- Acheived an ASAT score of **90%**
- **7,42,744** total Training Hours spent
- **100%** of our offices in India assessed on Human Rights
- **84.64%** of associates trained on H&S
- **25,000+** beneficiaries through CSR activities
- **Zero** fatality reported
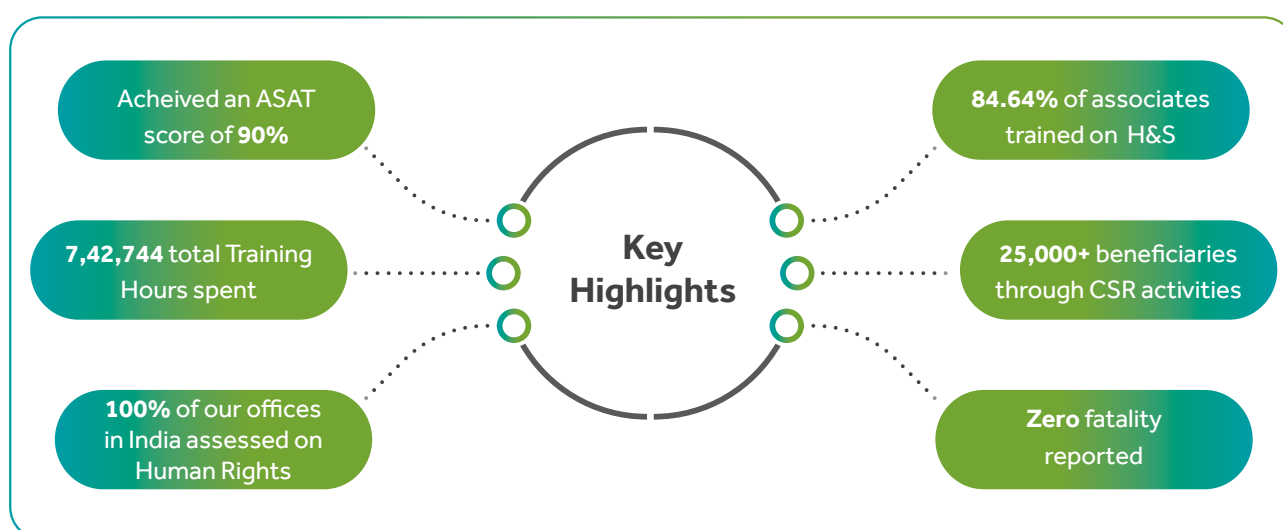
Human Capital Management

As a global leader in smart engineering and technology solutions, we at Cyient are committed to developing innovative approaches that seamlessly integrate advanced engineering with cutting-edge technology to solve our customers' most critical challenges.

Our core values **Fairness, Integrity, Respect, Sincerity, and Transparency (FIRST)** guide us in attracting, nurturing, and retaining top talent across the industry. We invest in creative thinking and empower our customers to thrive in the digital era. Our commitment goes beyond business we actively use technology to drive meaningful social impact, fostering inclusive growth and well-being across our communities, partners, and the broader ecosystem.

At Cyient, we prioritize progressive and equitable practices to build a workplace that celebrates diversity, promotes equality, and encourages inclusion. We believe in recognizing and celebrating every team member's contribution. Empowerment and continuous support are central to our people strategy. We hire based on merit and potential and ensure our team members have access to world-class learning and development programs to grow their careers and enrich their lives. Our focus on building future-ready leaders is reflected in our robust leadership development initiatives, which help maintain a strong talent pipeline and ensure smooth transitions across leadership roles.

We are dedicated to creating a workplace that instills pride and purpose. To measure our progress, we conducted a comprehensive survey using the Great Place to Work framework, engaging all team members to better understand and enhance their experience at Cyient.

At Cyient, we see people at heart of everything we do. Our diverse and talented teams bring unique perspectives and skills that empower us to achieve our shared goals. We are committed to creating an environment where everyone feels at home, supported, and inspired to perform at their best. From fostering diversity and inclusion to offering meaningful growth opportunities, we recognize the vital role our people play in driving our success.

We also leverage advanced people analytics to provide real-time insights to our business and HR leaders. These data-driven metrics enable timely decisions across recruitment, strategic workforce planning, performance management, skill gap identification, career development, and talent retention. By harnessing the power of data, we ensure our workforce remains agile, inclusive, and future-ready-aligned with our organizational goals and the evolving global landscape. We are committed to fostering an inclusive and engaging workplace-one where we feel a strong sense of belonging and ownership in everything we do.

We are committed to fostering fair, inclusive, and responsible working conditions across all our operations including our associates, contingent workers and suppliers. Our labor practices are designed to uphold dignity, equity, and well-being for every associate. We ensure that wages meet or exceed local living cost benchmarks and regularly review compensation structures to maintain pay equity, including equal remuneration for men and women performing similar roles. Working hours are closely monitored to prevent excessive overtime, and where applicable, overtime is compensated in accordance with statutory norms. Employees are encouraged to take their entitled paid annual leave, recognizing the importance of rest and recovery in sustaining productivity and engagement. In addition to statutory benefits, we extend social protection through voluntary programs that support health, retirement, and caregiving needs. We maintain transparent procedures for operational changes, including a minimum notice period of 2-4 weeks before any organizational restructuring or significant workforce transitions. Furthermore, we engage regularly with associates to discuss working conditions, gather feedback, and implement improvements. These practices reflect our commitment to ethical employment, inclusive growth, and sustainable business conduct.

Cyient's FIRST Approach

Integrity

Sincerity

Fairness

Respect

Transparency
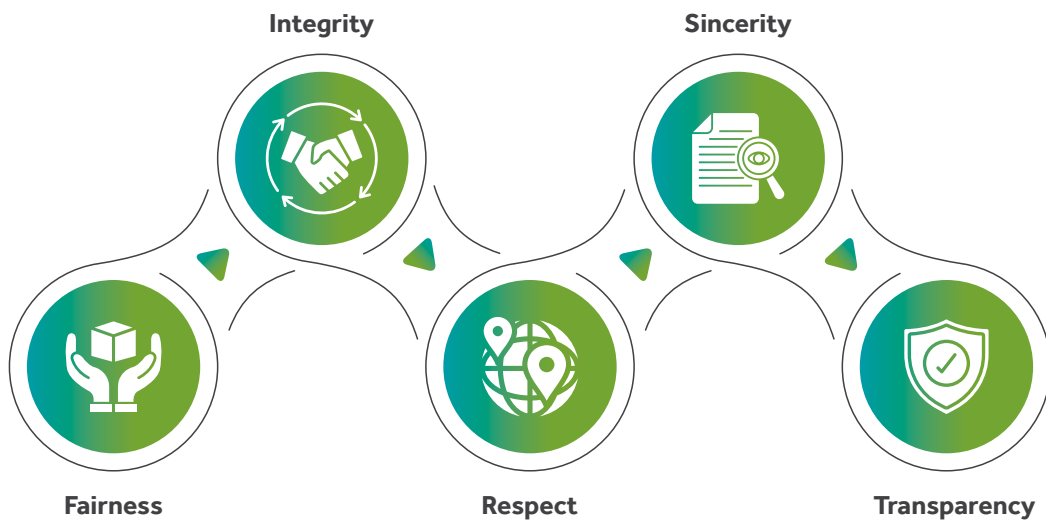
Our Global Workforce

At Cyient, our sustainability journey is deeply rooted in associate-focused practices that foster a safe, inclusive, and growth-oriented environment. We empower our teams by offering opportunities to work on cutting-edge client projects while continuously investing in their learning and career development. This approach helps us attract and retain professionals who thrive on solving complex challenges, embrace innovation, and push the boundaries of possibility.

Our global workforce comprises **15,807** associates, with over 80% based in India, leveraging the country's rich technical talent pool to meet diverse client needs efficiently. We report our workforce data transparently, including the breakdown of permanent, temporary, full-time, and part-time associates. These efforts reflect our commitment to building a resilient, future-ready organization aligned with our sustainable business goals.

Employee Breakdown by Gender, Category, and Age

Employee category	Female			Male			Undisclosed		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Permanent	1,847	1,639	157	4,111	6,448	873	1	3	66
Other than Permanent*	27	40	21	87	132	115	3	1	236
Total	1,874	1,679	178	4,198	6,580	988	4	4	302

*It includes contingent associates who have varied, short-term, or third-party contractual arrangements with Cyient.

Permanent Employee Breakdown by Age & Gender
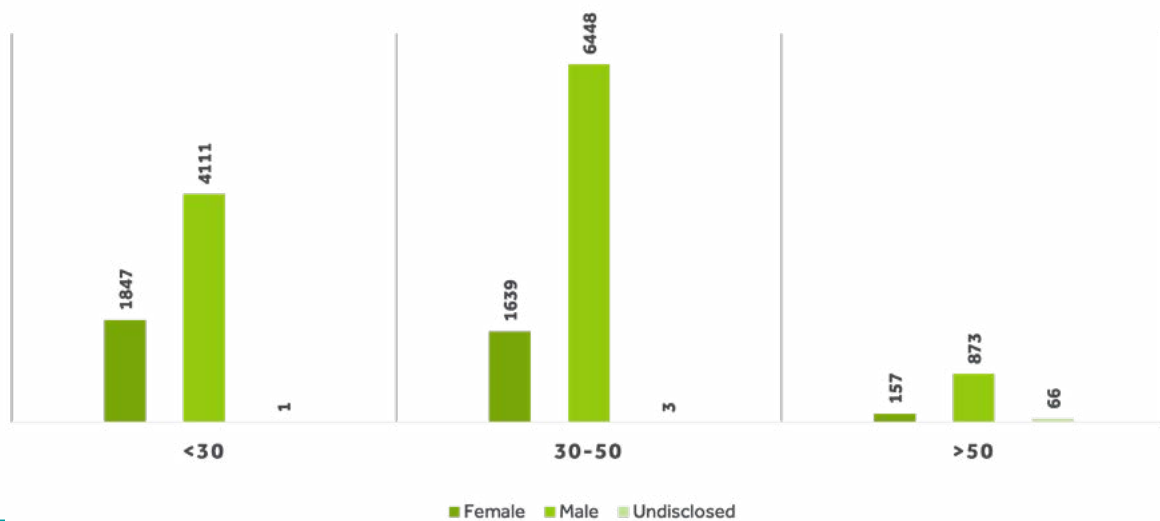
Other than Permanent Employee Breakdown by Age & Gender
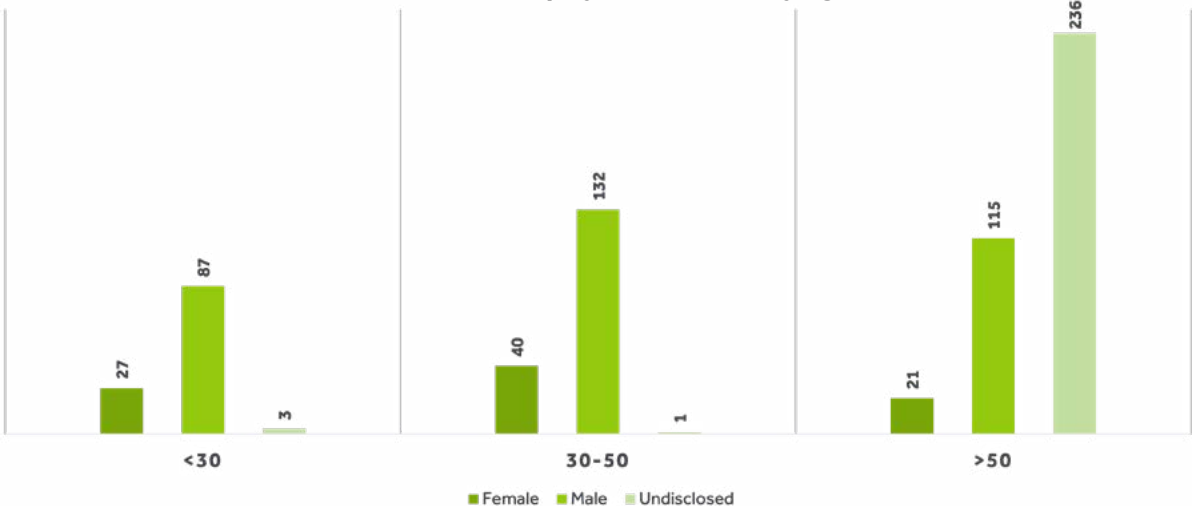
Employee Breakdown by Region

Region	Permanent	Other than Permanent	Full-Time	Part-Time
INDIA	12,588	244	12,819	13
NAM	1,217	45	1,186	76
EMEA	968	206	1,102	72
APAC	372	167	534	5
Total	15,145	662	15,641	166

Associates Breakdown by Region-Permanent
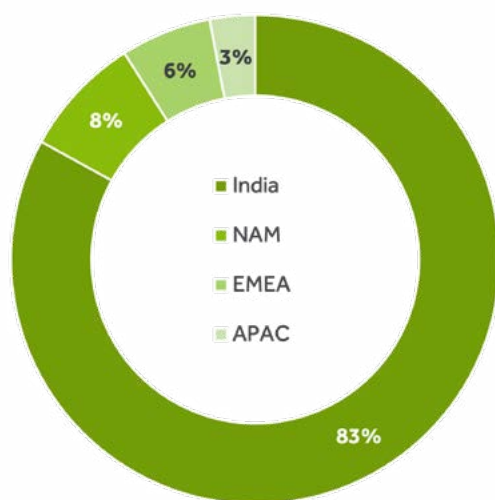
Associates Breakdown by Region-Other than Permanent
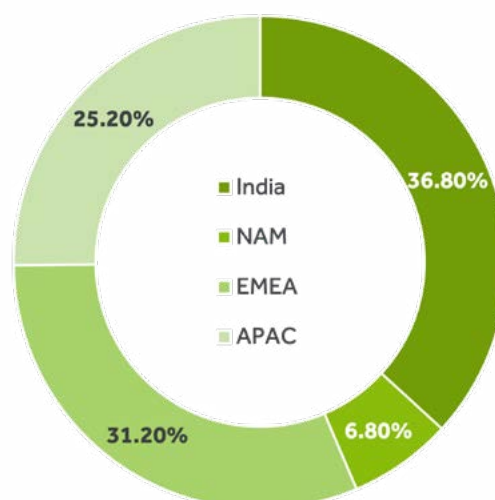
Employee Breakdown by Nationality

Nationality	Share in total workforce (as a % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
IND	81.18	73.45
USA	7.19	9.44
AUS	2.39	2.85
FIN	2.33	3.99
Others*	6.91	10.27

*Includes representation from nationalities such as Japan, Malaysia, the Philippines, Singapore, Belgium, Czechia, Denmark, Egypt, France, Germany, Hungary, Italy, Kazakhstan, Mexico, the Netherlands, New Zealand, Norway, South Africa, Spain, Sweden, Switzerland, the UAE, Canada, and Chile.

Talent Attraction

At Cyient, building high-performing teams begins with hiring individuals who align deeply with our core values and culture. Our recruitment approach combines strategic methods to ensure that every new team member resonates with our vision and principles. By thoughtfully selecting talent that embodies our culture, we lay a strong foundation for collaborative success and sustained performance across the organization.

Our Hiring Strategy

At Cyient, our sustained success is powered by the expertise and dedication of our people. We follow a strategic, inclusive recruitment approach supported by advanced digital platforms to attract top talent across diverse domains-from embedded systems and VLSI to automotive and digital technologies. Our agile hiring practices ensure we build future-ready teams equipped to drive innovation and deliver on our goals. Our **34% of open positions were filled by internal candidates in FY 2024-25.**

Average Hiring Cost/FTE in FY 2024-25
INR 94,345

Campus Hiring

We actively engage with leading academic institutions to attract emerging talent through campus hiring, internships, and expert-led sessions.

Leveraging tech-enabled platforms, we streamline recruitment—especially in tier 2 and 3 cities—ensuring efficient assessments and selection of high-potential graduates who align with our future-ready workforce strategy.

Contingent Hiring

Beyond campus hiring, We leverage contingent workforce models to meet dynamic project needs with speed and precision through global partnerships and rigorous selection processes, we onboard skilled professionals for short-term and project-based roles, ensuring high-quality outcomes across specialized domains.

Lateral Hiring

We value the expertise of experienced professionals and offers career opportunities that reflect their skills and achievements. Through targeted sourcing and multi-channel recruitment strategies, we attract top talent who drive innovation and excellence across the organization.

New Employee Hires and Employee Turnover

We continuously monitor workforce trends, including new employee hires and turnover, to ensure agility, inclusivity, and alignment with our organizational goals. In FY 2024-25, we hired a total of 4,155 associates and recorded a **voluntary turnover rate of 17%,** reflecting our ongoing efforts to monitor workforce dynamics and enhance employee engagement and retention strategies.

Age Group	Female	Male	Undisclosed
<30	777	1,798	14
30-50	229	940	6
>50	19	166	0
Undisclosed	5	11	190
Total	**1,030**	**2,915**	**210**

New Associates Hired by Gender and Age
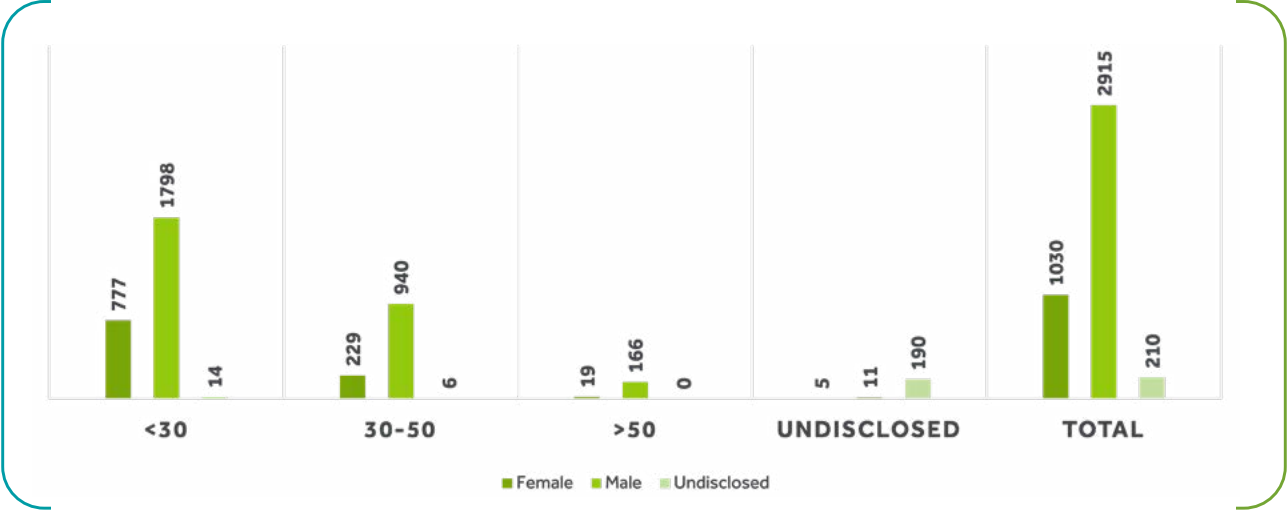
Percentage of New Associates Hired by Age
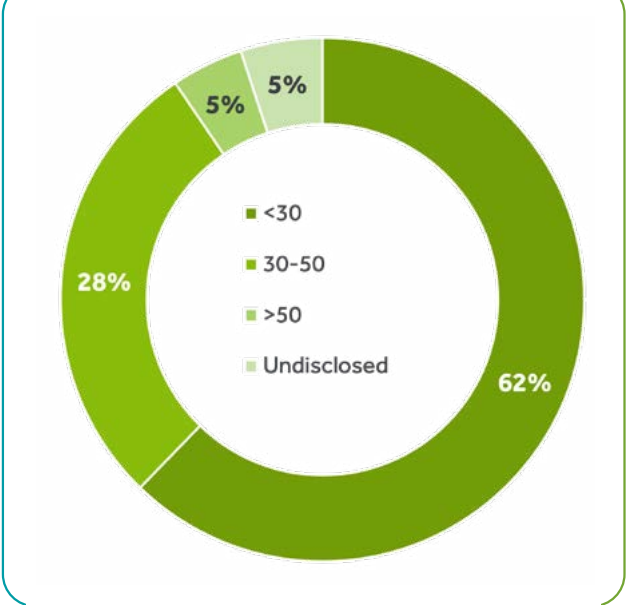
Percentage of New Associates Hired by Gender
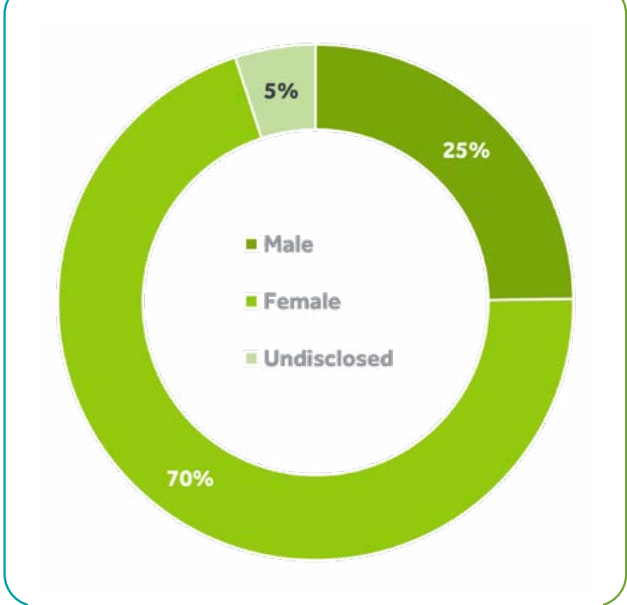
New Associates Hired by Region in FY 2024-25

Region	Female	Male	Undisclosed
India	908	2,400	72
NAM	62	301	10
EMEA	48	159	88
APAC	12	55	40
Total	1,030	2,915	210

New Associates Hired by Region in FY 2024-25

Age Group	Female	Male	Not Disclosed
<30	617	1,465	4
30-50	312	1,378	3
>50	37	227	38
Total	966	3,070	45

Number of Associates Separated by Gender & Age in FY 2024-25

Attrition Rate (Gender)	
Male	27%
Female	27%
Not Disclosed	64%
Total	27%
Attrition Rate (Age Group)	
<30	35%
30-50	21%
>50	28%

Associates Turnover rate by Gender & Age in FY 2024-25

Attrition Rate (Gender)	
India	27%
NAM	29%
EMEA	22%
APAC	23%

Associates Turnover rate by Region in FY 2024-25

Turnover rate by Age

TURNOVER RATE

■ <30   ■ 30-50   ■ >50
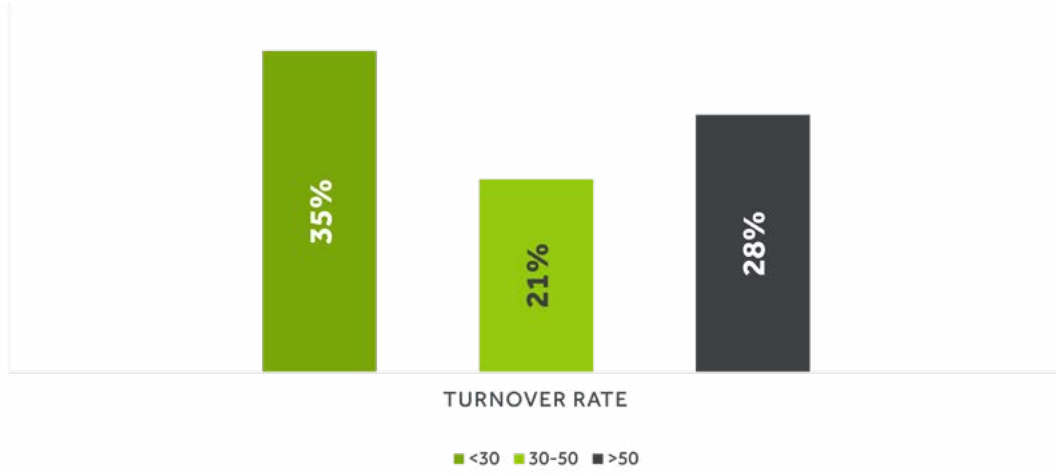
Turnover rate by Gender

TURNOVER RATE

■ Male   ■ Female   ■ Undisclosed

Turnover rate by Region

TURNOVER RATE

■ India   ■ NAM   ■ EMEA   ■ APAC
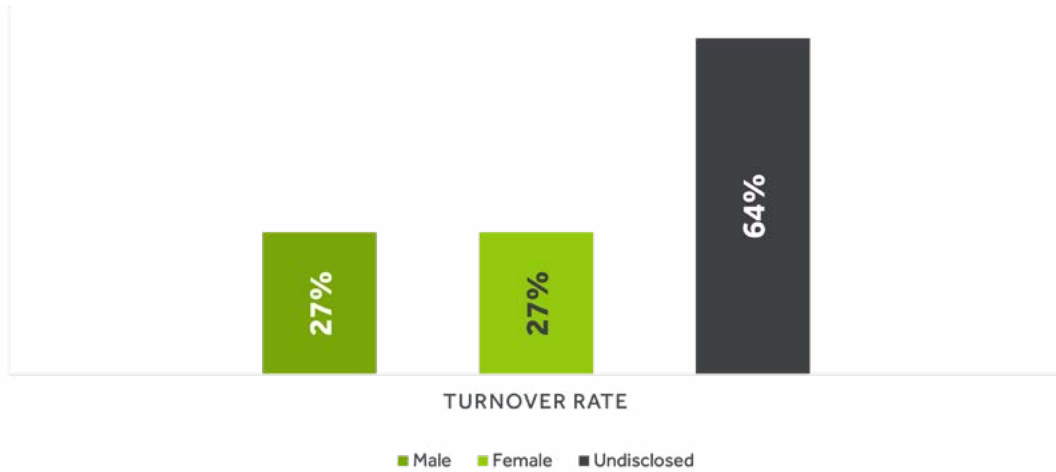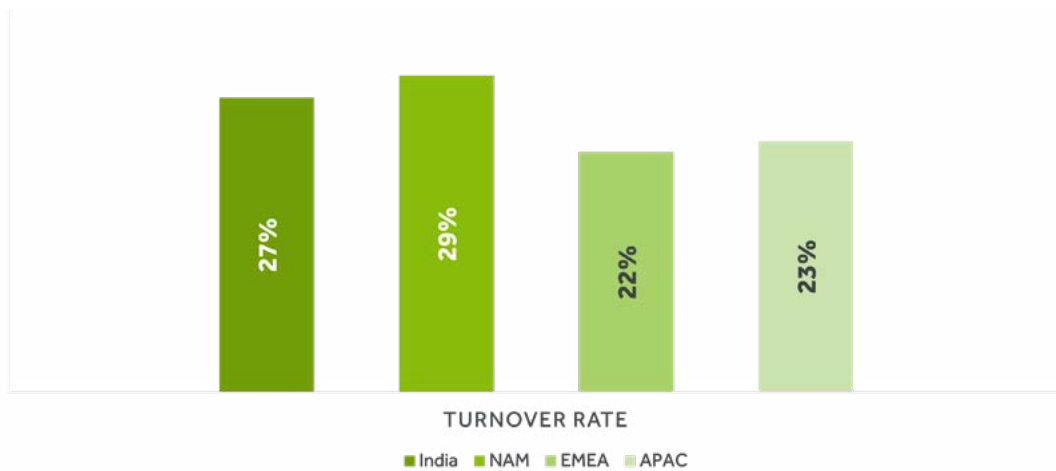
EMPLOYEE BENEFITS

At Cyient, we are committed to supporting our associates and their families through a comprehensive suite of benefits, especially during challenging times.

We ensure all permanent employees have access to life, health, and disability insurance, along with flexible work options such as remote work, adjustable hours, and part-time roles. Eligible associates receive stock options, food and travel allowances, and retirement benefits. Transportation services are extended to both permanent and temporary staff.

Our focus on well-being is reflected in wellness initiatives like Wellbeing Wednesdays, covering topics such as yoga, mental health, diabetes, ergonomics, and more accessible both onsite and online. We also promote physical fitness through yoga, Zumba, and sports activities.

Beyond Compensation: Enabling Security and Well-being

At Cyient, we prioritize the holistic well-being of our associates by offering a comprehensive benefits package to 100% of our permanent employees.

- Health and accident insurance
- Paid maternity benefits
- Paid paternity benefits
- Access to daycare support
- Retirement benefits such as Provident Fund and gratuity, as mandated by law.

2,926 of our associates in India availed day care benefits in FY2024-25

10,937 associates are eligible tor PF and Gratuity benefits

634 associates covered under ESI benefits
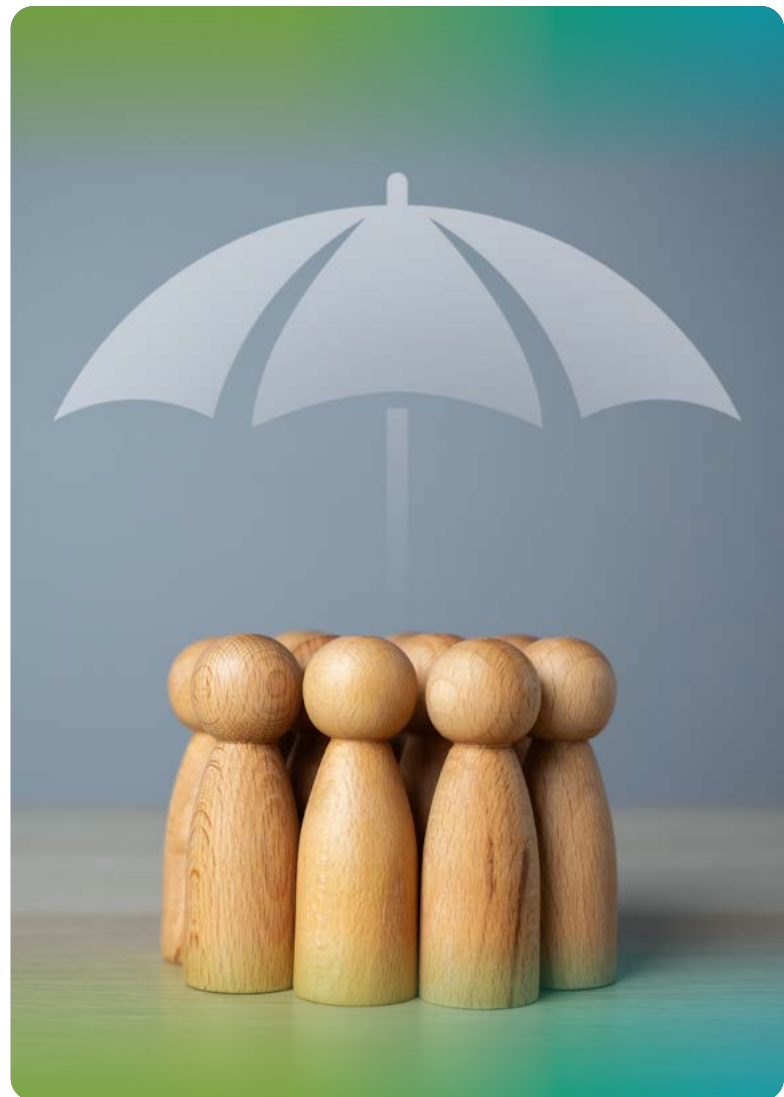
In FY 2024-25, out of 471 male and 84 female associates who were entitled to parental leave, 51 male and 10 female associates have availed the parental leave. Out of those who availed the parental leave, all the 51 male associates and 9 female associates returned to work in the reporting period.

We maintained a strong return-to-work rate following parental leave in FY 2024-25, reflecting our commitment to a supportive and inclusive workplace. The return-to-work rate stood at 96% for male associates and 70% for female associates. Our retention rates post-parental leave-75% for female associates and 94% for male associates-underscore the effectiveness of our employee-centric policies in fostering long-term engagement and well-being.

To provide personalized support, we've partnered with an external provider for our Employee Assistance Program (EAP), offering confidential one-on-one guidance. We also support work-life balance through

Driving Holistic Well-being for a Thriving Workforce

In FY25, we implemented a comprehensive well-being strategy that prioritized mental, physical, and work-life balance initiatives focused upon workplace stress. Over 80% of associates participated in mental wellness programs such as virtual counseling and resilience workshops, leading to a 22% reduction in stress-related concerns. Flexible work models and hybrid schedules were adopted by 78% of the workforce, improving work-life balance and increasing engagement scores by 17%. Physical wellness was promoted through fitness challenges and ergonomic campaigns, achieving 65% participation. These efforts, aligned with our sustainability and inclusivity goals, resulted in a 12% improvement in retention and a notable rise in productivity-reinforcing the organization's commitment to creating a thriving workplace culture.

inclusive parental leave policies-**offering 26 weeks of maternity leave for female associates and 2 weeks of paid paternity leave for male associates.**

We recognize that family care extends beyond childbirth, and we offer parental leave benefits for adoption and surrogacy as well.

Understanding the importance of elder care, we support our associates through voluntary plans tailored to regional needs-such as Long-Term Care in the US and the Elder Care Plan in India-ensuring holistic support for our people and their families.

We are committed to supporting working parents and caregivers at Cyient. To ease the burden of childcare, we offer a Creche Expense Reimbursement Policy for women associates with children aged 6 months to 6 years. We also ensure that breastfeeding and lactation rooms are available across all our office locations in India, reinforcing our commitment to a family-friendly workplace.

In times of personal loss, we extend additional bereavement leave beyond standard entitlements, reflecting our compassionate approach to employee well-being. These initiatives are part of our broader effort to foster a supportive and inclusive work environment for all.

In FY 2024-25, we maintained a **low absenteeism rate of 2.32%,** calculated as the ratio of absentee days to total scheduled working days. This reflects our ongoing commitment to fostering an equitable, engaging, and healthy work environment for all associates.

Minimum Notice Periods Regarding Operational Changes

We keep our associates informed about operational changes-such as updates to policies or processes-through timely internal communications. Typically, we provide notice a minimum of 2-4 weeks, using channels like email, newsletters, and other internal platforms to ensure transparency and preparedness.

Associate Satisfaction Survey

To track our progress, we conduct Associate Satisfaction Surveys (ASAT), which measure employee engagement through indicators such as job satisfaction and overall happiness, sense of purpose via questions about our company culture and objectives and monitor stress levels by examining workplace energy.

In FY 2024-25, we met our employee engagement target of 90% and the survey covered 100% of our associates.

LEARNING & DEVELOPMENT

47 Hours
Average learning hours per FTE

₹ 3,478
Average amount spent per FTE

7,42,744
Total Training Hours spent

At Cyient, we are committed to cultivating future-ready leaders capable of navigating disruption while driving both financial performance and social impact in an ever-evolving business environment. The organization integrates insights customized to client needs through strategic collaborations with partners, academic institutions, and external stakeholders. At the same time, we maintain a strong focus on nurturing employee career growth and development. We offer a robust employee development ecosystem accessible to all our associates and contingent workers.

Employees benefit from **coaching and mentorship** which pairs learners with volunteer mentors across functions. It fosters **teams and internal networks**, including Employee Resource Groups, through well structured learning communities supporting growth mindset and peer learning. Development programs include a high-impact leadership development initiative such as Emerging Leader Program, Technical Leader Program and broader **cultural education** embedded in global inclusion efforts.

Business Leader Program

Our Business Leadership Programs (BLPs) play a pivotal role in building strategic leadership capabilities that drive long-term growth and sustainability. These initiatives enhance decision-making, resource optimization, and team engagement, while strengthening our internal leadership pipeline. Participants benefit from cross-functional collaboration and mentorship, with outcomes seamlessly integrated into our operational framework to deliver lasting impact

Technical Leader Program

Our Technical Leader Program (TLP) is designed to keep subject matter experts (SMEs) across various roles and sectors at the forefront of technological advancements. The program equips participants with advanced skills to better understand customer needs, enhance client experiences, manage intellectual property effectively, and develop consultative leadership capabilities. To date, an impressive 39 associates have graduated from the program, further strengthening our technical leadership pipeline.

Emerging Leader Program

Our Emerging Leader Program (ELP) has successfully nurtured 152 participants and maintaining 0% attrition among its alumni. These outcomes reflect the program's effectiveness in developing leaders who drive innovation, technical excellence, and operational efficiency. By bridging knowledge gaps and enhancing decision-making capabilities, ELP empowers associates to deliver improved customer insights, manage intellectual property effectively, and evolve into trusted consultative leaders—strengthening our competitive edge in the marketplace.

Women in Leadership

We launched the Women in Leadership (WIL) programme to accelerate the growth of women leaders across Bands C-E, with plans to include male leaders in line with our DEI commitments. Working with HR Business Partners and business heads, we identify high-potential associates and equip them with skills in communication, executive presence, and stakeholder management through mentoring and leadership connects. This initiative strengthens our leadership pipeline and reinforces our commitment to an inclusive workplace. 93 graduated from this program.

Average hours of training per year per employee (by Employee Category & Gender) in FY 2024-25

Employee Category	Female	Male
Senior Management	7	12
Middle Management	93	75
Junior Management	311	159
Total	52	47

Our Learning & Development (L&D) team is dedicated to enabling continuous upskilling through innovative and engaging approaches, ensuring our workforce remains agile and future ready. We focus on building capabilities to thrive in complex, cross-functional, and multidisciplinary environments. All our training programs are hands-on, incorporating real-time problem-solving and action-learning projects across key areas such as Technical, Domain, Power Skills, Leadership, and Project Management. We provide targeted training and reskilling programs to support employees in adapting to technological and industrial transitions including digital transition, ensuring they remain equipped with future-ready skills and minimizing potential disruptions to employment.

Skill Upgradation	Compliance Training	Technical
Managing at Cyient for People Managers	EOHS Awareness	Data AI & Platforms
Right Fit Certification	Software Licensing Compliance Training	Design Thinking
Calendar Programs (Decision Making, Creative thinking, Communication skills, etc.)	Data Privacy	Image AI & Edge Automation
Customized Programs (Cross culture communication, Business communications, etc.)	Cyber Security Awareness Program (CSAP)	Innovation & IP Creation
Language Programs (German, French, Japanese)	Information Security Awareness Program	Project specific skilling
-	Code of Ethics and Business Compliance	Tech Talks

The average expenditure on training per FTE during FY 2024-25 was INR 3,478. 84.64% of our associates in India were trained on aspects such as Health & Safety and 66.63% were trained on skill upgradation aspects.

Programs for skill development and transition assistance

At Cyient, we actively support our workforce through targeted transition assistance programs aimed at continuous skill enhancement and future-readiness. These initiatives include specialized training in areas such as Aerial Permits, V&V (Verification & Validation), Geospatial Domain expertise, Fiber Detailed Design, and Python programming. Delivered through multiple structured programs, these efforts empower our associates to adapt to evolving industry demands,

bridge technical knowledge gaps, and contribute effectively in cross-functional environments.

As part of our commitment to continuous learning and workforce agility, we have implemented structured reskilling programs for associates on the bench. These programs are designed to equip employees with in-demand skills, enabling smooth redeployment into high-growth areas and enhancing overall organizational resilience.

Reskilling Program Participation Overview in FY 2024-25

Topic	No. of Female Associates Trained	No. of Male Associates trained
Aerial Permits	32	77
TomTom_Cartopia	20	51
V&V Training	11	48
Geospatial Domain	14	46
Fiber Detailed Design	21	47
Python	42	65
Multiple programs	399	1,049
Total	**539**	**1,383**

Learning & Training Feedback

To assess the effectiveness of our training initiatives, we apply the globally recognized **Kirkpatrick Model**, which evaluates learning impact across four levels:

Reaction	Learning	Behavior	Results

Level 1 (Reaction) — Measures participants' immediate feedback on the training experience.

Level 2 (Learning) — Assesses knowledge gained through tests or interviews.

Level 3 (Behavior) — Evaluates how well participants apply their learning on the job, often through managerial feedback.

Level 4 (Results) — Analyzes the training's contribution to business outcomes.

At Cyient, our evaluation efforts primarily focus on Level 1 and Level 3. We gather Level 1 feedback directly from participants to understand their engagement and perception of the training's relevance and interactivity. Level 3 feedback is collected from managers to assess the practical application of skills and behavioral changes post-training, helping us ensure alignment with business needs and performance goals.
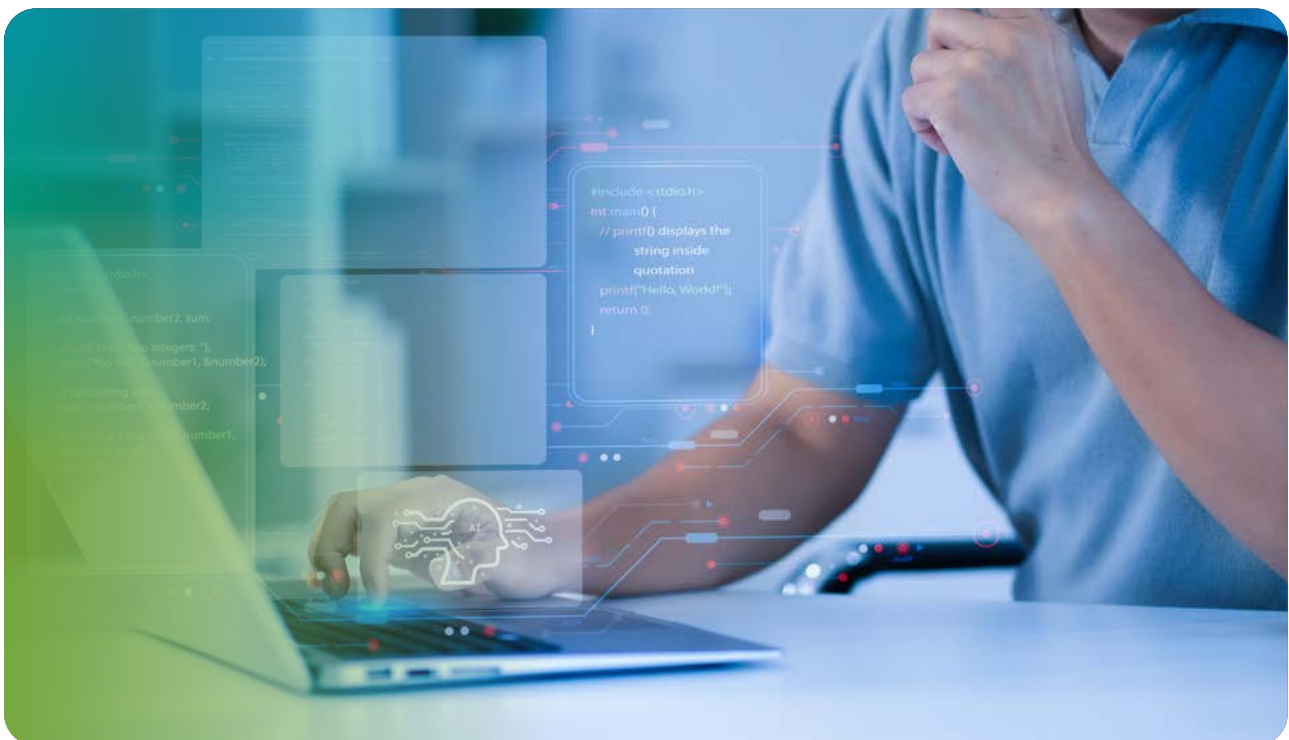
Turning Learning into Measurable Business Impact at Cyient

At Cyient, we believe learning is not just an investment in people it is an investment in performance. To validate this belief, we launched a series of targeted programmes that link capability building directly to business outcomes.

The Challenge

Sales teams faced increasing complexity in deal-making, requiring sharper strategies and stronger relationships to win large opportunities. At the same time, we needed to optimize internal talent deployment to reduce hiring costs and accelerate delivery.

Our Approach

We introduced Revenue Storm, a 4-week immersive programme for sales professionals, combining workshops, live deal coaching, and analytical tools. Participants worked on real opportunities, learning to craft compelling value propositions, navigate political landscapes, and execute differentiated go-to-market strategies. For sales leaders, we rolled out Coach to Revenue, embedding the FAST™ coaching framework to create a consistent, high-impact coaching culture. Parallelly, our Bench Learning and Redeployment initiative focused on upskilling over 3,000 associates to meet internal talent needs, aiming to fulfil 40% of open roles internally.

The Impact

The results speak for themselves. Revenue Storm influenced deals worth $67M, with $22.6M already won including marquee projects like Metso ($9M) and Green Hydrogen Plant ($8.6M). 40 associates certified under this program in the FY 2024-25. Win rates in complex deals improved significantly, and leaders reported stronger team engagement through structured coaching. On the talent front, redeployment reduced hiring dependency and accelerated project timelines, proving that learning can drive both revenue and operational agility.

These programmes have transformed L&D from a support function into a strategic lever for growth. By quantifying impact whether through revenue gains or workforce optimization we have demonstrated that learning initiatives can deliver tangible business value while empowering our people to thrive.

Performance & Career Development Reviews

At Cyient, our associates benefit from a robust feedback infrastructure that supports continuous growth and career progression. Performance assessments and development discussions are conducted annually, ensuring regular alignment with individual and organizational goals.

Our appraisal process integrates multiple approaches, including Management by Objectives (MBO) and comprehensive feedback from supervisors, peers, and cross-functional team members. We also conduct team-based evaluations and agile conversations, which foster transparency, encourage real-time feedback, and promote continuous improvement within agile teams and their stakeholders.

In the FY 2024-25, **78% of male associates and 73% of female associates received performance reviews,** reflecting our commitment to inclusive and consistent talent development. These structured reviews provide associates with actionable insights into their strengths and development areas, empowering them to make informed decisions about their career paths and contribute meaningfully to our success.

DIVERSITY AND INCLUSION

At Cyient, we are deeply committed to fostering a workplace culture rooted in diversity and inclusion.

We recognize that a diverse and inclusive environment is essential for driving innovation, creativity, and collaboration- key pillars in realizing our vision of Designing Tomorrow Together. We value the unique perspectives, life experiences, cultural backgrounds, and individual identities that each of our employees brings to the organization.

Our commitment to equity ensures that every team member has access to fair opportunities, and we strictly prohibit discrimination of any kind whether based on age, skin color, disability, ethnicity, gender identity or expression, marital status, nationality, political beliefs, race, religion, sexual orientation, socioeconomic background, veteran status, or any other characteristic.

To ensure strategic alignment and accountability, a dedicated subcommittee at the Board level oversees our diversity and inclusion initiatives. These efforts are driven by our Diversity & Inclusion Council, which places a strong emphasis on empowering women across our organization. The council actively identifies high-potential female associates and supports their growth through targeted mentorship and leadership development programs.

Our commitment to diversity and inclusion goes beyond representation it's about unlocking potential and driving collective excellence. By embracing a wide range of skills, experiences, cultural insights, and perspectives, we create an environment that fosters personal growth and strengthens our ability to innovate, respond to diverse customer needs, and achieve shared success.

Gender Diversity

Diversity Indicator	FY 2024-25
Share of women in total workforce (as a % of total workforce)	23.6
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	15.2
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	16.9
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	5.8
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	14.4
Share of women in STEM-related positions (as % of total STEM positions)	23

Gender Pay Equity

At Cyient, we are committed to ensuring equitable and competitive compensation for all our associates. Our compensation strategy is firmly rooted in the principle of **pay parity,** guaranteeing that individuals with comparable qualifications, experience, and roles receive fair and consistent remuneration across the organization.

Our compensation framework includes **base salaries, non-monetary rewards,** and **allowances.** While bonuses and other employer-provided benefits are excluded from the current analysis, we remain vigilant in maintaining gender pay equity across all levels.

Gender Pay in FY 2024-25

Employee Level	Average Women Salary (INR)	Average Men Salary (INR)
Executive (Base Salary Only)	25,346,035.46	19,005,494.06
Executive (Base Salary+ Cash Incentives)	32,269,585.79	27,015,620.33
Management (Base Salary Only)	2,855,257.92	3,292,283.00
Management (Base Salary + Cash Incentives)	3,154,519.63	3,706,091.30
Non-Management Level (Base only)	1,216,804.95	1,273,796.42

Associate Category	Ratio of Remuneration of Women to Men
Senior Management	1.49
Middle Management	0.81
Junior Management	0.93
Staff	0.91

Creating Opportunities for People with Disabilities (PwDs)

At Cyient, we are committed to building an inclusive workplace that empowers Persons with Disabilities (PwDs) to thrive professionally and personally. Our human resource strategies are designed to create meaningful employment opportunities that enable PwDs to earn sustainable incomes and lead lives of dignity and self-worth.

As of FY 2024-25, our workforce includes **81 especially abled associates-55 men and 26 women**-out of a total of **11,432 male** and **3,643 female** employees. This reflects our ongoing efforts to integrate PwDs across all levels of the organization.

To support this mission, we have partnered with a specialized external agency that focuses on training and placing PwDs in roles suited to their unique strengths. This collaboration helps address specific challenges and ensures tailored support throughout their employment journey.

We also conduct **sensitization and awareness programs** for our management and leadership teams to facilitate the smooth integration of PwDs into our workforce. These initiatives help foster a culture of empathy, inclusion, and respect.

By providing necessary accommodations and ensuring accessibility across our facilities and systems, we are committed to meeting the individual needs of PwDs-empowering them to succeed and contribute meaningfully to our organization.

HUMAN RIGHTS

Human Rights Policies & Compliance

As part of our broader sustainability efforts, we enforce robust policies to uphold human rights and promote equitable working conditions across all roles and locations. We maintain a zero-tolerance stance against discrimination and are deeply committed to the health, safety, and overall wellbeing of our associates and partners. Our goal is to foster a supportive work environment where individuals can thrive, deliver exceptional service to our customers, and build fulfilling careers. At Cyient, we are committed to upholding the highest standards of human rights across all our operations and value chains. Our Human Rights Policy is guided by our core values-Fairness, Integrity, Respect, Sincerity, and Transparency (FIRST)-and is aligned with the UN Guiding Principles on Business and Human Rights.

We extend this commitment to our suppliers and contractors, encouraging them to uphold human rights within their operations. This collective approach nurtures a culture of respect and dignity both within and beyond our organization.

Human Rights Policy

POSH (Prevention of Sexual Harassment

Anti-Bribery & Anti-Corruption Policy

Modern Slavery & Human Trafficking

Whistleblower Policy
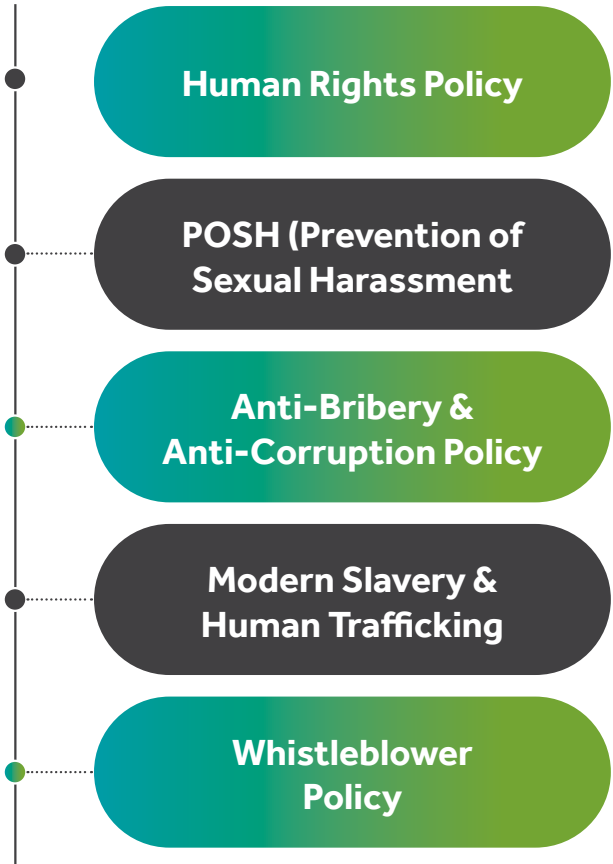
Our policy applies to all Cyient entities and associates globally, and is built on the following foundational principles:

Respect for Human Rights

We treat all associates with dignity, ensuring a safe, inclusive, and respectful work environment that values diverse perspectives and backgrounds.

Inclusion and Diversity

We foster a collaborative workplace that embraces differences in age, gender, ethnicity, ability, and more, overseen by a Board-level subcommittee dedicated to driving inclusion initiatives.

Anti-harassment and Nondiscrimination

We maintain a zero-tolerance approach to any form of harassment (both sexual or non-sexual or discrimination, ensuring equal opportunities and a professional, bias-free atmosphere.

Freedom of Association and Collective Bargaining

We respect our associates' rights to join or not join unions and engage in constructive dialogue with their representatives.

Safe and Healthy Workplace

We prioritize the physical, mental, and spiritual well-being of our associates through robust health and safety programs and continuous wellness initiatives.

Anti-bribery and Anti-corruption

We enforce strict compliance with anti-corruption laws, supported by comprehensive policies and regular monitoring.

Modern Slavery and Human Trafficking

We prohibit all forms of forced labor, human trafficking, and child labor, both within our operations and throughout our supply chain, reinforced by our Vendor Code of Business Conduct and supplier declarations.

Work Hours, Wages, and Benefits

We ensure competitive compensation, compliance with all wage and regulated working hours in accordance with applicable regulations and regular benchmarking of benefits to local standards.

Grievance Mechanism

We provide accessible channels-including an anonymous whistleblower hotline and an Internal Complaints Committee-for associates to report concerns, ensuring issues are addressed promptly and confidentially.

Sustainability

We integrate Environmental, Social, and Governance (ESG) considerations across our value chain, supported by strong leadership and collaborative partnerships.

Human Rights Education and Training

We deliver regular training to all employees on discrimination, harassment, and human rights awareness.

Data Privacy

We uphold the highest standards of data protection for all stakeholders, ensuring compliance with applicable privacy laws.

Community and Stakeholder Engagement

Through the Cyient Foundation, we invest in education, skill development, healthcare, and environmental initiatives, striving for holistic community development.

Measures to Uphold Human Rights

Our policy is reinforced by regular site visits, annual surveys, and ongoing engagement with associates and suppliers. We remain vigilant in monitoring risks, raising awareness, and responding proactively to any human rights concerns, ensuring that our business growth is always aligned with our ethical responsibilities.

At Cyient, we believe it is everyone's responsibility to foster a workplace that upholds respect for human rights and remains free from discrimination and harassment, in full alignment with our Human Rights Policy. We encourage all associates to promptly report any suspected violations of our policy or the law whether to their manager, Human Resources, our legal team, or through our confidential third-party ethics hotline https://www.lighthouse-services.com/cyient. This collective vigilance helps us maintain a safe, inclusive, and ethical work environment for all.

We have a dedicated **Prevention of Sexual Harassment (POSH)** policy, supported by mandatory training for all employees. Additionally, an internal human rights gap assessment was conducted for Cyient Limited to identify and address areas of improvement.

100%
of our associates were trained on human rights policy

Our **anti-discrimination policy** ensures fair treatment for all, regardless of race, gender, culture, or personal attributes. We provide accessible channels for employees and suppliers to report any instances of discrimination, and we take all allegations seriously by conducting thorough investigations and enforcing disciplinary actions as per our policies. In FY 2024-25, one incident of discrimination was filed during the year which is pending for resolution.

All associates are required to complete training on the **Cyient Code of Ethics and Business Conduct**, which includes modules on anti-discrimination. We also have communication channels for **Indigenous peoples** to report concerns related to their rights. Notably, there were no reported incidents involving violations of Indigenous rights during FY 2024-25.

Engaging with Stakeholders on Human Rights

At Cyient, we ensure that our commitment to human rights extends throughout our supply chain by embedding clear expectations in our Vendor Business Code of Conduct. All vendors, sub-vendors, and subcontractors are required to comply with applicable laws and uphold the highest standards of integrity, ethics, and transparency. The Code explicitly addresses labor practices and human rights, including the prohibition of child labor, forced or compulsory labor, and discrimination or harassment of any kind. Vendors must respect freedom of association, ensure fair working hours, wages, and benefits, and provide a safe and healthy work environment. We require vendors to cascade these standards to their own suppliers and sub-contractors, and to maintain records demonstrating compliance. We also expect vendors to promptly report any violations and provides mechanisms for raising concerns, reinforcing our shared responsibility to protect human rights across the value chain. Vendors are encouraged to actively engage with us by raising concerns, sharing suggestions, or submitting queries related to procurement processes and operations. To facilitate this, we have a dedicated communication channel where vendors can reach out to our Procurement Team via email at Vendor.helpdesk@cyient.com. This open line of communication supports transparency, responsiveness, and continuous improvement in our vendor relationships.

Additionally, we expect all our partners to uphold fundamental human rights principles, in alignment with our Code of Conduct and global standards. We actively promote ethical practices across our entire value chain including partners through due diligence, training, and compliance monitoring.
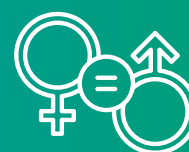
Freedom of Association & Collective Bargaining

We firmly support the right to freedom of association and collective bargaining as part of our commitment to human rights. We recognize and respect the role of independent **Trade Unions, Work Councils (WCs),** and **Collective Bargaining Agreements (CBAs)** in representing our workforce. We welcome these legally recognized groups to engage in constructive dialogue with our management, ensuring that employee concerns are addressed collaboratively and transparently.

In FY 2024–25, **2.5% of male associates and 3.1% of female associates** were part of collective bargaining agreements, bringing the overall participation rate to **2.6%**. These representatives actively engage with us on issues relevant to their members. To facilitate this, representatives appointed by these groups participate in discussions on matters relevant to their members. For specific workplace issues-such as transportation and dining facilities-we have established dedicated committees that work closely with employee representatives to identify and implement solutions in line with our company policies.

Prohibition of Child Labor or Forced Labor

As an organization, we want to do business in a legal, ethical manner adding value to society and the environment instead of doing harm. Helping stop child labor is fundamental to us. We want to make sure that our organization doesn't take part in children's exploitation and helps end it to the best of our ability. We do not employ children and will not tolerate the exploitation of children in any form.

As an organization, we do not employ children who fall within the definition stipulated by the International Labor Organization (ILO) Conventions. We comply with all applicable child labor laws across the regions in which we operate, including those related to wages, working hours, overtime, and working conditions. We are firmly against all forms of child exploitation and do not provide employment to individuals who have not reached the legal age to complete compulsory education, as defined by the relevant local authorities in each jurisdiction where we operate.

We also ensure that these guidelines and expectations are understood and integral to our vendor agreements. In addition, we seek to work with suppliers who agree to share our commitment to high ethical standards. We have introduced a new Vendor Code of Business Conduct that explicitly addresses labor practices and human rights, requiring vendors to prohibit forced, bonded, or any other form of compulsory labor within their supply chains. Furthermore, a signed declaration from them to this effect is procured prior to any formal engagement.

Human Rights Assessment

At Cyient, we are committed to upholding and continuously strengthening human rights across our operations and value chains. As part of our human rights assessment, we conduct regular reviews of workplace practices, grievance mechanisms, and compliance with global standards. In FY 2024-25, we recorded and resolved 3 cases of sexual harassment and 1 case of workplace discrimination. **No incidents of child labor, forced, or involuntary labor, wage-related violations, or other human rights concerns were reported during the year.** All complaints received were addressed and resolved through established

internal mechanisms. Additionally, **100% of our offices in India** and a significant portion of our global facilities were assessed either by statutory authorities, internal audits, or third-party agencies to ensure compliance with human rights standards. These assessments form a critical part of our broader strategy to foster an ethical, inclusive, and safe working environment for all employees. 100% of our operations and suppliers were assessed for potential human rights issue, out of which there were no substantial risks identified.

Our Human Rights Risk Management Approach

We carry out a comprehensive human rights risk assessment which allows us to identify, monitor, and mitigate actual and potential risks in our own operations as well as our value chain. Once potential risks across our operations are identified, we conduct periodic reviews of our risk mapping and closely monitor progress on mitigation efforts. This enables us to proactively address the most critical risks and ensure continuous improvement in our risk management approach.

Moving forward, we are committed to integrating a robust human rights due diligence framework into our policy commitments, ensuring its effective implementation within our business operations and extending its scope to our supply chain. Our goal is to establish a gender-responsive due diligence mechanism that applies both internally and across our supply chain, fostering ethical and inclusive business practices.

At Cyient, we recognize that respecting and promoting human rights is fundamental to sustainable business practices. Our approach to human rights risk management is structured, data-driven, and aligned with global standards such as the **UN Guiding Principles on Business and Human Rights (UNGP), OECD Guidelines,** and **ILO Conventions.** In FY 2024-25, we conducted company-wide human rights due diligence to proactively identify and assess potential impacts and risks relating to respecting human rights

At Cyient, our human rights risk strategy is anchored in a six-pillar framework that guides our approach to responsible business conduct. We focus on embedding global standards into our policies and management systems, identifying and assessing potential adverse impacts across our operations, supply chains, and business relationships, and tracking implementation to ensure accountability. We prioritize transparent communication of how impacts are addressed, take proactive measures to prevent or mitigate risks, and ensure access to remediation when appropriate. We do a systematic periodic review of the risk mapping of potential issues.

Our risk mapping methodology includes a comprehensive gap assessment aligned with global benchmarks such as the WBA Social Transformation Index, Gender Benchmark, and Corporate Human Rights Benchmark (CHRB). We actively engage internal stakeholders-including HR, supply chain, and compliance teams-to understand existing practices and identify areas for improvement. Geographic risk segmentation is informed by indices such as the Child Labor & Modern Slavery Index, Gini Index, Labor Rights Index, Human Capital & Development Index, Fragile State Index, Occupational Health & Safety metrics, and the Global Rights Index. Operating in 30+ countries, we have identified India as a high-risk geography due to the prevalence of modern slavery, gender inequality, and child labor concerns. Other countries are categorized into low, medium, or high-risk segments based on their performance across these indicators.

To strengthen our human rights practices, we are taking a proactive approach by embedding global standards into its policy frameworks and enhancing governance structures with dedicated roles focused on human rights oversight. We are in process of implementing gender-responsive due diligence across our operations and supply chains, while also linking professional development and incentive mechanisms to human rights performance. In addition, we are reinforcing health, safety, and well-being initiatives through a gender lens and ensuring access to remedy through transparent communication and grievance mechanisms.

Stakeholders and Issues covered through our Human Rights Assessment Process

- **Indigenous People**
- **Women**
- **Employees**
- **Contractual Workforce**
- **Children**
- **Local Communities**

Forced Labour

Child Labour

Discrimination

Human Trafficking

Freedom of Association & Right to Collective Bargaining
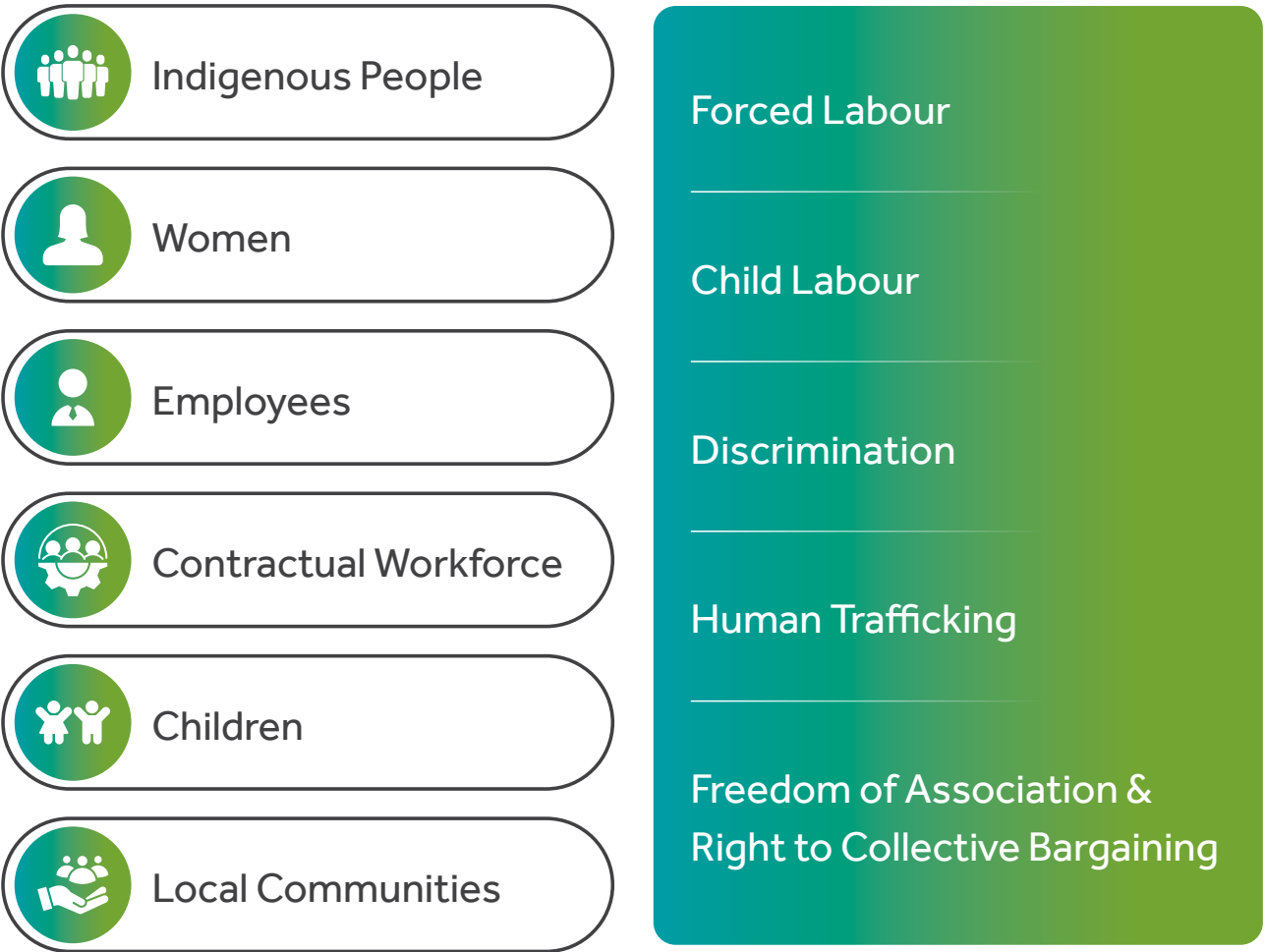
Our Human Rights Mitigation & Remediation Plan

Focus Area	Mitigation Plan
Decent Work & Living Wages	Commit to providing living wages for all employees, including contractual staff, and disclose this commitment publicly.
Health, Safety & Wellbeing	Strengthen health, safety, and wellbeing programs with a gender lens, including ergonomic support, maternity benefits, and mental health resources.
Stakeholder Awareness on Human Rights	Launch regular training and sensitization programs for employees and supply chain partners on human rights principles and responsibilities.
Gender Balance	Drive initiatives to achieve 40–50% gender representation across all organizational levels through targeted recruitment and retention strategies

OCCUPATIONAL HEALTH & SAFETY

At Cyient, we prioritize the health and safety of our employees by fostering a culture of safety awareness and proactive risk management. This commitment is reflected through our comprehensive Environmental and Occupational Health, and Safety (EOHS) framework, which includes a formal EOHS policy, structured safety programs, regular training initiatives, and the provision of safe and ergonomic workspaces.

Zero fatalities across all employees and associates in FY 2024-25

Environment and Occupational Health and Safety Policy

At Cyient, we take a proactive approach to managing Occupational Health and Safety (OHS) through our comprehensive EOHS policy. We are committed to ensuring the physical, psychological, and social well-being of all individuals under our oversight-including associates, contractors, and other relevant stakeholders-across all our operations and subsidiaries. Our policy is aligned with international standards and legal requirements, and we continuously improve our practices through regular audits, risk assessments, and associate participation. By fostering a culture of safety, accountability, and transparency, we strive to eliminate hazards, prevent injuries, and enhance workplace resilience.

At Cyient, we believe that a safe and healthy workplace begins with collaboration and transparency. We foster a shared understanding and commitment to our Environmental and Occupational Health & Safety (EOHS) policy through regular, inclusive dialogue involving management, staff, and EoHS' representatives. Each office floor is supported by designated safety champions who are well-versed in EOHS standards and provide ongoing guidance to their teams. Our proactive safety culture is reinforced through biannual emergency response drills and quarterly training sessions, ensuring that employees are well-informed about critical procedures such as evacuation protocols and fire safety measures.

We also adopt a participatory approach to occupational health and safety by actively involving our workforce in the development, implementation, and evaluation of our management systems. This inclusive process promotes openness and trust, empowering employees to contribute meaningfully to a safe working environment. We ensure that relevant health and safety information is communicated clearly and consistently, so every associate is equipped with the knowledge and confidence to uphold safety standards and respond effectively when needed.
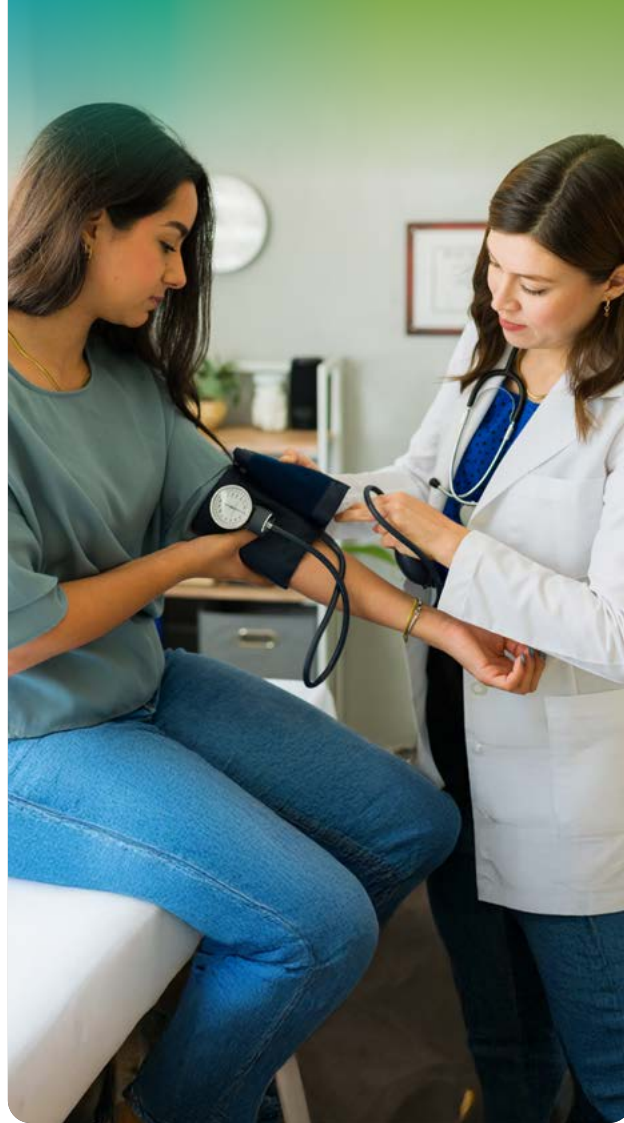
Environment and Occupational Health and Safety Management System

At Cyient, sustainability is deeply embedded in our operational ethos through a robust Environmental and Occupational Health & Safety Management System (EOHSM), aligned with ISO 14001:2015 and ISO 45001:2018 standards. 100% of our employees are covered by OHS Management System. Our EOHS framework is designed to proactively identify and mitigate environmental and occupational risks, while fostering a culture of safety, compliance, and continual improvement across all our global locations. The system integrates risk-based thinking and the Plan-Do-Check-Act (PDCA) cycle to ensure effective planning, execution, monitoring, and enhancement of EOHS performance. We emphasize leadership accountability, employee participation, and stakeholder engagement to uphold our commitment to pollution prevention, resource optimization, and the health and well-being of our associates. Through regular audits, training, and transparent communication, we ensure that EOHS objectives are not only met but continually evolved to support our broader sustainability goals and climate resilience strategies. Additionally, we remain committed to continually improving the performance of the OHS management system by setting up prioritization and action plans to mitigate risks. We have also incorporated EOHS standards into our procurement processes and contractual obligations, ensuring that our commitment to health and safety extends throughout our entire supply chain.

Our ESG commitment focuses on managing Environmental, Occupational Health and Safety (EOHS) systems effectively through continuous monitoring and improvement. We strive to provide and maintain a healthy, safe work environment aligned with international EOHS standards, while protecting the environment by preventing pollution and optimizing resource and energy consumption. We actively promote safe work practices and awareness among associates and stakeholders, aiming to eliminate or reduce incidents through robust risk assessments and impact management. Regular audits, inspections, and site visits ensure continual performance evaluation, supported by associate consultation and participation via established committees.

Emergency Preparedness & Response Plan

We have established a comprehensive Emergency Preparedness and Response (EPR) Procedure to proactively manage potential Environmental, Occupational Health & Safety (EOH&S) incidents across all our owned and leased facilities. Our procedure outlines a systematic approach to identifying risks such as fire, electrical hazards, natural disasters, food and water contamination, and environmental emergencies. It includes detailed response protocols, prominently displayed emergency contact information, and clearly defined role-based responsibilities. We conduct regular mock drills—biannually for fire and every three years for other emergencies-to ensure our teams are well-prepared. Post-drill reviews help us continuously improve our readiness. Our EPR framework also extends to leased premises, where we coordinate closely with landlords and civic authorities. This structured approach reflects our commitment to employee safety, environmental stewardship, and operational resilience.

Risk Assessment and Identification

We have adopted the Aspect Impact, Hazard Identification, and Risk Assessment (AIHIRA) process to proactively identify potential environmental and occupational health & safety (EOH&S) risks across all our owned and leased properties. This structured approach enables us to take timely and appropriate measures to control or reduce risks in compliance with applicable regulatory standards. Through AIHIRA, we set clear objectives, assign responsibilities, and define operational controls that help minimize our environmental footprint and safeguard the well-being of our team members. As part of this framework, we conduct Hazard Identification and Risk Assessment (HIRA) by systematically identifying and classifying hazards using the OR-002-AIHIRA statement. This includes evaluating workplace organization, social and behavioral factors, routine and non-routine activities, and historical incidents to ensure a comprehensive understanding of risk exposure and mitigation needs.

As part of our AIHIRA framework, Our HIRA process enables us to proactively identify and manage workplace hazards across all operational locations. These hazards-ranging from **physical, chemical,** **biological, ergonomic, psychological, and behavioral**-are identified through site inspections, staff interviews, historical incident analysis, and legal reviews. Each risk is assessed based on the severity of potential harm, likelihood of occurrence, exposure frequency, and the effectiveness of existing controls. Using a structured risk matrix, we calculate a **Risk Priority Number (RPN)** to categorize risks as low, medium, high, or very high, with priority given to controlling high-risk hazards. To mitigate these risks, we apply a hierarchy of controls including **elimination, substitution, engineering solutions, administrative measures, and personal protective equipment (PPE).** All significant hazards are documented, and controls are implemented with periodic reviews and updates based on operational changes or incident learnings. To mitigate the identified risks, we prioritize and integrate action plans and set quantifiable targets to measure our progress against the predefined mitigation measures.

Our HIRA process is continuous, with annual reviews and internal safety audits ensuring the effectiveness of our risk mitigation strategies and alignment with regulatory standards.

AIHIRA Procedure

STEP 1
Identify Hazards
Know what hazards are present

STEP 2
Assess Risks
Understand the nature of risks, the harm that could occur and the likelihood

STEP 3
Control
Hazard and Risks
Determine options for eliminating or reducing risk, selecting the best and implementing it

STEP 4
Check Controls
Review the implemented controls to ensure they are working as planned and effective

Consultation

Occupational Health Services

At Cyient, the wellbeing of our associates is our utmost priority. We provide comprehensive occupational health services designed to support a healthy and productive workforce. Beyond our core health initiatives, we actively promote the wellbeing of our associates through complimentary routine medical check-ups that monitor both physical and mental health.

We prioritize employee health and safety through a range of initiatives, including HR-led nutrition camps, on-site doctor consultations, and ergonomic awareness sessions as part of our Wellbeing Wednesday program. Our Manikonda campus has a dedicated tie-up with a local hospital for advanced care, complemented by Red Health ambulance services for rapid emergency response. Every block is equipped with trained first aiders to ensure immediate assistance. Looking ahead, we envision establishing a fully equipped medical center to further enhance workplace health infrastructure. These efforts reflect our commitment to creating a safe, healthy, and supportive environment for all associates.

We also encourage our vendors to adopt similar practices for their employees, fostering a culture of care across our ecosystem. To further enhance workplace safety, all our locations across India are equipped with Automated External Defibrillators (AEDs) and specialized fire evacuation chairs designed for stairway use ensuring that life-saving equipment is readily accessible in the event of a medical emergency.

Strengthening OHS: Our Red Health Initiative

We have strengthened our Occupational Health & Safety (OHS) framework by collaborating with Red Health, a leading emergency healthcare provider. This partnership ensures that our employees are now secured by RED through the **RED Assist App**, offering quick access to critical health services.

Key Features of the Collaboration:

• On-site Emergency Support: Dedicated Red Health ambulance stationed at our Manikonda campus for rapid response.

• Digital Health Access: Employees can book ambulances, consult doctors for free, order medicines, and avail discounts on diagnostic tests via the RED Assist App.

• Proactive Health Measures: Promotes safety awareness and ensures immediate medical assistance during emergencies.

Impact:

• Improved emergency preparedness and reduced response time.

• Enhanced employee confidence in workplace health and safety.

• Positive feedback on accessibility and convenience of health services.

OHS Training & Programs

At Cyient, we place a strong emphasis on Health, Safety, and Environment (HSE) training to ensure associates are equipped with the necessary skills and awareness to respond effectively to emergencies and maintain safe work practices. A structured training calendar is developed to address core requirements and identified competency gaps, with programs designed and delivered through a combination of internal resources and external subject matter experts. Training outcomes are monitored through periodic evaluation of associate competence. Continuous measurement of training effectiveness supports ongoing improvements and reflects our commitment to fostering a safe and resilient workplace. All our new joiners undergo mandatory EoHS training as a part of induction.

> ### Health & Safety Training
> ## 84.64%

We maintain regular communication with our associates and workers by sharing health and safety information through emails, posters, and other visual materials. These communications cover key topics such as heat stress, ergonomics, road safety, and holiday safety tips. Additionally, our HR Business Partners conduct 'Wellbeing Wednesday' sessions along with Safer@Cyient, focused on health-related themes, offering valuable insights and support to all associates.

Incident Reporting

We have established a comprehensive Environmental, Occupational Health and Safety (EOHS) Incident Management Procedure to ensure timely reporting, investigation, and resolution of workplace incidents across all our locations. This includes injuries, near misses, environmental and health incidents, and dangerous occurrences-whether they occur on our premises, at customer sites, or during field activities. All incidents are reported through a centralized digital platform, enabling automated assignment, root cause analysis, and corrective action planning. We apply a hierarchy of controls to mitigate risks and share incident insights during monthly management reviews to drive awareness and continuous improvement. Our procedure also includes provisions for first aid,

medical assistance, privacy protection, and regulatory compliance, reinforcing our commitment to a safe, responsive, and accountable work environment.

As part of our continued commitment to enhancing workforce safety and wellbeing, we continually upgrade our digital platform for reporting incidents, along with our incident management procedures. These enhancements aim to streamline the reporting process and enable prompt, effective communication with our fire and safety response teams. To ensure transparency, we provide regular updates to the individuals or teams who report incidents-keeping them informed throughout the investigation and resolution process.

We prioritize a strong safety culture through the implementation of a robust incident management system, encouraging all associates to report any safety-related incidents without hesitation. This proactive reporting enables us to analyze trends, identify root causes, and implement targeted preventive measures. Every reported incident-whether it involves work-related injuries, ill health, occupational diseases, or near misses-is thoroughly investigated. We track and report health and safety incidents regularly across all our workplaces, using this data to continuously improve our safety protocols and reinforce our commitment to employee well-being. We present **quarterly safety performance reports** to senior management, highlighting key metrics, trends, and improvement actions.

Based on the Occupational Health & Safety data reported for FY 2024-25, we have maintained a strong safety record across our global locations. **No fatalities were reported due to either work-related injuries or occupational illnesses.** Number of near miss incidents reported in FY 2024-25 were 5, indicating proactive hazard identification. Recordable work-related injuries were limited to 2 cases. The Lost Time Injury Frequency Rate (LTIFR) reported was 0.05. Overall, the data reflects our commitment to maintaining a safe and healthy work environment through robust safety systems and continuous monitoring.

> ### Absentee Rate
> ## 2.32%
> of Total days scheduled
> covering 100% of associates

CUSTOMER RELATIONSHIP MANAGEMENT

At Cyient, we are deeply committed to placing our customers at the center of everything we do. In today's competitive landscape, delivering an exceptional customer experience is not just a differentiator it's essential for long-term success. Customer-centricity is a core value embedded in our culture, and our 'Customer First' philosophy drives alignment across sales, pre-sales, and delivery functions to enhance satisfaction, loyalty, and advocacy.

We continuously strive to offer faster, better, and more efficient solutions to address our customers' business challenges. Our approach fosters collaboration across teams, systems, and processes, strengthening relationships and ensuring seamless delivery throughout the project lifecycle. By engaging regularly with stakeholders and valuing their feedback, we co-create solutions that drive mutual growth. This commitment to customer-centricity, sustainable practices, and co-innovation reinforces our position as a trusted partner and advisor.

At Cyient, we conduct a **Customer Satisfaction Survey (CSAT)** annually through our survey partners, as part of our commitment to customer-centricity. The survey targets customers contributing **annual revenue greater than $500K,** ensuring feedback is gathered

During FY 2024-25, we achieved a Customer Satisfaction (CSAT) score of 69.5, exceeding our target of 65.3. This reflects our strong commitment to customer-centricity and continuous improvement. The survey seeks input from 100% of customers contributing to annual revenue >$500K and having minimum association of 6 months, all of whom were invited to participate in the assessment.

from strategic accounts. Each response is evaluated using an **Experience Index (Ex Index),** i.e. CSAT score which ranges from - 100 to +100, and is derived from the proportions of satisfied (Core), neutral (Moderate), and dissatisfied (Breakaway) respondents. The insights gathered help us enhance service quality and strengthen customer relationships, contributing to improved retention and loyalty. Survey responses are analyzed to identify the key drivers of customer satisfaction, and findings are subjected to root cause analysis. This enables us to develop targeted action plans to address areas of concern and continuously improve the customer experience.

Compliance and Customer Assurance

We remain committed to upholding the highest standards of ethical business conduct and regulatory compliance across all our customer-facing operations. As part of our ongoing efforts to ensure transparency and trust, we closely monitor service-related practices and customer safety.

During FY 2024-25, **no incidents of non-compliance** were reported concerning **service information, labelling, or marketing communications.** Additionally, no cases of non-compliance related to the **health and safety impacts of our services** were identified. These outcomes reflect our strong customer-first approach.

CORPORATE SOCIAL RESPONSIBILITY

As a responsible corporate citizen, we at Cyient are committed to contributing meaningfully to the communities we serve. Our **Corporate Social Responsibility (CSR) Policy** reflects this commitment by outlining the principles, guidelines, and mechanisms for implementing socially impactful programs that promote welfare and sustainable development. The policy applies to all CSR initiatives undertaken across our work centers in India and global locations, with society being a key stakeholder in our efforts. Our CSR activities are guided by the **Cyient Foundation,** under the leadership of our **CSR Committee**, which functions as our designated CSR Committee in accordance with **Section 135 of the Companies Act, 2013.** This committee is responsible for formulating and recommending CSR strategies to the Board, ensuring alignment with statutory requirements and our broader sustainability vision. Our CSR programs are structured around five strategic pillars: **Education & Digital Literacy, Women Empowerment & Skill Development, Preventive Healthcare & Rural Development, Environmental Protection & Conservation, and Innovation & Entrepreneurship.**

Through these focus areas, we aim to create long-term value for society while reinforcing our commitment to inclusive and sustainable growth.

Internationally, we collaborate with partners to implement purposeful programs that reflect our commitment to social responsibility. One of our key initiatives is the Cyient Associate Volunteer Program, which empowers our associates to actively engage with communities and contribute to improving lives. Through this program, volunteers are encouraged to independently lead initiatives, support ongoing activities, and apply their skills to enhance the impact of various programs. We foster their involvement by creating meaningful opportunities for participation, conducting social audits, and sharing feedback to continuously improve our outreach efforts.

> **INR 72 Mn**
>
> spent on CSR activities in FY 2024-25

CSR | CORPORATE SOCIAL RESPONSIBILITY

Our CSR Committee

S. NO	Name of the Member	Designation
1.	Vikas Sehgal	Chairperson, Independent Director
2.	B.V.R. Mohan Reddy	Member, Non-Executive Director
3.	Krishna Bodanapu	Member, Executive Director

Our Objective, Vision & Mission

At Cyient, we believe in giving back to society as a gesture of gratitude for all that we have received. Our approach to Corporate Social Responsibility (CSR) goes beyond charity—it is rooted in creating meaningful and lasting social impact. Guided by our philosophy of *Empowering Tomorrow Together*, our Global CSR Policy reflects our deep commitment to societal and environmental well-being. As responsible corporate citizens, we undertake transformative initiatives that empower communities and foster holistic development.

Our CSR vision includes the following:

- To help underprivileged children to access the quality education.
- To upskill the unemployed youth and women for sustainable living.
- To participate in projects with business aligned social innovation, healthcare & preventive healthcare and responsive to the community needs.
- To extend support to the community development programs by participating in disaster management and environmental protection.
- To extend support to Innovation and Entrepreneurship.

Our CSR mission is centered around Achieving long-term, holistic development of the community around us by being committed to create and support programs that bring about sustainable changes through education, digital literacy, skill development, environmental protection, innovation and entrepreneurship and healthcare systems.

Creating Impact through our CSR activities

During the financial year, our CSR initiatives positively impacted a total of 25,309 individuals across various thematic areas. The largest outreach was through the Quality Education through School Adoption program, benefiting 21,103 students, of whom 37.01% belonged to vulnerable and marginalized communities. The Cyient Adopted Village initiative under Community Development reached 1,864 individuals, with 11.37% from marginalized groups. In the area of Women Empowerment, the Skill Development Initiative (Cyient Urban/ITES Skill Centers) empowered 1,286 women, with a significant 74.80% representation from vulnerable sections. Additionally, the Cyient Digital Centers under the IT Literacy program supported 1,056 beneficiaries, 30.20% of whom were from marginalized backgrounds. These initiatives reflect our commitment to inclusive and equitable development.

CSR Highlights

Supported over 200,000 children with quality education, health, and technology in Cyient-adopted schools

Collaborated with 33 government schools to educate close to 22,000 children nationwide every academic year..

Provided IT education for 35,000 people across five states through 83 Cyient Digital Centers and certified over 14,000 women in digital skills.

Since FY16, Cyient Skill Centres trained 9,282 individuals in practical skills, securing jobs for 8,004 people and helping them achieve a sustainable livelihood, with an increase in monthly wages by ₹8,000.

Conducted 28,101 health checks and 4,258 heart inspections in adopted villages, saving over 500 lives.

Developed 48,564 sq. m. of land for environmental conservation and installed rainwater catchments on 80,212 sq ft of school rooftops.

Three adopted schools fully transitioned to solar power, installing solar panels over 3,500 sq ft and generating significant solar energy.

Over the last 9 years, planted over 106,054 trees with a 85.5% survival rate, earning an award from CII Telangana for nine consecutive years.

Collected over 15,000 kilograms of paper waste from schools, distributing 15,000 notebooks in return.

More than 1,700 Cyient Associates joined the Heroes Fighting for Our Planet initiative, contributing over 7,000 hours of volunteering to create sustainable social impact through Cyient CSR Initiatives.

BVR SCIENT, promoted by Cyient Foundation, conducted entrepreneurship masterclasses for 1,000+ rural engineering students in Telangana, earning a 2024 CSR Excellence Award from ICSI for community impact.

Need Based CSR Interventions and Impact Assessment

We ensure that our CSR initiatives are periodically evaluated through structured impact assessments. To maintain objectivity and transparency, we engage with independent third-party agencies to conduct Social Impact Assessments (SIA). These assessments cover key thematic areas such as Education & IT Literacy, Skills & Employment, Community Development, and Environmental Initiatives. The findings help us to measure the effectiveness of interventions and guide future program enhancements. Detailed reports and insights from these assessments are available under the Social Responsibility section on our Company's website: https://www.cyient.com/about-us/social-responsibility.

₹ 2 Mn

spent on impact assessment in FY 2024-25

Community Support & Resolution

Cyient Foundation has established robust grievance redressal mechanisms across its key CSR touchpoints, including Cyient Adopted Schools, Cyient Adopted Villages, and Cyient Urban and ITES Skill Centers. Grievance registers have been strategically placed at these locations to ensure easy accessibility for all stakeholders. These registers are designed to be language-appropriate and gender-sensitive, enabling inclusive participation and prompt issue reporting. The Foundation ensures that all grievances receive timely attention and resolution. Additionally, communities have been sensitized about the grievance redressal process to encourage active engagement and transparency.

In FY 2024-25, we received a total of eight complaints, all of which were successfully resolved by the end of the financial year.

CSR Impact Stories

Empowering Education through Cyient's School Adoption Program

Situation Analysis

In 2007-08, we identified a critical gap in access to quality education in underserved communities. Government schools in several regions lacked basic infrastructure, teaching resources, and digital tools. Low enrollment rates especially among girls and poor academic performance further highlighted the need for targeted intervention.

Our Efforts

To address these challenges, Cyient Foundation launched its School Adoption Program, beginning with two government schools. The initiative focused on a holistic model of educational support, including:

- Infrastructure development: Renovation of classrooms, sanitation facilities, and provision of clean drinking water.
- Digital enablement: Introduction of ICT and IoT tools to enhance learning outcomes.
- Health and nutrition: Regular health check-ups and mid-day meal support.
- Capacity building: Training for teachers and school staff.
- Community engagement: Awareness campaigns to promote girl child education and reduce dropouts.

Impact created

At the time, only 850 children were enrolled across two adopted schools, with girl child enrollment at a mere 20% and SSC pass rates hovering around 30%. Over time, the program expanded to 33 government schools across four states, supporting 21,103 children as of FY 2024-25.

The School Adoption Program has delivered measurable and transformative outcomes:

- Over 200,000 children have benefited from improved access to quality education since inception.
- Girl child enrollment increased from 20% to 56%, reflecting a significant shift in community attitudes.
- The SSC pass rate improved dramatically from 30% to 88%, indicating enhanced academic performance.
- The program has become a model for scalable, community-driven educational reform, aligning with national goals for inclusive and equitable education.

Bridging the Digital Divide through Cyient Digital Centers (CDCs)

Situation Analysis

In 2014, digital illiteracy remained a significant barrier to socio-economic inclusion in rural and semi-urban India. Many adults, particularly women, lacked basic IT skills, limiting their ability to access government services, employment opportunities, and digital platforms. The digital divide was especially pronounced in Telangana and Andhra Pradesh.

Our Efforts

To address this gap, Cyient Foundation launched the Cyient Digital Centers (CDC) initiative in partnership with the National Digital Literacy Mission. Starting with four centers, the program aimed to provide foundational (L1) and advanced (L2) IT literacy training to adults in underserved communities.

Key features of the initiative included:

- **Establishment of CDCs** across Telangana and Andhra Pradesh.
- **Structured curriculum** aligned with the Digital India Initiative.
- **Inclusive outreach**, with a strong focus on women and marginalized groups.
- **Hands-on training** in using computers, smartphones, internet browsing, and accessing e-governance services.

Impact created

The CDC initiative has made a significant contribution to digital empowerment:

- 83 CDCs across Telangana and Andhra Pradesh
- Over 25,000 adults have been certified in L1 and L2 IT literacy.
- More than 14,500 women have been trained, with over 80% reporting that the skills gained helped them access e-governance services such as Aadhaar, banking, and welfare schemes.
- The program has enhanced digital confidence, improved employability, and fostered greater civic participation among beneficiaries.

This initiative exemplifies our commitment to inclusive digital transformation and aligns with national goals of building a digitally empowered society.

Empowering Futures through Skill Development

Cyient Foundation is committed to creating sustainable livelihoods through skill-based empowerment. In Telangana, this vision is brought to life through our two flagship initiatives:

- Cyient Urban Micro Skill Center (CUMSC)
- Cyient IT/ITES Skill Center

These centers focus on **vocational training for women and youth**, equipping them with industry-relevant skills in **IT, electronics, manufacturing**, and other technical domains.

Problem Statement

Many young individuals, especially women, in underserved communities face barriers to employment due to a lack of formal training and exposure to industry practices. At the same time, local industries struggle to find skilled, job-ready talent.

Our Efforts

Cyient's skill centers offer:
- **Hands-on vocational training** aligned with industry needs.
- **Soft skills and career readiness modules.**
- **Placement support** through industry partnerships.
- **A safe, inclusive learning environment** that encourages women's participation.

Impact created

Through our two skill centers in Telangana, we have empowered over 9,282 youth and women with industry-relevant vocational training in IT, electronics, manufacturing, and other trades. With an impressive 85% placement rate, many trainees have secured employment in local industries, contributing to a skilled and job-ready workforce. Employers have reported high retention rates, attributing it to the strong alignment between training and industry needs. Most importantly, the initiative has enabled women to contribute meaningfully to household income and community development, fostering economic independence and social upliftment.

Greening Communities and Building a Sustainable Future

As part of our commitment to environmental stewardship, we transformed 48,564 sq. m of neglected government land into a vibrant green park, creating a space that fosters biodiversity and community well-being. We also implemented rainwater harvesting systems across 80,000 sq. ft of school rooftops to support water conservation in our adopted schools. Through our afforestation efforts, we planted over 106,000 saplings, achieving an impressive 85.5% survival rate. Additionally, we generated more than 100,000 solar energy units through rooftop installations, significantly reducing our schools' carbon footprint. Our 'Wealth out of Waste' program helped recycle 15,300 kg of paper waste from schools, which we repurposed into 15,000 notebooks - turning waste into a valuable educational resource for students.

Empowering Young Innovators through BVR SCIENT

The Dr. BVR Mohan Reddy School of Innovation and Entrepreneurship (BVR SCIENT), established by Cyient Foundation in collaboration with IIT Hyderabad, is nurturing a culture of innovation and entrepreneurship among students. Through initiatives like SCIENT SPARK and transformative masterclasses on Entrepreneurship Essentials, we have empowered over 1,000 students - particularly from rural and tier-2/3 engineering colleges in Telangana - to develop prototypes and refine their entrepreneurial ideas. This initiative is helping young minds turn concepts into viable ventures, fostering self-reliance and innovation-led growth. In recognition of our efforts to build sustainable communities through education and innovation, we were honored with the **CSR Excellence Award 2024** by the Institute of Company Secretaries of India (ICSI).

RESPONSIBLE GOVERNANCE FOR DIGITAL TOMORROW

Corporate governance forms an intrinsic part of our fiduciary responsibilities. We uphold moral and ethical values while ensuring full compliance with applicable legal and regulatory frameworks. Our governance system is designed to structure, guide, and direct the organization in a manner that facilitates both entrepreneurial agility and prudent management, driving long-term success. Our values, principles, management policies, and procedures are deeply ingrained in our culture and reflected in our actions and decisions. We prioritize transparency and voluntarily adhere to the highest standards of international disclosure. This commitment enables us to build robust and enduring partnerships while optimising sustainable growth.

At Cyient, we believe that corporate governance is rooted in a deep commitment to ethical practices across every facet of our organization. Our approach ensures that we consistently deliver value to our diverse stakeholders including- associates, customers, vendors, and shareholders through principled decision-making and responsible leadership. Our core values **Fairness, Integrity, Respect, Sincerity, and Transparency** (FIRST)- form the foundation of our culture and behavior. These values guide us as an organization and as individuals, helping us differentiate ourselves, evolve with time, and ensure our customers' success with unwavering integrity and purpose.

Key Highlights

22% women representation in Board	**Zero incidents** of data breach reported	**100%** associates trained on ABAC Policy
Zero cases of bribery/corruption reported	**26%** of new suppliers screened on ESG criteria	**₹ 8,752 Mn** economic value retained

Our Commitment to the SDGs

5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 10 REDUCED INEQUALITIES

CORPORATE GOVERNANCE

Governance Structure

At Cyient, we follow a one-tier Board structure that promotes clarity, accountability, and effective governance. This structure distinctly outlines the roles and responsibilities of each constituent, enabling informed decision-making and strategic oversight.

As the highest governing body our Board of Directors plays a central role in shaping our governance framework. It is responsible for setting the strategic direction of the company, formulating policies, and ensuring that our actions are aligned with long-term business objectives. The Board's oversight supports sustainable growth and reinforces our commitment to ethical conduct and stakeholder trust. As stewards of long-term value, the Board remains accountable to our shareholders and broader stakeholder community. It ensures that our governance practices are transparent, and that progress is disclosed annually in our Annual Report, in accordance with the regulatory requirements of the Securities and Exchange Board of India (SEBI). This annual disclosure reflects our dedication to openness and continuous improvement in governance. The Chair of the Board serves in a non-executive capacity, ensuring strategic alignment between governance and management while providing independent oversight of business operations. To safeguard against conflicts of interest, the Board maintains a majority of Non-Executive Independent Directors. Key decisions are subject to review by independent Board committees, reinforcing transparency, accountability, and ethical governance.

Board Independence Statement

We have received the requisite declarations from all our Independent Directors under Section 149(7) of the Companies Act, 2013, confirming that they meet the independence criteria laid down in Section 149(6) of the Act and Regulation 25 of the SEBI Listing Regulations.

Board Diversity

At Cyient, Board diversity is a strategic priority that enhances governance and decision-making. Our Board is composed of individuals who bring a rich blend of perspectives, shaped by varied backgrounds in terms of gender, race, ethnicity, nationality, industry experience, professional expertise, and cultural background. We are committed to maintaining a Board that reflects diversity in composition, thought and leadership. We are committed to fostering Board diversity as a key aspect of our governance philosophy. In FY 2024-25, our Board comprises 9 members, including 2 women, which constitutes 22% representation, significantly exceeding the statutory minimum of woman Director as mandated by the Companies Act and SEBI LODR regulations. Appointments are made on merit, with the Leadership, Nomination & Remuneration Committee ensuring a balanced and inclusive composition aligned with careful consideration of the skills, experience, independence, and knowledge required to support the Board's effectiveness. This approach ensures that our board remains agile, inclusive, and responsive to the evolving needs of our stakeholders.

The collective expertise of our directors spans a wide range of domains, including entrepreneurship, innovation, public administration, financial services, audit, governance, strategy, operations, product development, people management, and ESG. Our Board Diversity Policy is reviewed periodically to ensure alignment with global best practices and regulatory expectations. Through this, we continue to foster a culture that values inclusivity, promotes balanced representation, and supports long-term sustainable growth.

Board Composition

- Executive Directors — 22%
- Non-Executive Directors — 22%
- Independent Directors — 56%
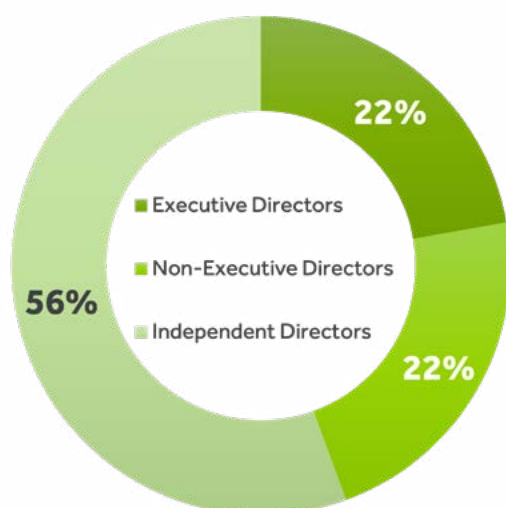
Board Gender Diversity

- Male — 78%
- Female — 22%
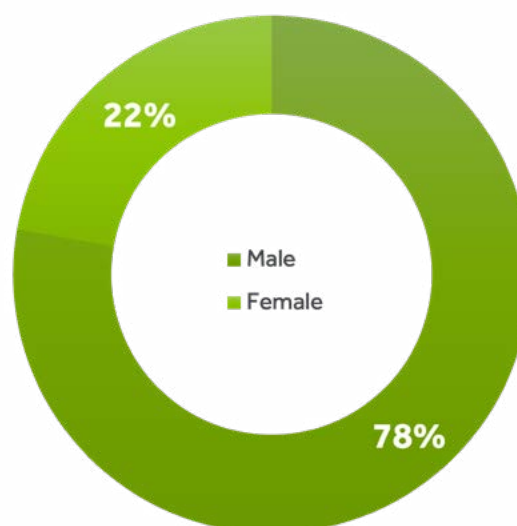
Board Composition

We maintain a balanced mix of Executive, Non-Executive, and Independent Directors, ensuring that diverse perspectives inform our decision-making processes. As of 31st March 2025, our Board comprised nine members, with Independent Directors representing 56% of the composition well above our target of 50%. Our Board benefits from a healthy balance of experience and fresh perspective, with an average tenure of 10.44 years.

In FY 2024-25, our Board meetings recorded an average attendance of 97.22%, significantly exceeding the mandated threshold of 75%. We also ensure that Directors maintain focused engagement by adhering strictly to SEBI LODR Regulation 17(1A), which limits directorships to six listed entities. This enables our Board members to dedicate appropriate time and attention to their oversight responsibilities. We maintain clearly defined and distinct roles for the Chairperson and CEO, reinforcing a deliberate separation between governance oversight and executive management to enhance strategic leadership and operational accountability. This structure strengthens accountability and promotes balanced leadership across the organization.

We ensure that all Board appointments are approved by shareholders either at the next general meeting or within three months of the appointment, whichever is earlier. Directors are elected individually to maintain transparency and accountability. Our Executive Directors serve terms not exceeding five years. Independent Directors may hold office for up to five consecutive years and can be reappointed for another five-year term through a special resolution. This structure supports balanced leadership continuity and governance rigour.

Name of the Director	Category	Designation	Total Board meetings held during tenure	Board meetings attended	% Attendance in the FY 2024-2025	No. of other Directorships held in listed companies (Other than Cyient)
MM Murugappan	Non-Executive	Chairman	8	7	87.5	3
BVR Mohan Reddy	Promoter & Non-Executive	Director	8	8	100	1
Krishna Bodanapu	Promoter, Executive Vice Chairman & MD	Executive Director	8	8	100	1
Matangi Gowrishankar	Independent Non-Executive	Director	8	7	87.5	5
Vivek N Gour	Independent & Non-Executive	Director	8	8	100	2
Vikas Sehgal	Independent & Non-Executive	Director	8	8	100	0
Nitin Prasad	Independent & Non-Executive	Director	8	8	100	0
Debjani Ghosh	Independent & Non-Executive	Director	3	3	100	0
Sukamal Banerjee	Executive Director	Executive Director & CEO	1	1	100	0

Selection Process of the Board

At Cyient, we take a structured and merit-based approach to Board appointments, ensuring that our composition reflects the strategic needs of the business and the diversity of our global operations. The Leadership, Nomination & Remuneration Committee (LNRC) reviews and assesses Board composition on behalf of the Board and recommends the appointment of new Directors. The Committee also oversees the annual review of Board effectiveness. In identifying suitable candidates, we consider individuals on merit against objective criteria, with due regard for the benefits of diversity. This includes differences in skills, regional and industry experience, background, race, gender, and other distinctions that enable the Board to discharge its duties effectively. We maintain and periodically update a Board skills matrix, which outlines the core competencies required and those currently available within the Board. This matrix guides our selection process and ensures that appointments are aligned with our long-term strategic priorities, governance standards, and stakeholder expectations.

Performance Evaluation of the Board, Committees, and Directors

We conduct an annual evaluation of our Board, its committees, and individual Directors in line with the Companies Act and SEBI Listing Regulations. This process serves as a valuable feedback mechanism to enhance Board effectiveness, strengthen accountability, and identify areas for further development. The evaluation process covers the Chairperson, Executive and Independent Directors, and includes both self-assessment and peer reviews. An internal questionnaire is circulated among Directors, and responses are summarized and validated by an independent external third-party, Mehta & Mehta, practicing Company Secretaries. Their report confirms that our evaluation process is robust and compliant with regulatory requirements. The Leadership, Nomination & Remuneration Committee oversees the process and ensures continuous improvement. The summary of findings, including strengths and recommended action points, is tabled before the Board for review and follow-up.

Nomination and Remuneration

We follow a structured and transparent approach to Board nominations and remuneration, overseen by our Leadership, Nomination & Remuneration Committee (LNRC). All appointments are made on merit, with due regard to diversity, independence, and the strategic needs of the Board. The LNRC defines eligibility criteria including age, experience, expertise, and ESG awareness, and ensures that candidates meet the standards set out under applicable laws and our internal policies. Remuneration for our Directors is aligned with their roles and responsibilities. We review our compensation policy periodically and disclose all remuneration details in our Annual Report.

Executive Directors Compensation

We view executive remuneration as a strategic lever to drive performance, accountability, and long-term value creation. For our Senior Management and Key Managerial Personnel (KMPs), compensation is aligned with role-specific objectives and evaluated annually against clearly defined KPIs. Our remuneration structure comprises a balanced mix of fixed and variable pay, designed to reward both short-term achievements and sustained contributions.

To attract and retain top talent, we benchmark our compensation practices against industry standards and evolving market expectations. The LNRC oversees this framework, engaging external experts where necessary. The Committee recommends compensation for Senior Management and determines the CEO's pay within statutory limits, subject to Board and shareholder approval. For other senior leaders, recommendations are made in consultation with the CEO.

Our Corporate Governance framework plays a pivotal role in guiding executive compensation practices, including CEO compensation. To determine the CEO's variable pay, the LNRC evaluates a comprehensive set of performance metrics guided by predefined corporate performance indicators, including financial metrics such as revenue growth, profitability, EPS, ROIC, ROA, and ROE. These are complemented by ESG performance and progress, customer satisfaction, and employee engagement scores. The Committee also considers long-term incentive mechanisms to ensure alignment with sustained organizational performance and strategic priorities, reinforcing a culture of ethical leadership and long-term value creation.

For the reporting year, our CEO-to-employee median compensation ratio stood at 11.26. A defined percentage of the CEO's short-term incentive is deferred in the form of shares or stock options, ensuring alignment with shareholder interests and promoting long-term accountability. The longest performance period applied to evaluate the CEO's variable compensation is 5 years, based on predefined financial, strategic, and ESG-related targets. We also maintain a clawback policy, which enables us to recover variable pay in the event of misconduct, misstatement of financial results, or breach of fiduciary duty. In addition to performance-based vesting, the CEO's compensation includes a time vesting period of up to 3 years, which further reinforces long-term retention and strategic continuity.

We have provisions in place to limit directors' personal liability to the extent permitted by law. To reinforce this, we maintain a comprehensive Directors & Officers (D&O) Liability Insurance policy with a coverage limit of $20 Mn. This policy provides protection against claims arising from wrongful acts during their tenure, ensuring compliance and safeguarding governance responsibilities.

Non-executive Directors Compensation

We determine the remuneration of our Non-Executive Directors, including Independent Directors, in line with the Companies Act 2013 and SEBI LODR Regulations 2015. Our Leadership, Nomination and Remuneration Committee (LNRC) considers factors such as Board and Committee participation, responsibilities held, and time committed. We do not offer sitting fees, consulting fees, or stock options. However, a commission may be paid, subject to Board approval, and remains within the statutory limit of 1% of our standalone net profits. In years of inadequate profits, we follow the provisions of Schedule V of the Act.

One-third of our Non-Independent Directors undergo annual election in accordance with statutory requirements, ensuring regular Board refreshment and accountability. Independent Directors, as per Indian regulations, are appointed for a fixed term, which provides stability and strong governance oversight.

Board of Directors Individual Expertise

DR. BVR MOHAN REDDY
Founder Chairman
& Board Member

He brings extensive experience in technology, engineering services, and manufacturing. He has played a key role in shaping Cyient's values and governance while mentoring future leaders. He is the Founding Director of T-Hub, India's largest start-up incubator, and serves as Chairman of the Board of Governors at IIT-Hyderabad and IIT-Roorkee. His leadership roles include Chairman of NASSCOM (2015–16), Chairman of CII Southern Region, and CII Education Council. Recognized with national honours and lifetime achievement awards, Mr. Reddy has contributed significantly to promoting technical education, innovation, and entrepreneurship.

M.M. MURUGAPPAN
Non-Executive Chairman

With decades of experience leading diversified businesses, offering nuanced perspectives on governance, scaling, and strategic growth. His involvement across key board committees reflects a strong command of risk oversight and organizational stewardship. Deeply engaged in industry-academia partnerships, he mentors innovation and future leadership through institutions like IIT Madras Research Park. His philanthropic work through the AMM Foundation underscores a commitment to inclusive development.

KRISHNA BODANAPU
Executive Vice Chairman
& Managing Director

Provides strategic direction and drives long-term value creation through technology-led transformation. Brings deep expertise in engineering, manufacturing, and digital innovation, with a strong focus on stakeholder engagement. Actively contributes to industry forums such as CII and the India-US CEO Forum, promoting global collaboration. Recognized for advancing the use of technology in industrial practices and shaping policy dialogue. Holds an MBA from Kellogg School of Management and a background in electrical engineering from Purdue University.

MATANGI GOWRISHANKAR
Independent Director

A strategic advisor and executive coach with over three decades of global experience in business and human resources. She has held senior leadership roles across organizations and offers deep insight into leadership development, talent strategy, and organizational transformation across diverse industries. Chairs the Leadership, Nomination & Remuneration Committee and contributes to diversity and inclusion initiatives. Her work spans global corporations and academic institutions, including BP, Harvard, and Cornell. Actively mentors senior leaders and promotes inclusive, high-performance cultures.

VIVEK N GOUR
Independent Director

A seasoned finance and governance professional with over 30 years of leadership experience across aviation, financial services, and technology. Chairs the Audit and Risk Management Committees, bringing deep expertise in regulatory oversight and enterprise risk. Former CEO of Air Works Group and CFO at Genpact, where he led its NYSE listing. Has held board positions across India, the US, and the Middle East. A Harvard OPM alumnus and founding member of the Heart to Heart Foundation, he actively supports healthcare access for underprivileged children.

VIKAS SEHGAL
Independent Director

Global finance and automotive strategist with extensive experience across investment banking, industrial policy, and mobility innovation. Serves on multiple boards, including Novelis and Cyient, and leads Rothschild & Co.'s global automotive practice. Advises the Government of India on industrial and trade policy since 2016, and has chaired key World Economic Forum councils. Holds advanced degrees from MIT, University of Florida, University of Chicago, and Delhi College of Engineering. A published author with 20+ papers, he blends policy insight with global business acumen.

NITIN PRASAD
Independent Director

A transformative business leader with 25+ years of global experience across semiconductors, chemicals, energy, and clean energy. As Chairman of Shell Companies in India, led the creation of a multi-billion-dollar low-carbon business and spearheaded Shell's energy transition strategy. Recognized with awards including Fortune 40 Under 40, ET Most Promising Business Leaders of Asia, and Spencer Stuart 40 Under 40. Chairs multiple CII committees and serves on the Vikasa Executive Committee, driving SDG-aligned collaboration. Co-founded three major coalitions - Industry Net Zero (60+ members), Build Ahead, and CCUS -focused on climate action and industrial decarbonization.

DEBJANI GHOSH
Independent Director

She brings over 28 years of transformative leadership in the technology sector. With deep expertise in frontier technolgies, AI, and digital inovation. Previously she held senior leadership roles at Intel and served as the first female President of NASSCOM, where she drove initiatives to strengthen India's deep-tech ecosystem and global innovation leadership. Her strategic vision, exemplified through initiatives like "Techade" and "Inevitable India," positions her as a leading voice in leveraging technology for economic growth and societal progress.

SUKAMAL BANERJEE
Executive Director &
Chief Executive Officer

With over 30+ years of experience in engineering, R&D, and technology services, with a proven track record in business transformation and strategic partnerships. Previously held senior leadership roles at HCL Technologies and served as CEO of Xoriant. Recognized for thought leadership in Digital, Industry 4.0, and AI/ML, and for enabling innovation across sectors such as semiconductors, energy, automotive, and healthcare.

The table below highlights the specific areas of expertise of each board member:

Name	Global Business & Leadership	Financial Management	Strategy and Planning	Governance, Compliance and Audit	CSR and Sustainability	Risk Management	Diversity, Inclusion and People Management	Information Technology	Innovation & Entrepreneurship
Mr. BVR Mohan Reddy	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mr. MM Murugappan	✓	✓	✓	✓	✓	✓	✓	-	✓
Mr. Krishna Bodanapu	✓	✓	✓	-	✓	✓	✓	✓	✓
Mrs. Matangi Gowrishankar	✓	-	✓	-	-	-	✓	-	-
Mr. Vivek N Gour	✓	✓	✓	✓	✓	✓	-	-	✓
Mr. Vikas Sehgal	✓	✓	✓	-	✓	-	-	-	-
Mr. Nitin Prasad	✓	✓	✓	✓	✓	✓	-	-	-
Mrs. Debjani Ghosh	✓	-	✓	-	-	-	✓	✓	-
Mr. Sukamal Banerjee	✓	✓	✓	-	-	-	-	✓	✓

Board of Director's Collective Expertise

At Cyient, we recognize that the effectiveness of our Board is deeply rooted in the collective knowledge, experience, and ongoing development of its members. We are committed to ensuring that our directors are well-equipped to fulfil their governance responsibilities, in relation to sustainability and strategic oversight. Beyond induction, we ensure that our directors remain informed and up to date through regular briefings on changes in laws, policies, programmes, and the broader business environment. This continuous learning approach enables the Board to make informed decisions and provide effective oversight on matters related to sustainable development.

GLOBAL BUSINESS	Understanding of global business dynamics, across various geographical markets, business units and regulatory jurisdictions.
STRATEGY AND PLANNING	Appreciation of long-term trends, strategic choices and experience in guiding and leading management teams to make decisions in dynamic environments.
GOVERNANCE	Experience in developing governance practices, serving the best interests of all stakeholders, maintaining board and management accountability, building long-term effective stakeholder engagements and driving Values-FIRST.
PRODUCT DEVELOPMENT	Experience in product development, R&D, and engineering/digital strategies.

Committees of the Board

Our Board Committees play a critical role in strengthening our corporate governance framework. They enable focused oversight on key matters and facilitate timely, well-informed decision-making. Each Committee is empowered to make specific recommendations to the Board, and all observations, decisions, and proposals are placed before the Board for review or approval. We have constituted the following Committees to support our governance responsibilities:

Audit Committee

The Audit Committee ensures the integrity of financial reporting, internal controls, and regulatory compliance. We review key performance metrics, statutory and internal audit findings, and recommend improvements to management. The Committee also monitors legal and compliance matters, and supports sustainability-related disclosures, including Extended Producer Responsibility obligations. All decisions and recommendations are presented to the Board for review and approval.

Risk Management Committee

The Committee provides oversight on strategic, operational, financial, and market risks, meeting twice a year to review mitigation plans with management. Risks are categorised as high, medium, or low, with clear action plans and timelines agreed upon. They also monitor cyber security measures and ensure robust data protection against evolving threats. It reviews the effectiveness of our enterprise-wide risk framework, including ESG-related risks, and promotes a proactive risk culture across the organization. We help define the company's risk appetite and ensure that emerging risks are identified, assessed, and managed effectively.

Leadership, Nomination, and Remuneration Committee

The Leadership, Nomination and Remuneration Committee ensure a robust and transparent governance framework. The responsibilities include defining criteria for Board appointments, evaluating performance of directors, and promoting Board diversity. We recommend remuneration for directors and senior management, aligned with performance and market benchmarks. The Committee also governs key HR policies, including ESOPs, and supports succession planning for critical leadership roles.

Stakeholders Engagement Committee

Stakeholders' Engagement Committee, is responsible for addressing shareholder queries and grievances related to share transfers, dividend payments, annual reports, and meeting notices. The committee evaluate the performance of duties by Cyient's Registrar and Share Transfer Agent to ensure service excellence. Their role includes guiding improvements in investor services and maintaining high standards of stakeholder engagement across all touchpoints

Environmental, Social and Governance (ESG) Committee

ESG Committee, oversees Cyient's approach to sustainability, corporate social responsibility, and public policy matters. They review ESG strategy, policies, and disclosures, and assess emerging issues that may impact our operations or reputation. The committee guides on how ESG can be integrated into our growth strategy and internal practices, and monitor systems for effective implementation. They also provide oversight on CSR activities as required under the Companies Act.

Board Oversight of Strategic Impacts

At Cyient, our Board plays a central role in shaping the strategic direction of the Company, particularly in relation to sustainable development. Together with our senior leadership, executives, the Board is actively involved in developing, approving, and periodically updating our purpose, values, mission statements, and long-term strategies. These elements evolve in response to stakeholder expectations, emerging risks, and opportunities for innovation and impact. Our governance framework ensures that sustainability is embedded across all levels of decision-making. The Board oversees the formulation and implementation of policies and goals that reflect our commitment to responsible business practices and long-term value creation. This includes setting the tone for ethical conduct, defining the culture we aspire to, and ensuring that our strategic choices align with our sustainability ambitions.

In fulfilling its oversight responsibilities, the Board:

- Leads the Company with entrepreneurial vision, supported by effective controls that enable risk identification and management;
- Reviews and approves sustainability-related strategies and policies, ensuring alignment with our corporate purpose and stakeholder expectations;
- Oversees due diligence processes to identify and manage our impacts on the economy, environment, and people;
- Engages with key stakeholders both directly and through structured mechanisms to inform these processes and ensure their relevance and effectiveness;
- Considers the outcomes of impact assessments and integrates them into strategic planning and risk management;
- Reviews the effectiveness of these governance and impact management processes on an annual basis, as part of its structured Board evaluation and strategy review cycles.

The Chairman plays a pivotal role in guiding the Board's collective efforts, ensuring that governance arrangements remain robust, responsive, and aligned with our values.
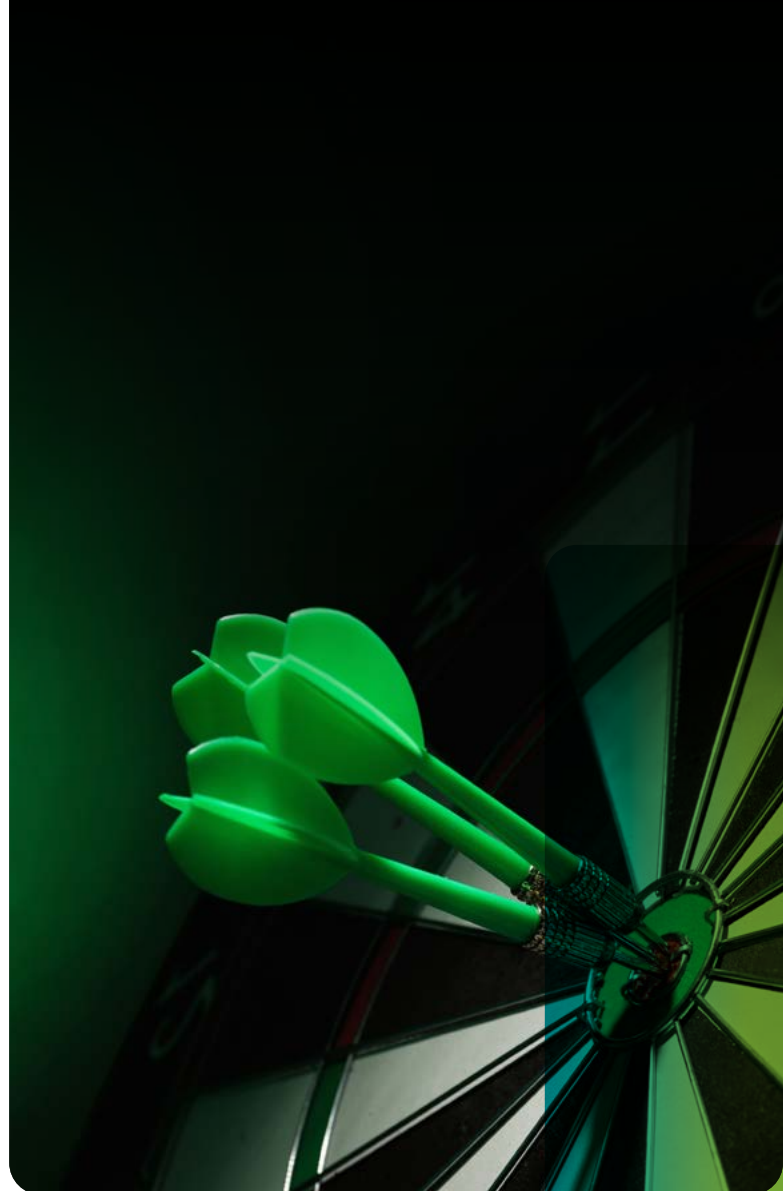
Succession Plan

We view succession planning as a strategic priority to ensure leadership continuity and organizational resilience. Our approach enables us to identify and develop future leaders who can effectively navigate the challenges of growth and transformation. The Leadership, Nomination & Remuneration Committee (LNRC) is entrusted with overseeing succession planning for the Board. The Committee maintains a dynamic database of eligible candidates, interviews potential appointees, recommends suitable individuals to the Board, and ensures that each new Director receives appropriate induction and training. Succession planning for senior management is reviewed annually. The CEO, in collaboration with the Head of HR, presents a detailed succession plan to the LNRC, which is subsequently shared with the Board. This structured approach ensures that we are prepared to respond to leadership transitions without disruption to business continuity.

Policy Framework

Our Code of Ethics and Business Conduct is well defined strategic instrument that operationalizes our Values FIRST principles across global functions. It defines the behavioural architecture that underpins our governance ecosystem, setting uncompromising standards on issues such as anti-bribery, fair competition, data confidentiality, conflict of interest, and workplace conduct. The Code also integrates expectations around environmental stewardship, health and safety, and whistleblower protection, ensuring that ethical accountability extends beyond internal boundaries to our partners and suppliers. By embedding these principles into performance systems, risk protocols, and decision-making processes, the Code enables us to navigate complexity with clarity, uphold stakeholder trust, and drive responsible growth. Its relevance is sustained through periodic reviews, ensuring alignment with evolving regulatory landscapes and global sustainability frameworks. These policies ensure we maintain robust daily operations while also supporting long-term sustainability vision. By providing clear direction and a consistent ethical standard, this framework empowers us to navigate complexity, build trust and drive sustainable organizational progress.

Details of our Code of Ethics and Business Conduct, Governance-related policies are publicly available on our corporate website under the section titled Cyient Philosophy on Corporate Governance.

We follow a formal and well-defined process for amending our bylaws in accordance with the Companies Act, 2013. Any proposed changes are subject to shareholder approval through a special resolution, ensuring compliance with legal requirements and upholding the highest standards of governance integrity.

Management Ownership

To ensure alignment between our leadership and shareholders, we require executive Directors to hold shares equivalent to at least three times their base annual salary, including stock options. Until this threshold is met, 50% of all net vested shares must be retained. Our average across other executive committee members owning shares stands at 36.89 times their respective base salaries. Stock deferred under non-qualified compensation schemes also counts towards this requirement. The Board may consider exceptions in cases of financial hardship. Additionally, Directors and executive officers are strictly prohibited from hedging, pledging, or trading in derivative instruments linked to Company shares. These measures reinforce our commitment to ethical governance and long-term value creation.

Government and Family Ownership

We do not maintain any golden shares for government institutions, nor does any government entity hold special rights or privileges in our governance framework. Furthermore, no single government institution holds more than 5% of the Company's shares, underscoring our commitment to maintaining an independent, transparent, and balanced decision-making structure. As per our latest shareholding pattern, members of our Promoter Group including founding members, and their families collectively hold approximately 23.27% of the voting rights.

UPHOLDING BUSINESS ETHICS AND COMPLIANCE

At Cyient, ethical conduct is deeply embedded in our corporate strategy and operational culture. Our Code of Ethics and Business Conduct serves as a foundational guide for responsible decision-making, ensuring that all associates and directors uphold the highest standards of integrity, fairness, and transparency. We maintain a zero-tolerance approach to unethical behaviour, bribery, corruption, money laundering and anti-competitive practices. To proactively manage ethical risks, we conduct regular assessments across our operations to identify potential vulnerabilities. These assessments enable us to map risk areas and implement targeted controls, supported by robust compliance checks that facilitate early detection and resolution of non-compliance. All employees undergo mandatory ethics training, and we maintain secure, confidential channels for reporting concerns, with strong protections against retaliation.

We are committed to transparency and accountability in our compliance practices. During FY2024-25, there were no significant instances of non-compliance with laws and regulations. Furthermore, no legal actions were initiated or concluded during the reporting period in relation to anti-competitive behaviour, anti-trust, or monopoly practices. Through continuous monitoring, ethical leadership, and a strong governance framework, we strive to uphold stakeholder trust and minimize exposure to unethical practices.

Anti-Corruption & Anti-Bribery

Our Global Anti-Bribery and Anti-Corruption Policy endorsed by our Board of Directors applicable to all stakeholders including employees, directors, vendors and business partners to ensure ethical conduct across every level of our operations. Our policy is aligned with global standards such as the US Foreign Corrupt Practices Act and the UK Bribery Act and is designed to prevent all forms of bribery and corruption, including facilitation payments and kickbacks. We maintain strict guidelines around gifts and hospitality, permitting only modest, lawful exchanges not exceeding $50, and prohibit gifts to or from government officials. Political contributions are allowed only within legal limits and must be transparent and not linked to any business advantage, while charitable donations and sponsorships undergo due diligence to ensure they are not misused.

During FY 2024-25, 100% of our associates, including the Board of Directors and relevant stakeholders, received training and communication on anti-corruption and anti-bribery policies and reporting of breaches. We provide mandatory training during onboarding process and refresher course on these annually. Our commitment to ethical conduct is also reflected in our performance management systems, where compliance with the Code of Conduct including mandatory training and ethical behaviour is a key component of employee evaluations. Our appraisal criteria include stringent checks for breaches such as corruption, discrimination, and other forms of misconduct, reinforcing our values across every level of the organization. We have established reporting channels, such as our Ethics Help Hotline, and clear procedures for investigating breaches. Any violation results in corrective or disciplinary action, including termination or legal proceedings, and we strictly prohibit retaliation against whistleblowers. During the reporting period, we recorded zero instances of bribery or corruption and incurred no penalties for non-compliance.

Whistleblowing Mechanism

Our Whistleblower mechanism is designed to uphold transparency, accountability, and ethical conduct across all levels of the organization. Oversight of the mechanism is led by the Ombudsperson, a senior leader appointed by the Board, supported by regional representatives across India, APAC, EMEA, and North America. To ensure independence and confidentiality, the reporting channel is operated by an external third-party service provider, Syntrio, which enables associates, clients, and vendors to report concerns via a secure web portal, toll-free hotline, or dedicated email.

The system allows for anonymous reporting, and all disclosures whether named or anonymous are treated with strict confidentiality. We enforce a zero-tolerance policy for retaliation, harassment or victimization of any complainant. All complaints are initially reviewed by the Ombudsperson, and if warranted, escalated to a formal investigation led by a designated committee. The process follows principles of natural justice, and outcomes are reviewed by the CEO, with quarterly reports submitted to the Executive Chairman and Audit Committee. To build awareness and trust in the mechanism, we conduct annual training on the use of the reporting platform and regularly communicate the importance of ethical reporting across the organization. This approach ensures that serious concerns ranging from financial misconduct to ethical violations are addressed promptly, fairly, and transparently.

Communication Channels for Ethical Concerns

Official Website:
https://report.syntrio.com/cyient
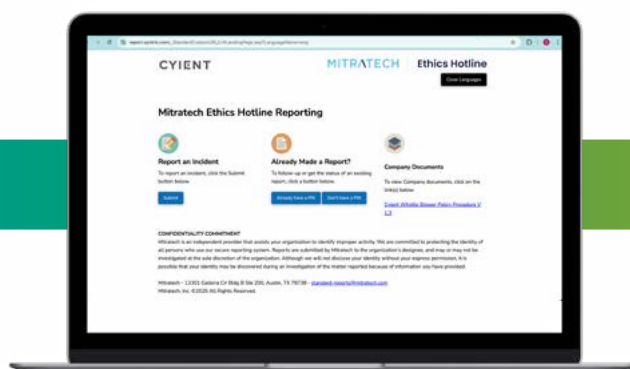
ONLINE REPORTING

Ombudsperson@cyient.com

OFFLINE REPORTING

India	EMEA	NAM
Rajendra Kumar Patro	**Carlos Zapata**	**Katie Cook**
+91 99660 04458	+61436433469	+12088905790
Rajendra.Patro@cyient.com	Carlos.Zapata@cyient.com	Katie.Cook@cyient.com

TOLL-FREE 24/7 Helpline Number Worldwide: 800-603-2869

Prevention of Discrimination and Harassment

We strive to maintain a workplace where all individuals are treated with dignity, respect, and fairness. We prohibit all forms of harassment, including sexual harassment, gender bias, discrimination, and any behaviour that creates a hostile or intimidating environment. Associates are expected to uphold these standards, and any abusive, coercive, or inappropriate conduct whether verbal, physical, or otherwise is considered a serious violation of our Code. Such breaches are subject to disciplinary action, including termination of employment, in line with our commitment to a safe and inclusive work culture.

Conflict of Interest

At Cyient, we are devoted to managing conflicts of interest with transparency and integrity. Our Board assigns independent Non-Executive Directors to oversee matters where impartial judgement is essential. We require Senior Management and Key Managerial Personnel to disclose any material financial or commercial transactions where personal interests may conflict with the Company's interests such as dealings in our shares or transactions involving related parties. No employee, Director, or Promoter may enter profit-sharing, or compensation agreements related to our securities without prior approval from both the Board and public shareholders through an ordinary resolution. These safeguards help us uphold ethical standards and maintain stakeholder trust.

Protection of Confidentiality Proprietary Information

We are committed to protecting all confidential and proprietary information, including intellectual property and company-private data, from unauthorized use or disclosure. This responsibility extends to information entrusted to us by our suppliers and customers. We expect all associates and partners to handle such information with care, ensuring it is safeguarded at every stage of our operations.

Antitrust/Anti-Competitive Practices

At Cyient, we are committed to fair and lawful competition in every market we operate. Our vendors and partners are expected to comply with all applicable antitrust and competition laws, including those of the United States and other jurisdictions. We strictly prohibit practices such as price-fixing, bid rigging, misrepresentation of competitors, and any actions that hinder fair competition or obstruct the submission of competitive proposals. These standards are integral to our ethical business conduct and form a core part of our supplier and partner expectations.
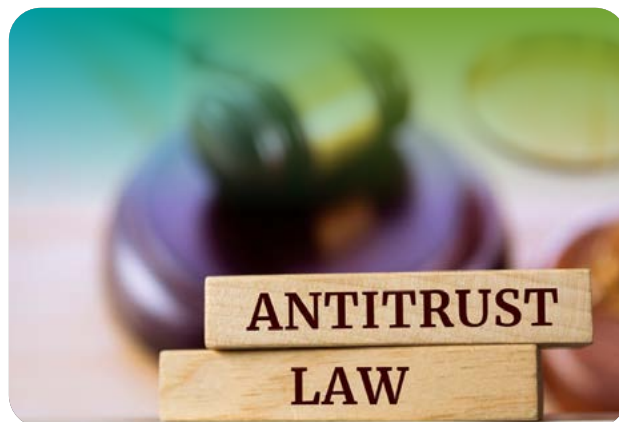
Environment, Health, and Safety
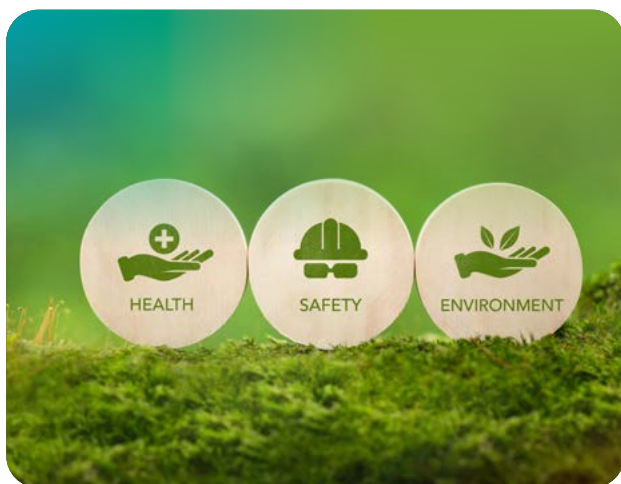
Our EOHS framework integrates environmental stewardship with workplace health and safety, ensuring a holistic approach to operational wellbeing. Our facilities are equipped with emergency response tools such as AEDs and fire evacuation chairs, and associates can confidentially report incidents via the digital EOHS portal on MyCyient.com. Mandatory "Safety Awareness" training and targeted campaigns on ergonomics, heat stress, and road safety reinforce our safety culture. On the environmental front, we strive to prevent pollution and optimize the consumption of natural resources and energy, aligning our practices with broader sustainability goals.

Prohibition of Insider Trading

We strictly prohibit insider trading and ensure full compliance with SEBI regulations. Our Code applies to all designated persons, including employees and directors, who may have access to unpublished price-sensitive information (UPSI). Trading in our securities is permitted only during designated windows and requires prior clearance from our Compliance Officer. UPSI is shared strictly on a need-to-know basis, and all disclosures and trades are recorded in a structured digital database. We conduct regular awareness sessions and require periodic disclosures from insiders. Any breach of the Code may lead to disciplinary action and legal consequences, reinforcing our commitment to market integrity.

Reporting on Breaches

Reporting areas	FY 2024-25
Corruption or Bribery	0
Discrimination or Harassment	4
Customer Data Privacy	0
Conflicts of Interest	0
Money Laundering or Insider trading	0

We reported zero fines, and zero convictions related to corruption and bribery in the reporting year.

RISK MANAGEMENT

Risk Governance

At Cyient, our Enterprise Risk Management (ERM) framework serves as the cornerstone of responsible governance, ensuring operational resilience and sustainability across all business dimensions. Our comprehensive approach aligns with **ISO 31000:2018**, enabling systemic identification, assessment, and mitigation of risks whilst maintaining regulatory compliance and safeguarding stakeholder interests. This integrated framework operates as a strategic enabler, transforming potential vulnerabilities into competitive advantages through proactive risk intelligence and adaptive management strategies.

Our risk governance structure is anchored by a dedicated Board-level Risk Management Committee comprising of 3 members (2 independent and 1 non-executive directors), chaired by Mr. Vivek Gour who provides strategic oversight and direction for enterprise-wide risk management. This committee convenes bi-annually to evaluate business, operational, financial, regulatory, cybersecurity, reputational, ESG-related, and stakeholder-specific risk exposures. The committee maintains direct reporting lines to the Board members, ensuring risk considerations are embedded in all strategic decisions and corporate governance processes.

Executive-level risk governance is led by our C-suite, with day-to-day risk management executed by operational risk managers, business unit heads, and functional leaders. Executive committees define and oversee control standards and compliance, while operational teams implement them across the organization. This multi-tiered governance structure ensures cascading accountability from board oversight to operational implementation, with clearly defined roles, responsibilities, and escalation protocols that enables rapid response to emerging threats and opportunities.

Risk Assessment and Management Process

Our risk management methodology employs three-tier organizational objective framework encompassing growth, profitability and sustainability targets. Against each objective, we systematically identify material risks through structure assessment processes that evaluate both internal vulnerabilities and market dynamics. Our proprietary risk matrix categories threats based on likelihood of occurrence and potential impact (high-medium-low) magnitude, enabling prioritized resource allocation and a strategic concrete plan of action agreed with executable timelines.

Critical risk exposure is evaluated monthly by senior management, with quarterly comprehensive review conducted by the risk management committee. This continuous monitoring approach ensures dynamic risk profiles updates that reflect evolving business conditions, regulatory changes, and market volatilities. We maintain detailed risk registers that documents risk ownership, mitigation strategies, key performance indicators, early warning signals for each identified threat.

We start by applying the Risk Management Criteria defined within our framework. These criteria enable us to measure the potential impact of a risk event across multiple dimensions, including financial, reputational, operational, and business continuity.

For financial impact, we consider both revenue and profitability thresholds, ranging from minor losses of less than $0.3 Mn to severe impacts exceeding $2 Mn. Reputational impact is assessed based on the potential reach of brand damage, from internal circles to national or international exposure. Operational considerations include attrition of critical employees and disruption of vendor relationships, while business continuity focuses on the severity of service interruptions. Each of these dimensions is scored on a scale from one (minor) to five (severe), ensuring that our assessment is both comprehensive and comparable across different risk types.

Before we confirm any risk for inclusion in our register, we evaluate its likelihood of occurrence. Likelihood represents the probability that a given event will materialize within a defined timeframe. Our scale ranges from one (minor), where the probability is less than 20% and the event may occur once in over five years, to five (expected), where the probability exceeds 80% and the event may occur multiple times within a year. By combining the impact score with the likelihood score, we determine the overall risk exposure level. This integrated approach allows us to prioritize risks effectively, focusing our resources on those that pose the greatest threat to our objectives.

Risk Exposure

Attrition/ Associate Engagement Risk

Risk Exposure: 4 (High)

Likelihood: 3 (Moderate)

Description:
Losing talent at any level can disrupt operations. Attracting and retaining skilled employees is vital for sustaining current activities and future expansion. While labor relations are positive, we remain mindful of potential disruptions from disputes or unforeseen challenges.

Mitigation:
- Implementation of employee engagement framework drawn at the beginning of FY by HR (Induction, career progression, meritorious, compensation, EVP).
- Move from 50% to 80% WFO in FY26. Only specific roles to work remotely. Distinguish between flexibility and remote.
- Clear role descriptions, participation in value distribution, decisions on disengaged leaders

Cyber & Information Security Risk

Risk Exposure: 4 (High)

Likelihood: 3 (Moderate)

Description:
Cybersecurity risks can lead to severe financial loss and reputational damage through data theft, ransomware attacks, and operational disruptions. Delays in detecting and responding to breaches increase exposure and potential penalties. Non-compliance with regulatory requirements further heightens the risk.

Mitigation:
- Implemented latest security tools such as MS XDR, Zscalar, WAF, PAM, 24x7 monitoring by SOC & Secured landing Zone for the cloud access
- Moving from IBM Q Radar based SOC to AI based SOC (Google chronicle).
- CERT-in guideline has been rolled out and included as part of the ticketing process to report to CERT-In.

Risk Appetite and Tolerance Framework

We have established a risk appetite framework that defines acceptable risk thresholds across business dimensions. This framework balances potential gains against acceptable exposure levels, ensuring strategic pursuits align with defined risk boundaries whilst supporting sustainable growth objectives. Our structured approach begins with guidance from the Board and leadership team, who establish acceptable thresholds for financial and reputational exposure. We incorporate quantitative metrics such as EBIT percentages and revenue impact ranges, alongside qualitative considerations including brand image, customer relationships, and geopolitical influences.

Our risk appetite parameters are reviewed annually and adjusted based on strategic priorities, market conditions, tolerance, frequency and intervals. To embed accountability and strengthen oversight, we directly link senior management and leadership KRAs to our key risk management objectives. This ensures that risk considerations are integrated into performance evaluations, strategic priorities, and our financial incentive structures. Risk-aligned metrics include enhancing our enterprise risk management processes, strengthening oversight mechanisms, and ensuring proactive risk identification and mitigation across business units. This alignment ensures risk management remains a core leadership competency rather than a peripheral compliance activity.

Risk Integration and Business Process Alignment

Risk criteria are systematically integrated across our service development, pricing models, client engagement process, and final project delivery to ensure informed and resilient outcomes. This includes comprehensive assessment of foreign exchange exposures, regulatory compliance requirements, cybersecurity threats, and market volatilities that could impact service delivery or financial performance. Our integrated approach ensures that risk considerations inform strategic planning, operational decisions, and investment priorities from inception through execution. We conduct risk assessments for all significant business transactions, including mergers, acquisitions, strategic partnership, and market expansions. These assessments evaluate potential synergies alongside risk exposures, ensuring informed decision-making that balances opportunity capture with risk mitigation.

Independent Assurance and Continuous Improvement

Our risk management framework and processes undergo annual independent internal audit reviews, that provide assurance on process effectiveness, control adequacy, potential risks identified and mitigation strategies.

We provide recurring, risk-specific education programmes for all our non-executive directors to strengthen their oversight of our risk profile. These sessions cover topics such as our enterprise risk management (ERM) framework, emerging risk trends, regulatory developments, shifts in the threat landscape, and our strategic risk response mechanisms.

At the group level, all employees and senior management receive regular training on core risk management principles and their roles within our risk governance framework. Training modules include enterprise-wide risk processes, operational risk controls, and business continuity preparedness. This ensures consistent risk capability development and promotes proactive risk ownership across our organization.

Risk Overview

Risk Aspect	Impact	Mitigation Action
Recessionary Pressures	Economic downturns can lead to increased interest rates, inflation, energy and labor costs, supply chain delays, and geopolitical instability, adversely affecting operations.	Implementation of Business Continuity Plans, prudence in investments and cost allocations, stakeholder communications, remote infrastructure, and innovative hiring and delivery deployment strategies.
Currency Fluctuations	Exchange rate volatility can materially and adversely impact operational results.	Utilization of long-term cash flow hedges and internal risk evaluations.
Inflation Risk	Unanticipated inflation can reduce the real value of investments, assets, and income.	Incorporating inflation premiums and hedges into contracts and adjusting for cash flows.
Customer & Segment Concentration	High dependency on specific industries and top clients increases vulnerability.	1. Continuous monitoring of Management and the Board on the top customer and industries impact. 2. Continuous assessment of risks and identification of mitigative actions to enable diversified client and industry base.

Emerging Risks

Description	Impact	Mitigation Action
Technology Disruption and AI Adoption		
Advancements in digital technologies, particularly AI-driven solutions, are rapidly transforming the global engineering and technology landscape. We recognize that these innovations have the potential to disrupt our existing service offerings and delivery models. Without proactive adaptation, we risk losing our competitive edge, diminishing customer satisfaction, and facing increased regulatory scrutiny across key markets.	The rapid evolution of AI and other digital technologies has the potential to disrupt our current service offerings and delivery models. If we do not adapt swiftly, we risk falling behind competitors who embrace these innovations, which could lead to reduced client satisfaction, loss of market share, and increased scrutiny from regulators in key jurisdictions.	• We are actively addressing this risk through Board-level oversight and strategic evaluation of technology and digital investments. • Our dedicated Office of the CTO plays a central role in identifying emerging disruptions and implementing mitigative approaches that enhance our value proposition as a technology-led engineering partner. • Additionally, we are pursuing a focused development strategy for digital and AI-driven solutions that align with evolving market and customer needs, while leveraging our core strengths.
Geo-Economic Confrontation & Regulatory Risk		
Geoeconomic confrontation reflects the growing use of economic measures such as tariffs, sanctions, and technology restrictions leading to fragmented trade, disrupted supply chains, and heightened inflationary pressures. These tensions are compounded by evolving global regulatory frameworks, including stricter data protection laws, cybersecurity mandates and cross-border compliance requirements. Rapid regulatory shifts, coupled with rising economic nationalism and declining international cooperation, are creating a volatile operating environment for businesses. These dynamics intensify uncertainty around market access, investment flows, and compliance, demanding continuous adaptation to maintain resilience. Companies now face elevated risks from cost volatility, inflation, and regulatory fragmentation, alongside escalating cyber threats targeting critical infrastructures.	**Regulatory Compliance Risks** We face growing exposure to complex and evolving global regulations, including data privacy, cybersecurity mandates, ESG standards, and cross-border compliance requirements. Non-compliance could lead to legal penalties, reputational damage, and increased compliance costs. **Supply Chain and Market Access** Trade restrictions, sanctions, and protectionist policies are fragmenting global supply chains, causing price volatility, delays, and inflationary pressures. These disruptions may reduce market access, delay innovation, and increase operational costs. **Business Impact** Restrictions on access to essential digital tools, platforms, and skilled talent, along with compliance requirements for cross-border data transfer, which may impact efficiency, innovation, and knowledge sharing in global service delivery.	• Active monitoring of economic indicators by ERM committee. • Complyient tool is deployed to track non-compliance and is being reviewed annually. • Quarterly reviews are conducted at the Audit Committee level, and bi-annual reviews are conducted by the Board. • Annual internal audit of our compliance coverage and framework. • Risk Management Committee conducts periodic review of key risk parameters such as inflation, regulatory compliance, intrastate orders, customer requirements, and order intake to ensure proactive identification, mitigation, and alignment of business strategies with evolving geopolitical dynamics and regulatory frameworks.

POLICY ENGAGEMENT AND ADVOCACY

At Cyient, we believe that shaping a sustainable future requires more than technological innovation it demands responsible participation in public policy dialogues. As our technologies enable digital infrastructure, mobility, energy, and industrial transformation, we recognize our responsibility to engage with integrity, transparency, and climate ambition. Our advocacy efforts are guided by principles of accountability and alignment with global sustainability goals, including the Paris Agreement. Through structured engagement, we aim to foster inclusive growth, accelerate digital transformation, and enable a sustainable economy.

Our public policy engagement is governed by a robust management system that ensures transparency and alignment with our strategic priorities. Oversight is provided by senior leadership with board-level visibility, supported by cross-functional teams including Sustainability, Legal, and Compliance. Clear accountabilities extend up to the executive level,

with formal approval thresholds for contributions and memberships. Every proposed membership or advocacy initiative undergoes thorough due diligence to assess compliance, integrity, and alignment with our sustainability commitments. Where misalignment is identified, we follow a structured escalation process, engaging for resolution or, where necessary, withdrawing our participation.
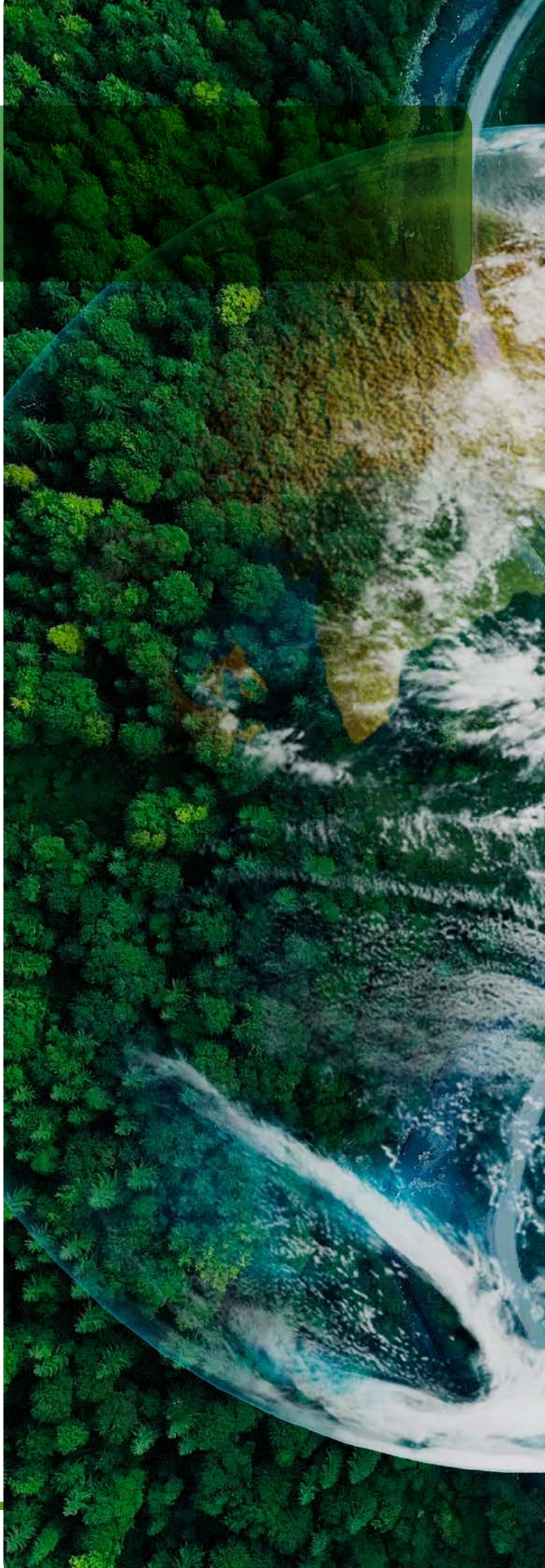
We actively engage in climate-related direct lobbying to influence regulatory frameworks that enable renewable energy adoption, digital infrastructure growth, and climate-aligned technology standards. Our efforts include contributing to consultations and policy dialogues that promote energy-efficient networks, circular economy principles, and responsible technology governance. All our lobbying activities and trade association memberships are reviewed annually to ensure alignment with the Paris Agreement and India's Net Zero target for 2070. Our programme covers all jurisdictions where we operate, ensuring consistency in our approach to lobbying and advocacy globally.

Collaboration is central to our advocacy approach. In FY 2024-25, we contributed a total of ₹1,44,14,761 Cr towards various collaborative initiatives and industry platforms. The top five memberships by fee include: TM Forum (₹81,19,864), Telecom Infra Project (₹32,22,691), Confederation of Indian Industry (₹12,96,720), FTTH Council (₹6,66,037), and ADS Toulouse Sarl (₹4,71,927).

TM Forum: We work with TM Forum to advance sustainable, AI-enabled telecom operations. By aligning with Open Digital Architecture and automation frameworks, we help operators reduce energy use and accelerate net-zero goals.

Telecom Infra Project Inc.: We support Telecom Infra Project's vision for open, energy-efficient networks through our expertise in FTTx planning, Open RAN design, and zero-touch operations, enabling greener connectivity solutions.

Confederation of Indian Industry (CII): We actively support CII's Climate Action Charter and broader sustainability agenda by promoting the development of frontier technologies and driving investment in impactful innovations. Our engagement also focuses on trust-building through transparent governance and advocating for predictable policy frameworks that enable long-term collaboration and industry-wide decarbonization.

FTTH Council: We advocate fibre as a low-carbon connectivity backbone and deliver intelligent rollout solutions that minimize materials and energy use, supporting sustainable broadband expansion.

ADS Toulouse SARL (ADS Group): Through ADS membership, we collaborate on clean growth initiatives in aerospace, applying engineering solutions that reduce lifecycle emissions and enhance efficiency.

Through our memberships, we collaborate on initiatives that advance climate policy positions such as promoting energy-efficient telecom infrastructure, open digital architecture, and climate-resilient industrial practices. We actively advocate for digital transformation, connectivity, and climate action within technology ecosystems, while monitoring these associations' positions to ensure alignment with our own commitments. Although we value collective action, our membership does not imply endorsement of every stance taken by these organizations; in cases of misalignment, we act independently and communicate our position transparently.

In FY 2024-25, we made political contributions amounting to ₹30 Mn to the Bharatiya Janata Party (BJP) and the Telugu Desam Party, in full compliance with applicable laws and without any expectation of preferential treatment. During the reporting period, we did not make any financial contributions to lobbying entities, other tax-exempt organizations, ballot measures, or referendums.

FINANCIAL PERFORMANCE AND VALUE CREATION

In FY2024-25, we delivered a resilient financial performance despite global macroeconomic factors, reaffirming our commitment to long-term value creation and operational excellence. Our consolidated revenue grew by 3% YoY, reaching ₹73,604 Mn, driven by strategic expansion in high-growth verticals and disciplined execution across our business units. We maintained a healthy EBITDA margin of 15.5%, supported by cost optimization and improved operational efficiencies. Our Free Cash Flow stood at ₹6,878 Mn, representing a testament to our strong cash discipline and prudent working capital management.

During the year, we successfully monetized 14.5% stake in Cyient DLM, generating a one-time gain of ₹7,831 Mn, and strategically invested ₹612 Mn in Azimuth AI, reinforcing our commitment to innovation and future-ready technologies. We also incorporated Cyient Semiconductors Private Limited, marking our entry into the high-growth semiconductor space. We did not receive any financial assistance from any government during the reporting period FY 2024-25.

Beyond financials, we continued to invest in inclusive development. Through the Cyient Foundation, we supported over 200,000 children, planted 106,000+ trees, and provided digital literacy and vocational training to thousands across India. Our CSR spend stood at ₹72 Mn, focused on education, healthcare, skill development, and environmental conservation.

Economic Value Created (in ₹ Mn)

	FY 2022-23	FY 2023-24	FY 2024-25
Economic Value Generated			
Total Revenue (A)	**60,973**	**72,131**	**74,570**
Revenue from Operations	60,159	71,472	73,604
Other Income	814	659	966
Economic Value Distributed			
Total Distribution (B)	**52,089**	**62,116**	**65,818**
Operating Cost (employee wages & benefits, operating, administration, and other expenses.)	50,128	58,44	62,171
Payment to providers of capital	652	782	1,021
Payments to governments (in the form of taxes plus related penalties paid at the international, national, and local levels.)	1,228	2,775	2,554
Community Investments	81	115	72
Economic Value Retained (A-B)	**8,884**	**10,015**	**8,752**

TAX STRATEGY

Our Approach

We are committed to upholding a transparent and responsible tax strategy that reflects both the spirit and the letter of the law across all jurisdictions in which we operate. Our Board-approved tax policy guides our approach to compliance, ensuring that our tax practices are aligned with our ethical standards and commercial objectives. We do not engage in artificial tax arrangements or transfer value to low-tax jurisdictions. We are also committed to not using tax structures that lack commercial substance. Our business structures, including the establishment of overseas subsidiaries, are driven solely by legitimate operational needs and strategic intent. We refrain from using secrecy jurisdictions or so-called tax havens for the purpose of tax avoidance. All intercompany transactions are conducted in accordance with the arm's length principle, as outlined by the OECD guidelines, ensuring that our transfer pricing reflects market realities and commercial fairness. We place strong emphasis on timely and accurate compliance with tax legislation, consistently filing and paying taxes within mandated timelines while maintaining transparent disclosures to statutory authorities.

Tax Governance

At Cyient, tax governance is an integral part of our broader commitment to ethical and transparent corporate practices. Our Board-approved governance framework ensures that all tax positions are evaluated through a structured preparer-reviewer-approver process. These procedures are reviewed periodically to remain aligned with evolving statutory requirements and business needs across jurisdictions. Our in-house tax team, comprising qualified professionals reporting to the CFO, works closely with business units to ensure tax considerations are embedded in decision-making. The team undergoes regular training and collaborates with external advisors to stay updated on regulatory changes and industry-specific developments.

For complex or non-routine transactions, where tax treatment may be ambiguous, the tax team conducts detailed analysis and consults external experts as needed. These positions are reviewed by senior management and escalated to the Board or its Committees when necessary, where there are implications for cash flows, compliance, or implementation. Oversight of tax governance is supported by the ESG Committee, which now includes tax-related disclosures within its remit. Additionally, our Whistleblower Policy provides a secure channel for reporting unethical behaviour, including concerns related to tax practices.

We manage tax risks through a structured and ethical approach, ensuring timely compliance with all applicable laws across jurisdictions. Tax risk is embedded within our enterprise risk management (ERM) framework, which is periodically reviewed by internal auditors and overseen by the Risk Committee. Our in-house compliance team monitors regulatory developments and adopts tax positions based on statutory law and jurisprudence. In cases of ambiguity,

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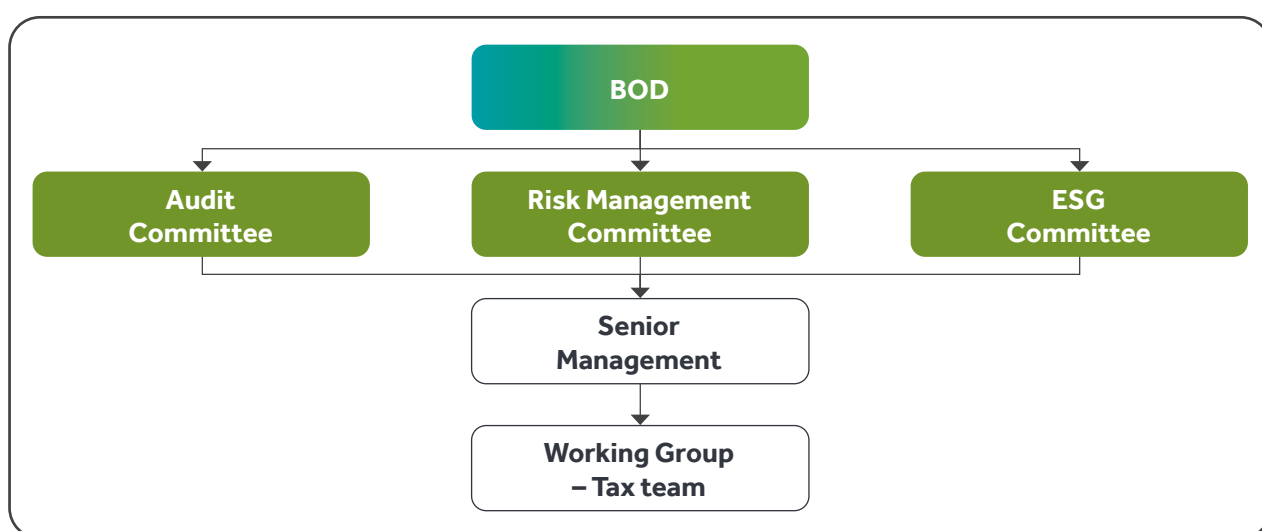
we consult external advisors and document their opinions for future reference. We prioritize resolving disputes through consultation before pursuing litigation, reflecting our commitment to transparency and responsible tax conduct. Through this structured approach, we ensure our tax decisions reflect our corporate values and are executed with accountability, and full legal compliance.

Tax Reporting and Transparency

At Cyient, we are committed to transparent and responsible tax reporting across all jurisdictions where our entities are tax-resident. We provide clear data on the primary activities, financial performance, tax obligations, and employee counts for each jurisdiction in which we operate. This information is disclosed through our audited consolidated financial statements and publicly filed reports, ensuring alignment with global standards and regulatory expectations. Details of all resident entities are available in AOC-1 of the Annual Report FY 2024-25.

Our commitment to tax transparency is further demonstrated through the publication of our Annual Tax Transparency Report FY 2024-25, which details our global tax contributions, including taxes, duties, and levies. We actively engage with stakeholders, including tax authorities and governments, to foster open dialogue and collaborative relationships.

DATA PRIVACY AND CYBER SECURITY

Information Security Governance

At Cyient, safeguarding the integrity and confidentiality of stakeholder information is our top priority. We are committed to complying with global data protection regulations, including the General Data Protection Regulation (GDPR), and remain accountable to data protection authorities across all jurisdictions in which we operate. Our approach to data privacy is rooted in transparency, legal compliance, and proactive risk management.

Our Information Security Management System (ISMS) is aligned with internationally recognized standards, including ISO/IEC 27001:2022 and ISO/IEC 27002:2013, and has been independently audited by an external third-party organization. This system governs the secure management of information assets and protects them from internal and external threats. It covers a wide range of controls, including password and device security, email protection, handling of sensitive data, secure data transfers, remote working guidelines, internet and social media access, incident response planning, and disciplinary procedures. We have implemented robust data loss prevention systems and follow strict data retention guidelines, including defined timelines for secure deletion of data.

Board-level oversight of cybersecurity matters rests with the Risk Management Committee (RMC), while strategic direction is provided by Debjani Ghosh (Independent Director), our Vice President and Chief Information Officer. They work closely with the Chief Executive Officer to ensure that all cybersecurity initiatives are fully aligned with our business objectives.

At the executive level, Mr. K.A. Prabhakaran serves as our Chief Technology Officer (CTO), responsible for setting the strategic direction and overseeing the implementation of key technology initiatives.

His leadership ensures that our digital transformation efforts are aligned with business objectives and industry best practices. Supporting this vision, Mr. Sujeet Kumar holds the position of Chief Information Officer (CIO) and Head Security Council of IT, managing day-to-day IT operations and ensuring the reliability, security, and scalability of our technological infrastructure. Together, they steer our organization's technological advancements, foster seamless integration of IT solutions, and uphold a culture of continuous innovation and improvement.

We maintain robust security across all layers, including email, document management systems, web services, and cloud platforms. To benchmark our performance, we were evaluated by an independent third-party cybersecurity rating, where we achieved a score of 810, placing us in the top 1% of technology organizations globally. We also maintain a detailed cybersecurity scorecard, consistently scoring between 98-99, which provides a clear view of our layered security posture. Our IT management systems are audited internally on a bi-annual basis and externally on an annual basis, ensuring robust compliance and driving continuous improvement in data protection and cyber resilience.

Our Privacy Policy outlines our commitment to protecting personal data across all global operations. It details how the company collects, uses, stores, and secures personal information in compliance with international data protection regulations such as GDPR, CCPA, and HIPAA. The policy emphasizes transparency, lawful processing, and user rights, including access, correction, and deletion of personal data. We also ensure that third-party service providers adhere to similar privacy standards, reinforcing our dedication to responsible data handling and user trust.

Our Information Security and Data Privacy Council, comprising representatives from functional and delivery locations, plays a critical role in managing and directing our cybersecurity framework. The Council is responsible for overseeing physical, technological, and cyber aspects of information security, coordinating security controls across all our locations, and commissioning policies, procedures, and guidelines approved by the CEO. It periodically reviews these policies to ensure effectiveness, recommends improvements, and identifies emerging risks. The Council also reviews security incidents and proposes strategic enhancements to address root causes. Regular reporting on the status of our security infrastructure is provided to the Executive Chairman, with inputs from the CIO, local security committees, the Information Security Manager, Internal Audit, and other relevant stakeholders. This structured governance ensures that our cybersecurity strategy remains resilient, responsive, and aligned with global best practices.

Strengthening Information Security and Cybersecurity Measures

Our information security policy reflects a strong commitment to continuous improvement and proactive risk management. We regularly enhance our security systems to ensure the integrity and protection of all the data related to our company, associates, clients and suppliers. Our approach includes active monitoring and swift response to emerging threats, supported by clearly defined responsibilities for information security across the entire workforce. We also enforce stringent security requirements for third parties, including suppliers and service providers, to ensure our standards are consistently upheld throughout the value chain.

We continue to strengthen our information security and cybersecurity practices to safeguard sensitive data and ensure operational resilience. Our approach begins with making security guidelines easily accessible to all associates, supported by mandatory training programmes tailored to different roles and levels of responsibility. New associates receive mandatory foundational training on information security and cybersecurity during induction, while existing employees undergo annual refresher courses and project-specific trainings based on project requirements and risk profiles. During FY 2024-25, we delivered 597 hours of cybersecurity training. The programme covered key topics such as information security policies, cyber awareness, digital safety and ISMS practices.

To ensure real-time responsiveness, we have established dedicated platforms for our associates to report on potential security breaches, vulnerability and suspicious activities. Our intranet portal, aligned with ISO/IEC 27001:2022 standards, enables efficient handling of security events and supports proactive incident management. Suspicious activities can be reported directly through our internal Information Security Management System (ISMS) platform, which is monitored by our ISMS team responsible for investigation and remediation. We also emphasize accountability, any breach of established policies is subject to disciplinary action, reinforcing the importance of compliance across the organization. By combining structured training, responsive reporting mechanisms, and a culture of vigilance, we ensure that information security remains a shared responsibility and a strategic priority.

Our Business Continuity Management procedure applies across all company locations and addresses risks such as power outages, cyber incidents, loss of access, and resource shortages. It involves identifying threats, assessing impacts, and implementing recovery strategies, including backups, alternate facilities, and documented recovery plans. Regular drills and tests validate effectiveness, while reviews by the Security Council Forum occurs bi-annually, supported by departmental evaluations and internal audits to ensure compliance and continuous improvement. Our incident response protocols are tested annually to validate their effectiveness and readiness.

Our Threat, Vulnerability and Patch Management policy covers all computing devices and applications across our global network. We perform regular vulnerability scans, patching, and remediation using industry-standard tools, supported by defined SLAs. As part of our proactive cybersecurity posture, we conduct external third-party vulnerability assessments and penetration testing (VAPT), including simulated hacker attacks, to identify and address system vulnerabilities. Reviews of planned versus executed activities are carried out quarterly, ensuring compliance and continuous improvement. We have zero data breaches or cybersecurity incidents during FY2024-25 or in the preceding three years. Furthermore, we have zero fines or revenue losses arising from such events during the reporting period.

Information Security Management

At Cyient, privacy of our stakeholders including customers, associates, suppliers, and partners is a core component of our governance and risk management framework. We are committed to protecting intellectual property, personal data, and confidential information, including unpublished price-sensitive data, across all jurisdictions in which we operate. To ensure this, we deploy an advanced Data Leak Prevention (DLP) tool that monitors and controls data flows, helping prevent unauthorized access or transmission of sensitive information.

At Cyient, we embed data privacy deeply within our group-wide governance and risk management framework, recognising it as a vital element of our broader operational resilience strategy. We integrate it across our systems and procedures to ensure that personal information is managed with transparency, integrity, and in full compliance with global regulatory standards. Our zero-tolerance approach to privacy breaches reinforces our commitment to accountability any violation of our protocols is met with firm disciplinary action, which may include termination or legal recourse, depending on the gravity of the incident. Regular internal and independent third-party audits are conducted in accordance with ISO/IEC 27001:2022 standards to assess all our applications, compliance with our privacy policies.

We review audit-level findings on a quarterly basis through discussions within the Security Council, ensuring timely identification and resolution of issues. Our CIO represents these findings to the Audit Committee of the Board, enabling oversight and accountability at the highest level. These audits are instrumental in identifying gaps, assessing risks, and recommending improvements to our privacy practices. They allow us to proactively address vulnerabilities and continuously strengthen our data protection measures. By aligning with global privacy regulations and embedding privacy into our operational culture, we reaffirm our commitment to transparency, regulatory compliance, and the responsible handling of stakeholder data.

We uphold strong ethical standards in the handling of unpublished price-sensitive information and customer data. We ensure that all personal and confidential information is treated with integrity and used strictly for its intended purpose. In FY 2024-25, we maintained a clean record in data privacy, with no instances of customer data being used for secondary purposes. Further reinforcing our commitment to user privacy, we received zero government requests for customer information during the reporting year. We also recorded zero breaches of customer data in FY 2024-25, continuing a consistent track record of privacy protection over recent years. These outcomes reflect the effectiveness of our internal controls and our dedication to maintaining stakeholder trust.

RESPONSIBLE SUPPLY CHAIN

At Cyient, we understand that our responsibility to society and the environment extends beyond our own operations. It extends deep into our supply chain, shaping the actions and values of every vendor, partner, and collaborator who contributes to our success. As we continue to grow as a global engineering and technology solutions provider, we remain steadfast in our belief that a resilient, ethical, and sustainable supply chain is crucial.

Our commitment to responsible sourcing is anchored in our Vendor Code of Conduct (VCoC), which articulates our expectations across a wide spectrum of ethical, environmental, and social dimensions.

From prohibiting child and forced labor to upholding data privacy, environmental compliance, and anti-corruption standards, the VCoC serves as a compass for our suppliers, guiding them to operate with the same integrity and transparency that define us. We expect our vendors to not only comply with applicable laws but to embrace our values in every interaction. To operationalise these principles, we have institutionalized a Supply Chain Manual that outlines clear procedures and best practices for procurement, production, and distribution. This ensures consistency, accountability, and alignment with our sustainability goals across all functions and geographies.

ESG
Supply Chain facets of VCoC Policy

Biodiversity Protection

Water Conservation

Energy Conservation and Emission Reduction

Data Protection and Information Security

Health & Safety

Waste Management and Circular Economy

Ethical Business Conduct

Labor Practices and Human Rights

Business Integrity, Transparency and Continuity

Community Engagement
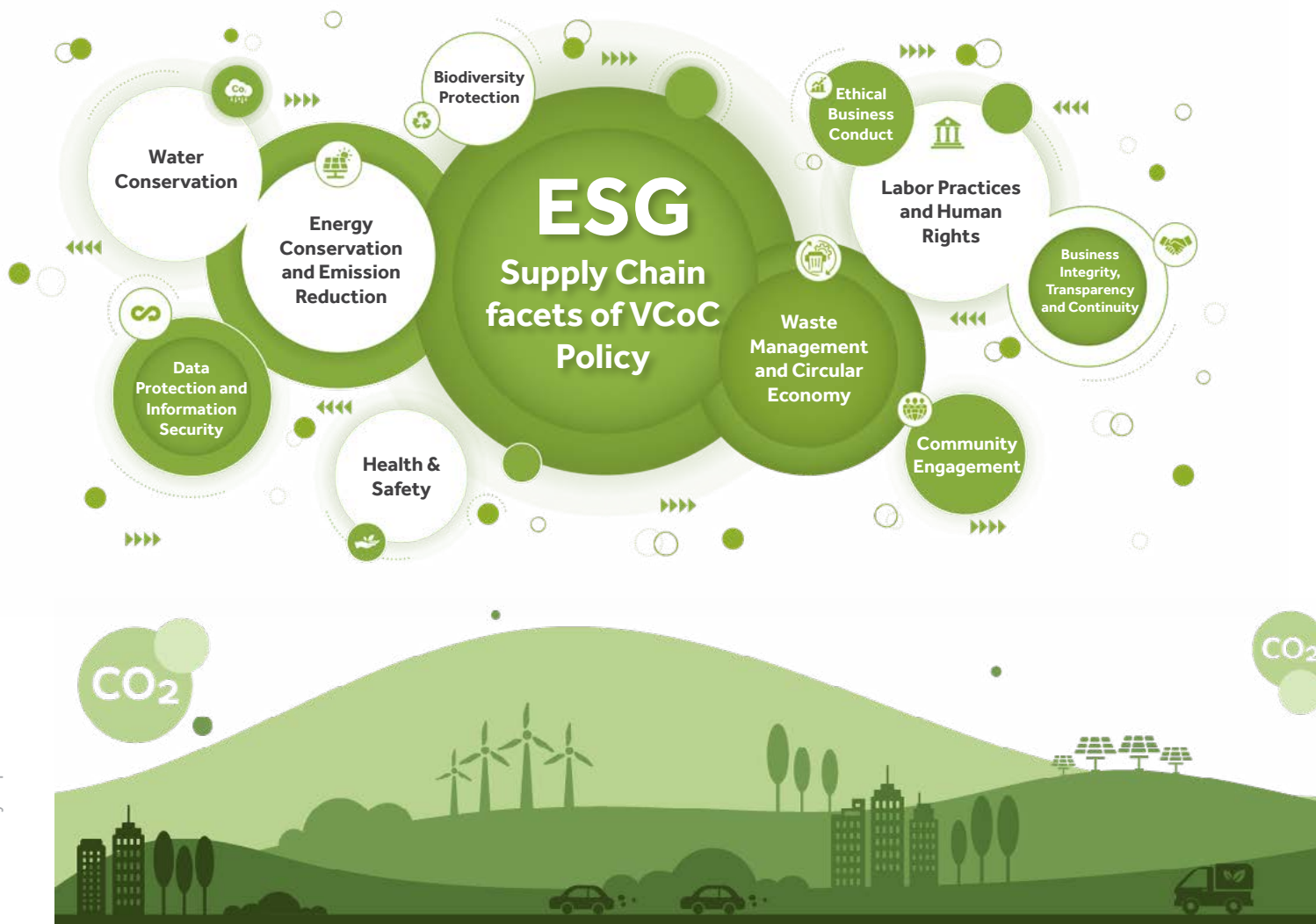
Empowering Local Economies

We are deeply committed to supporting local economies and reducing our environmental footprint through strategic sourcing. By prioritising procurement from suppliers within India, we try to reduce emissions associated with transportation and contribute to regional economic development. In FY 2024-25, 88% of our procurement budget in significant operational locations was allocated to local suppliers, reinforcing our commitment to sustainable, community-driven sourcing. Of this, 17% was directed towards MSMEs and small producers, further supporting inclusive economic growth.

Metric	FY 2024-25	FY 2023-24	FY 2022-23
Total number of suppliers	1867	4,596	4,832
Percentage of local suppliers[1] (India-based)	88%	41%	37%
Spending on local suppliers (million INR)	4,116	3,929	5,642

Integrating ESG into Supplier Engagement

We view our suppliers as partners in progress. To ensure that our supply chain reflects our sustainability ethos, we have developed a Sustainable Supplier Assessment Framework that embeds environmental and social criteria into every stage of supplier engagement. All new suppliers undergo a rigorous screening process to assess their alignment with our environmental and social standards. In FY 2024-25, 26% of new suppliers were screened using comprehensive ESG criteria. This included environmental aspects such as emissions management, waste handling, and resource efficiency, alongside social indicators covering fair labor practices, non-discrimination, and community engagement.

We have assessed 89 suppliers, who collectively represent approximately 30% of our total annual procurement spend. These suppliers were screened using Dun & Bradstreet's ESG assessment framework, with a particular focus on Health & Safety and Working Conditions. The assessment encompassed key social indicators, including sexual harassment, workplace discrimination, child labor, forced or involuntary labor, and fair wages. Through this initiative, we aim to uphold ethical standards across our value chain, promote responsible sourcing practices, and ensure that our procurement decisions contribute to safe, inclusive, and equitable working environments.

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[1]Local suppliers mean supplier based in India having close geographic proximity to operations-aligning with our local sourcing and sustainable procurement strategy
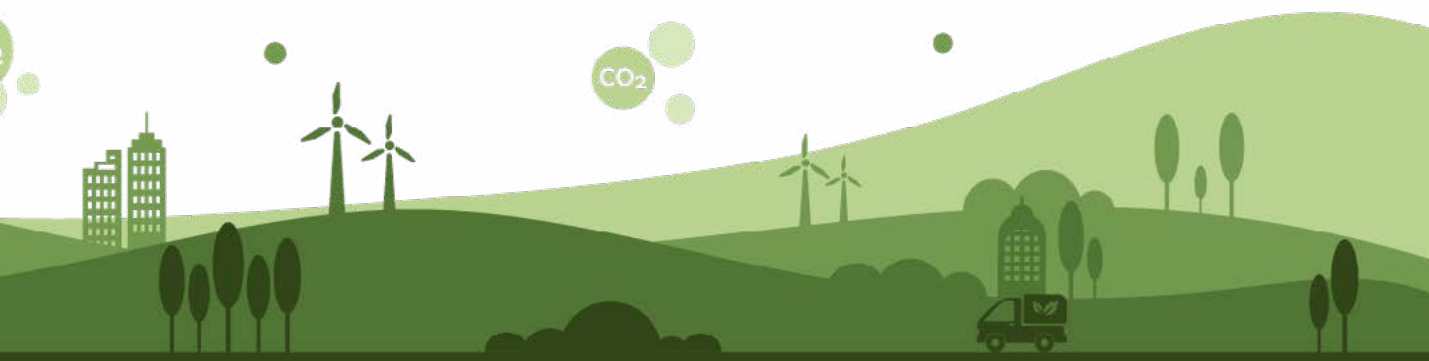
Assessing Existing Suppliers

Our commitment to responsible sourcing does not end with onboarding. We continue to engage with our existing suppliers through structured assessments that help us identify and address environmental risks across our value chain. During FY 2024-25, we assessed 55 suppliers for their environmental performance, focusing on areas such as emissions, waste management, and compliance with environmental regulations. Through this process, we identified 22 suppliers with significant actual or potential negative environmental impacts. In keeping with our collaborative approach, we worked closely with 4% of these suppliers to develop and implement improvement plans aimed at mitigating these risks and enhancing their sustainability performance. All our suppliers met our standards in the last financial year. In rare cases where alignment cannot be achieved despite engagement, we would responsibly discontinue the relationship, however no such instances occurred.

Supplier Assessment	FY 2024-25
Number of suppliers assessed for environmental/social impacts.	55
Percentage of significant suppliers assessed	26
Number of suppliers identified as having significant actual and potential negative environmental/social impacts.	22
Percentage of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	4%
Number of suppliers with substantial actual/potential negative impacts that were terminated	22
Total number of suppliers supported in corrective action plan implementation	22
Percentage of significant suppliers supported in corrective action plan implementation	4%

Supplier Assessment and Engagement

Identifying critical suppliers	Raising awareness	Distributing questionnaires	Rigorous auditing	Rewards & Performance Improvement Frameworks
Focusing on vendors who significantly impact our operations	Educating suppliers about sustainability and ESG best practices	Gathering data on supplier performance	Ensuring data accuracy and compliance	Ensuring that the vendors strive to perform better with each audit cycle

Driving Continuous Improvement

We are continuously refining our audit protocols to capture emerging ESG risks and expanding our supplier rating mechanisms to provide more nuanced insights. Our reward and recognition programme celebrates suppliers who demonstrate exceptional sustainability performance, encouraging a culture of excellence and shared accountability. We also encourage our vendors to engage with local communities, adopt circular economy principles, and contribute to biodiversity protection. These expectations are not just aspirational they are embedded in our VCoC and reinforced through regular training, audits, and collaborative improvement plans.

ISO CERTIFICATIONS

CYIENT LIMITED

Plot No. 11, Software Units Layout, Info city,
Madhapur, Hyderabad - 500 081, Telangana, India

This is a multi-site certificate, additional site(s) are listed on the next page(s)

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above Organisation has been audited and found to be in accordance with the requirements of the Management System Standards detailed below.

Standards

ISO 14001:2015 & ISO 45001:2018

Scope of certification

ENGINEERING DESIGN & SOLUTIONS SPATIAL DATA, SOFTWARE SERVICES- INCLUDING PLANT & PRODUCT ENGINEERING, MODELLING, ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, FIELD SERVICES, AERIAL SURVEY, PHOTOGRAMETRY,TECHNICAL PUBLICATIONS, RELIABILITY ANALYSIS, MANUFACTURING ENGINEERING SUPPORT AND MAINTENANCE.

Original cycle start date for ISO 14001: **26 February 2015**

Original cycle start date for ISO 45001: **21 October 2019**

Recertification cycle start date: **13 October 2025**

Subject to the continued satisfactory operation of the Organisation's Management System, this certificate is valid until: **20 October 2028**

Certificate No. **IND.25.412/IM/U**   Version: **1**   Issue date: **13 October 2025**

For certificate authenticity, click here
https://certcheck.ukas.com/

ISO 14001	IN052227
ISO 45001	IN052228

Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

UKAS
MANAGEMENT
SYSTEMS
0008

Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom.

Local office: *Bureau Veritas (India) Private Limited (Certification Business)*
72 Business Park, Marol Industrial Area, MIDC Cross Road "C",
Andheri (East), Mumbai – 400 093, India.

Pg 1 of 5

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call **+ 91 22 6274 2000.**

CYIENT LIMITED

Standards

ISO 14001:2015 & ISO 45001:2018

Scope of certification

SITE	ADDRESS	SCOPE
Madhapur	Plot No. 11, Software Units Layout, Info city, Madhapur, Hyderabad - 500 081, Telangana, India	ENGINEERING DESIGN, SPATIAL DATA & SOFTWARE SERVICES- INCLUDING MODELLING, ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, PHOTOGRAMETRY MANUFACTURING SUPPORT AND MAINTENANCE
Manikonda	PLOT NO. 2, IT PARK, NANAKRAMGUDA, MANIKONDA, HYDERABAD – 500 032, TELANGANA, INDIA	ENGINEERING DESIGN & SOFTWARE SERVICES- INCLUDING MODELLING, ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION,TECHNICAL PUBLICATIONS,RELIABILITY ANALYSIS, MANUFACTURING ENGINEERING SUPPORT, MAINTENANCE AND EXPORT CONTROLS
Uppal	NSL SEZ ARENA,1st , 3rd , 7th,8th , 9th & 10th Floor, Block-6, Survey No.1, Plot No.6, Ramanthapur Road, Uppal, Hyderabad- 500039, TELANGANA. India	SPATIAL DATA & SOFTWARE SERVICES- INCLUDING ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, SUPPORT AND MAINTENANCE & INSTALLATION, CONFIGURATION, ADMINISTRATION (HELP DESK SERVICES), MAINTENANCE AND TECHNICAL SUPPORT OF IT SERVICE MANAGEMENT SOLUTIONS
Visakhapatnam	Survey No.410, Plot No: 14, SEZ Unit, Hill No.3, Madhurawada Village, Rushikonda, Visakhapatnam - 530003, A.P. India.	ENGINEERING DESIGN, SPATIAL DATA SERVICES- INCLUDING ANALYSIS, DESIGN, CONVERSION, SUPPORT AND MAINTANACE & INSTALLATION , DRAFTING & MODELLING
E-City, Bangalore	PLOT NO. 110 A & 110 B, PHASE 1, ELECTRONIC CITY, HOSUR ROAD, BENGALORE – 560 100	ENGINEERING DESIGN & SOFTWARE SERVICES- INCLUDING MODELLING, ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, TECHNICAL PUBLICATIONS,RELIABILITY ANALYSIS, MANUFACTURING ENGINEERING SUPPORT AND MAINTENANCE.

Certificate No. **IND.25.412/IM/U**   Version: **1**   Issue date: **13 October 2025**

For certificate authenticity, click here
https://certcheck.ukas.com/

ISO 14001	IN052227
ISO 45001	IN052228

Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

UKAS
MANAGEMENT
SYSTEMS

0008

Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom

Local office: Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road "C",
Andheri (East), Mumbai – 400 093, India.

Pg 2 of 5

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call **+ 91 22 6274 2000.**

CYIENT LIMITED

Standards

ISO 14001:2015 & ISO 45001:2018

Scope of certification

SITE	ADDRESS	SCOPE
NOIDA	ODC 1, GROUND FLOOR, WING - B, BUILDING NO- B1, PLOT NO 8, NSL TECH ZONE, SECTOR 144, NOIDA - 201304, UP, INDIA	SPATIAL DATA & SOFTWARE SERVICES- INCLUDING ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, SUPPORT AND MAINTENANCE.
Cylent Australia PTY LTD, SYDNEY	Level 14, 3 Parramatta Square, 153 Macquarie St, Parramatta, NSW-2150, Australia.	ENGINEERING DESIGN, SPATIAL DATA, SOFTWARE & FIELD SERVICES-INCLUDING INVENTORY, MODELING, ANALYSIS, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, SUPPORT AND MAINTENANCE
Cylent Europe Limited	BLOCK A, 1ST FLOOR, APEX PLAZA, FORBURY ROAD, READING- RG11AX, BERKSHIRE, UNITED KINGDOM	SPATIAL DATA SERVICES- INCLUDING ANALYSIS, PRODUCT& FIELD SERVICES-INCLUDING INVENTORY, DEVELOPMENT, IMPLEMENTATION, CONVERSION, AERIAL SURVEY,SUPPORT AND MAINTENANCE.
PUNE	12 Floor (Wing A), S No. AP 81, 83 N Main Road, Near Hard Rock Cafe, Mundhwa, PUNE-411036	ENGINEERING DESIGN SERVCIES - INCLUDING DRAFTING, MODELLING, ANALYSIS & DESIGN, THE GLOBAL CAPABILITY CENTRE (GCC) SERVICES INCLUDES HUMAN RESOURCES.
Warangal	M/S. TSIIC LIMITED, PLOT NO-66 TO 70, IT/ITES SEZ MADIKONDA VILLAGE, HANUMAKONDA MANDAL, WARANGAL DISTRICT-506142, TELANGANA, INDIA	SPATIAL DATA SERVICES- INCLUDING ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, SUPPORT AND MAINTENANCE
Cyient Oy Ab, Vaasa	Silmukkatie 2, FI-65100 Vaasa, Finland	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, PRODUCT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS.

Certificate No. **IND.25.412/IM/U**   Version: **1**   Issue date: **13 October 2025**

Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

For certificate authenticity, click here
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ISO 14001	IN052227
ISO 45001	IN052228

UKAS
MANAGEMENT SYSTEMS
0008

Certification body address. 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom.

Local office: Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road "C",
Andheri (East), Mumbai – 400 093, India.

Pg 3 of 5

Further clarfications regarding the scope of this certificate and the applicability of the management system requirements
may be obtained by consulting the organisation.
To check this certificate validity please call **+ 91 22 6274 2000.**

CYIENT LIMITED

Standards

ISO 14001:2015 & ISO 45001:2018

Scope of certification

SITE	ADDRESS	SCOPE
CYIENT Oy Ab Espoo	Puolikkotie 8, 02230, Espoo, Finland	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, PRODUCT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS.
CYIENT Oy Ab, Pietarsaari	Koulukatu 25-27, 68600 Pietarsaari, Finland	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, PRODUCT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS.
CYIENT Oy Ab, Oulu	Elektroniikkatie 8, 90590 Oulu, Finland	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, PRODUCT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS.
CYIENT Oy Ab, Tampere	Hermiankatu 6-8 E, 33720 Tampere, Finland	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, PRODUCT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS.
CYIENT Oy Ab, Turku	Lemminkäisenkatu, 14-16, 20520 Turku, Finland	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, PRODUCT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS.

Certificate No. **IND.25.412/IM/U**   Version: **1**   Issue date: **13 October 2025**

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Commodities, Industry & Facilities Division

UKAS
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Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom

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72 Business Park, Marol Industrial Area, MIDC Cross Road "C",
Andheri (East), Mumbai – 400 093, India.

Pg 4 of 5

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements
may be obtained by consulting the organisation.
To check this certificate validity please call **+ 91 22 6274 2000**.

CYIENT LIMITED

Standards

ISO 14001:2015 & ISO 45001:2018

Scope of certification

SITE	ADDRESS	SCOPE
CYIENT INSIGHTS PRIVATE LIMITED, PUNE	Midas Tower, 5th & 6th Floor part B, Plot No. 44, Rajiv Gandhi Infotech Park, Hinjawadi, Phase I, Pune - 411057, Maharashtra, India	DESIGN, DEVELOPMENT SERVICES OF PLANT ENGINEEING AND TECHNICAL DOCUMENTATION SERVICES TO THE VEHICLE, PORT EQUIPMENTS, ENERGY, POWER, PROCESS, MANUFACTURING, AND OTHER TECHNOLOGY-DEPENDANT INDUSTRIES.
CYIENT INSIGHTS PRIVATE LIMITED, MUMBAI	Mindspace, Building no.1, 4th & 5th Floor, Plot No Gen 2/1/F, TTC Industrial Area, MIDC, Shirwane, Juinagar, 400 706, Navi Mumbai, India	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS
CYIENT Engineering AB, Karlstad, Sweden	Lagergrens gata 4, 652 26, Karlstad, Sweden	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS
CYIENT Norway AS, Oslo	Strandveien 37, 1366 Lysaker, Norway	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS
CYIENT Engineering & Information GmbH, Oberursel, Germany	Schwarzwiesen 13, 61440, Oberursel, Germany	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS

Certificate No. **IND.25.412/IM/U**   Version: **1**   Issue date: **13 October 2025**

Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

For certificate authenticity, click here
https://certcheck.ukas.com/

ISO 14001	IN052227
ISO 45001	IN052228

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MANAGEMENT SYSTEMS
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Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom.

Local office: Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road "G",
Andheri (East), Mumbai – 400 093, India.

Pg 5 of 5

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call + 91 22 6274 2000.

CYIENT LIMITED

Plot No. 11, Software Units Layout, Info city,
Madhapur, Hyderabad - 500 081, Telangana, India

This is a multi-site certificate, additional site(s) are listed on the next page(s)

Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System of the above Organisation has been audited and found to be in accordance with the requirements of the Management System Standard detailed below.

Standard

ISO 9001:2015

Scope of certification

ENGINEERING DESIGN & SOLUTIONS SPATIAL DATA, SOFTWARE SERVICES- INCLUDING PLANT & PRODUCT ENGINEERING, MODELLING, ANALYSIS,DESIGN SERVICES IN TELECOMMUNICATIONS AREAS, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, FIELD SERVICES, AERIAL SURVEY, PHOTOGRAMETRY,TECHNICAL PUBLICATIONS, RELIABILITY ANALYSIS, MANUFACTURING ENGINEERING SUPPORT AND MAINTENANCE.

Original cycle start date: **25 September 1995**

Recertification cycle start date: **12 August 2025**

Subject to the continued satisfactory operation of the Organisation's Management System, this certificate is valid until: **18 August 2028**

Certificate No. **IND.25.1531/QM/U**   Version: **1**   Issue date: **12 August 2025**

**Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division**

For certificate authenticity, click here
https://certcheck.ukas.com/

| ISO 9001 | IN051888 |

UKAS
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0008

Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom

Local office.   Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road "C",
Andheri (East), Mumbai – 400 093, India.

Pg 1 of 5

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call **+ 91 22 6274 2000.**

CYIENT LIMITED

Standard

ISO 9001:2015

Scope of certification

SITE	ADDRESS	SCOPE
Madhapur	Plot No. 11, Software Units Layout, Info city, Madhapur, Hyderabad - 500 081, Telangana, India	SPATIAL DATA & SOFTWARE SERVICES- INCLUDING MODELLING, ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, PHOTOGRAMETRY AND MAINTENANCE.
Manikonda	PLOT NO. 2, IT PARK, NANAKRAMGUDA, MANIKONDA, HYDERABAD – 500 032, TELANGANA, INDIA	ENGINEERING DESIGN & SOFTWARE SERVICES- INCLUDING MODELLING, ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, TECHNICAL PUBLICATIONS, RELIABILITY ANALYSIS, MANUFACTURING ENGINEERING SUPPORT, MAINTENANCE AND EXPORT CONTROLS
Uppal	NSL SEZ ARENA,1st , 3rd , 7th,8th , 9th & 10th Floor, Block-6, Survey No.1, Plot No.6, Ramanthapur Road, Uppal, Hyderabad- 500039, TELANGANA. India	SPATIAL DATA & SOFTWARE SERVICES- INCLUDING ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, SUPPORT AND MAINTENANCE, ADMINISTRATION (HELP DESK SERVICES),
Visakhapatnam	Survey No.410, Plot No: 14, SEZ Unit, Hill No.3, Madhurawada Village, Rushikonda, Visakhapatnam - 530003, A.P. India.	SPATIAL DATA SERVICES-INCLUDING ANALYSIS, DESIGN, CONVERSION, SUPPORT AND MAINTANACE
E-City , Bangalore	PLOT NO. 110 A & 110 B, PHASE 1, ELECTRONIC CITY, HOSUR ROAD, BENGALORE – 560 100	ENGINEERING DESIGN & SOFTWARE SERVICES- INCLUDING MODELLING, ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, TECHNICAL PUBLICATIONS, RELIABILITY ANALYSIS, MANUFACTURING ENGINEERING SUPPORT AND MAINTENANCE.
NOIDA	ODC 1, GROUND FLOOR, WING -B, BUILDING NO- B1, PLOT NO 8, NSL TECH ZONE, SECTOR 144, NOIDA - 201304, UP, INDIA	SPATIAL DATA & SOFTWARE SERVICES- INCLUDING ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, SUPPORT AND MAINTENANCE.

Certificate No. **IND.25.1531/QM/U**   Version: **1**   Issue date: **12 August 2025**

Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

For certificate authenticity, click here
https://certcheck.ukas.com/

ISO 9001	IN051888

UKAS
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Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom.

Local office: Bureau Veritas (India) Private Limited (Certification Business)
                72 Business Park, Marol Industrial Area, MIDC Cross Road "G",
                Andheri (East), Mumbai – 400 093, India.

Pg 2 of 5

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements
may be obtained by consulting the organisation.
To check this certificate validity please call **+ 91 22 6274 2000.**

CYIENT LIMITED

Standard

ISO 9001:2015

Scope of certification

SITE	ADDRESS	SCOPE
Cyient Australia PTY LTD, SYDNEY	Level 14, 3 Parramatta Square, 153 Macquarie St, Parramatta, NSW-2150, Australia.	ENGINEERING DESIGN, SPATIAL DATA, SOFTWARE & FIELD SERVICES-INCLUDING INVENTORY, MODELING, ANALYSIS, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, SUPPORT AND MAINTENANCE
Cyient Europe Limited	BLOCK A, 1ST FLOOR, APEX PLAZA, FORBURY ROAD, READING- RG11AX, BERKSHIRE, UNITED KINGDOM	SPATIAL DATA SERVICES- INCLUDING ANALYSIS, PRODUCT& FIELD SERVICES-INCLUDING INVENTORY, DEVELOPMENT, IMPLEMENTATION, CONVERSION, AERIAL SURVEY,SUPPORT AND MAINTENANCE.
PUNE	12 Floor (Wing A), S No. AP 81, 83 N Main Road, Near Hard Rock Cafe, Mundhwa, PUNE-411036	ENGINEERING DESIGN SERVCIES - INCLUDING DRAFTING, MODELLING, ANALYSIS & DESIGN, THE GLOBAL CAPABILITY CENTRE (GCC) SERVICES INCLUDES HUMAN RESOURCES.
Warangal	M/S. TSIIC LIMITED, PLOT NO-66 TO 70, IT/ITES SEZ MADIKONDA VILLAGE, HANUMAKONDA MANDAL, WARANGAL DISTRICT-506142, TELANGANA, INDIA	SPATIAL DATA SERVICES- INCLUDING ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, SUPPORT AND MAINTENANCE
Cyient Oy Ab, Vaasa	Silmukkatie 2, FI-65100 Vaasa, Finland	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, PRODUCT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS.
CYIENT Oy Ab Espoo	Puolikkotie 8, 02230, Espoo, Finland	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, PRODUCT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS.

Certificate No. **IND.25.1531/QM/U**   Version: **1**   Issue date: **12 August 2025**

For certificate authenticity, click here
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ISO 9001	IN051888

Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

UKAS
MANAGEMENT
SYSTEMS
0008

Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom.

Local office: Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road "C",
Andheri (East), Mumbai – 400 093, India.

Pg 3 of 5

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call **+ 91 22 6274 2000**.

Bureau Veritas Certification

CYIENT LIMITED

Standard

ISO 9001:2015

Scope of certification

SITE	ADDRESS	SCOPE
CYIENT Oy Ab, Pietarsaari	Koulukatu 25-27, 68600 Pietarsaari, Finland	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, PRODUCT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS.
CYIENT Oy Ab, Oulu	Elektroniikkatie 8, 90590 Oulu, Finland	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, PRODUCT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS.
CYIENT Oy Ab,Tampere	Hermiankatu 6-8 E, 33720 Tampere, Finland	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, PRODUCT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS.
CYIENT Oy Ab,Turku	Lemminkäisenkatu, 14-16, 20520 Turku, Finland	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, PRODUCT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS.
CYIENT INSIGHTS PRIVATE LIMITED, PUNE	Midas Tower, 5th & 6th Floor part B, Plot No. 44, Rajiv Gandhi Infotech Park, Hinjawadi, Phase I, Pune 411057, Maharashtra, India	DESIGN, DEVELOPMENT SERVICES OF PLANT ENGINEEING AND TECHNICAL DOCUMENTATION SERVICES TO THE VEHICLE, PORT EQUIPMENTS, ENERGY, POWER, PROCESS, MANUFACTURING, AND OTHER TECHNOLOGY-DEPENDANT INDUSTRIES.

Certificate No. **IND.25.1531/QM/U**   Version: **1**   Issue date: **12 August 2025**

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ISO 9001	IN051888

Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

UKAS
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Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom.

Local office: Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road "G",
Andheri (East), Mumbai – 400 093, India.

Pg 4 of 5

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call **+ 91 22 6274 2000.**

CYIENT LIMITED

Standard

ISO 9001:2015

Scope of certification

SITE	ADDRESS	SCOPE
CYIENT INSIGHTS PRIVATE LIMITED, MUMBAI	Mindspace, Building no.1, 4th & 5th Floor, Plot No Gen 2/1/F, TTC Industrial Area, MIDC, Shirwane, Juinagar, 400 706, Navi Mumbai, India	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS
CYIENT Engineering AB, Karlstad, Sweden	Lagergrens gata 4, 652 26, Karlstad, Sweden	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS
CYIENT Norway AS, Oslo	Strandveien 37, 1366 Lysaker, Norway	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS
CYIENT Engineering & Information GmbH, Oberursel, Germany	Schwarzwiesen 13, 61440, Oberursel, Germany	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS
CELFINET-Consultoria em Telecomunicações, S.A.	Rua João Chagas, 53, 2º Piso, 1495 – 764 Cruz Quebrada – Dafundo, LISBOA, Portugal	PROVIDING ENGINEERING SOLUTIONS & DESIGN SERVICES IN TELECOMMUNICATIONS AREA, CONSULTANCY SERVICES IN WIRELESS AND FIXED TELECOMMUNICATIONS NETWORKS, PRODUCT DEVELOPMENT, ENGINEERING SUPPORT & MAINTENANCE

Certificate No. **IND.25.1531/QM/U**   Version: **1**   Issue date: **12 August 2025**

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ISO 9001	IN051888

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Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

UKAS
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Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom.

Local office: Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road "C",
Andheri (East), Mumbai – 400 093, India.

Pg 5 of 5

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call **+ 91 22 6274 2000.**

CYIENT LIMITED

CORPORATE OFFICE: PLOT NO. 11, SOFTWARE UNITS LAYOUT, INFOCITY,
MADHAPUR HYDERABAD – 500 081, TELANGANA, INDIA

This is a multi-site certificate, additional site(s) are listed on the next page(s)

*Bureau Veritas Certification Holding SAS – UK Branch certifies that the Management System
of the above Organisation has been audited and found to be in accordance with the
requirements of the Management System Standard detailed below.*

Standard

ISO/IEC 27001:2022

Scope of certification

**ENGINEERING DESIGN, SPATIAL DATA, AND SOFTWARE SERVICES –
INCLUDING MODELLING, ANALYSIS, DESIGN, PRODUCT DEVELOPMENT,
IMPLEMENTATION, CONVERSION, PHOTOGRAMETRY, TECHNICAL
PUBLICATIONS, RELIABILITY ANALYSIS, SUPPORT AND MAINTENANCE.**

Statement of Applicability Version v 7.0 Dt. 28.05.2025

Original cycle start date: **23 September 2004**

Recertification cycle start date: **18 September 2025**

Subject to the continued satisfactory operation of the Organisation's Management System,
this certificate is valid until: **22 September 2028**

Certificate No. **IND.25.7160/IS/U**   Version: **1**   Issue date: **18 September 2025**

For certificate authenticity, click here
https://certcheck.ukas.com/

| ISO/IEC 27001 | IN052270 |

UKAS
MANAGEMENT SYSTEMS
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Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom.

Local office: Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road "C",
Andheri (East), Mumbai – 400 093, India.

Pg 1 of 4

Further clarifications regarding the scope of this certificate and the applicability of the management system requirements
may be obtained by consulting the organisation.
To check this certificate validity please call **+ 91 22 6274 2000.**

CYIENT LIMITED

Standard

ISO/IEC 27001:2022

Scope of certification

SITE	ADDRESS	SCOPE
CORPORATE OFFCIE - MADHAPUR	PLOT NO. 11, SOFTWARE UNITS LAYOUT, INFOCITY MADHAPUR, HYDERABAD - 500 081, TELANGANA,. INDIA	ENGINEERING DESIGN, SPATIAL DATA, AND SOFTWARE SERVICES – INCLUDING MODELLING, ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, PHOTOGRAMETRY, TECHNICAL PUBLICATIONS, RELIABILITY ANALYSIS, SUPPORT AND MAINTENANCE. Statement of Applicability Version v 7.0 Dt. 28.05.2025
MANIKONDA	PLOT NO. 2, IT PARK, NANAKRAMGUDA, MANIKONDA, HYDERABAD – 500 032, TELANGANA, INDIA	ENGINEERING DESIGN & SOFTWARE SERVICES- INCLUDING MODELLING, ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, TECHNICAL PUBLICATIONS, RELIABILITY ANALYSIS, MANUFACTURING ENGINEERING SUPPORT, MAINTENANCE AND EXPORT CONTROLS Statement of Applicability Version v 7.0 Dt. 28.05.2025
UPPAL	NSL SEZ ARENA,1ST, 7TH,8TH, 9TH & 10TH FLOOR, BLOCK-6, SURVEY NO.1, PLOT NO.6 RAMANTHAPUR ROAD, UPPAL, HYDERABAD- 500039, TELANGANA. INDIA	SPATIAL DATA & SOFTWARE SERVICES- INCLUDING ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, SUPPORT AND MAINTENANCE & INSTALLATION, CONFIGURATION, ADMINISTRATION (HELP DESK SERVICES), MAINTENANCE AND TECHNICAL SUPPORT OF IT SERVICE MANAGEMENT SOLUTIONS Statement of Applicability Version v 7.0 Dt. 28.05.2025
VISAKHAPATNAM	SURVEY NO.410, PLOT NO: 14, SEZ UNIT, HILL NO.3 MADHURAWADA VILLAGE, RUSHIKONDA, VISAKHAPATNAM - 530003, A.P. INDIA.	ENGINEERING DESIGN, SPATIAL DATA SERVICES- INCLUDING ANALYSIS, DESIGN, CONVERSION, SUPPORT AND MAINTANACE & INSTALLATION, DRAFTING & MODELLING Statement of Applicability Version v 7.0 Dt. 28.05.2025

Certificate No. **IND.25.7160/IS/U**   Version: **1**   Issue date: **18 September 2025**

Signed on behalf of BVCH SAS UK Branch
Dr. JN MANIAN
Director – CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

For certificate authenticity, click here
https://certcheck.ukas.com/

ISO/IEC 27001	IN052270

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Certification body address: 5th Floor, 100 Lower Thames Street, London, EC3R 6DL, United Kingdom.

Local office: Bureau Veritas (India) Private Limited (Certification Business)
72 Business Park, Marol Industrial Area, MIDC Cross Road "C",
Andheri (East), Mumbai – 400 093, India.

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Further clarifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation.
To check this certificate validity please call **+ 91 22 6274 2000.**

CYIENT LIMITED

Standard

ISO/IEC 27001:2022

Scope of certification

SITE	ADDRESS	SCOPE
E-CITY, BENGALURU	PLOT NO. 110 A & 110 B, PHASE 1, ELECTRONIC CITY, HOSUR ROAD, BENGALURU – 560 100	ENGINEERING DESIGN & SOFTWARE SERVICES-INCLUDING MODELLING, ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, TECHNICAL PUBLICATIONS, RELIABILITY ANALYSIS, MANUFACTURING ENGINEERING SUPPORT AND MAINTENANCE. Statement of Applicability Version v 7.0 Dt. 28.05.2025
NOIDA	ODC 1, GROUND FLOOR, WING -B, BUILDING NO- B1, PLOT NO 8, NSL TECH ZONE, SECTOR 144, NOIDA - 201304, UP, INDIA	SPATIAL DATA & SOFTWARE SERVICES-INCLUDING ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, SUPPORT AND MAINTENANCE. Statement of Applicability Version v 7.0 Dt. 28.05.2025
CYIENT AUSTRALIA PTY LTD, SYDNEY	LEVEL 14, 3 PARRAMATTA SQUARE, 153 MACQUARIE ST, PARRAMATTA, NSW-2150, AUSTRALIA.	ENGINEERING DESIGN, SPATIAL DATA, SOFTWARE & FIELD SERVICES-INCLUDING INVENTORY, MODELING, ANALYSIS, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, SUPPORT AND MAINTENANCE. Statement of Applicability Version v 7.0 Dt. 28.05.2025
CYIENT EUROPE LIMITED, READING	BLOCK A, 1ST FLOOR, APEX PLAZA, FORBURY ROAD, READING- RG11AX, BERKSHIRE, UNITED KINGDOM	SPATIAL DATA SERVICES- INCLUDING ANALYSIS, PRODUCT& FIELD SERVICES-INCLUDING INVENTORY, DEVELOPMENT, IMPLEMENTATION, CONVERSION, AERIAL SURVEY, SUPPORT AND MAINTENANCE. Statement of Applicability Version v 7.0 Dt. 28.05.2025
PUNE	12 FLOOR (WING A), S NO. AP 81, 83 N, MAIN ROAD, NEAR HARD ROCK CAFE, MUNDHWA, PUNE- 411036, MAHARASHTRA, INDIA.	ENGINEERING DESIGN SERVCIES - INCLUDING DRAFTING, MODELLING, ANALYSIS & DESIGN, THE GLOBAL CAPABILITY CENTRE (GCC) SERVICES INCLUDES HUMAN RESOURCES. Statement of Applicability Version v 7.0 Dt. 28.05.2025
WARANGAL	M/S. TSIIC LIMITED, PLOT NO-66 TO 70, IT/ITES SEZ MADIKONDA VILLAGE, HANUMAKONDA MANDAL, WARANGAL DISTRICT-506142, TELANGANA, INDIA	SPATIAL DATA SERVICES- INCLUDING ANALYSIS, DESIGN, PRODUCT DEVELOPMENT, IMPLEMENTATION, CONVERSION, SUPPORT AND MAINTENANCE Statement of Applicability Version v 7.0 Dt. 28.05.2025

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Commodities, Industry & Facilities Division

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To check this certificate validity please call **+ 91 22 6274 2000.**

CYIENT LIMITED

Standard

ISO/IEC 27001:2022

Scope of certification

SITE	ADDRESS	SCOPE
CYIENT INSIGHTS PRIVATE LIMITED MUMBAI	MINDSPACE, BUILDING NO.1, 4TH FLOOR, PLOT NO GEN 2/1/F, TTC INDUSTRIAL AREA, MIDC SHIRWANE, JUINAGAR, 400 706 NAVI MUMBAI, INDIA	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS Statement of Applicability Version v 7.0 Dt. 28.05.2025
CYIENT INSIGHTS PRIVATE LIMITED PUNE	MIDAS TOWER, 6TH FLOOR PART B, PLOT NO. 44, RAJIV GANDHI INFOTECH PARK, HINJAWADI PHASE I, PUNE 411057, MAHARASHTRA, INDIA	DESIGN, DEVELOPMENT SERVICES OF PLANT ENGINEEING AND TECHNICAL DOCUMENTATION SERVICES TO THE VEHICLE, PORT EQUIPMENTS, ENERGY, POWER, PROCESS, MANUFACTURING, AND OTHER TECHNOLOGY-DEPENDANT INDUSTRIES. Statement of Applicability Version v 7.0 Dt. 28.05.2025
CYIENT Inc, EAST HARTFORD	99 EAST RIVER DRIVE, 5TH FLOOR, EAST HARTFORD CT 06108, USA	INFORMATION SECURITY MANAGEMENT RELATED TO SUPPORT FUNCTIONS LIKE HUMAN RESOURCE, NETWORK AND SERVICES, AND ADMINISTRATION. Statement of Applicability Version v 7.0 Dt. 28.05.2025
CYIENT OY AB, VAASA	SILMUKKATIE 2, FI-65100 VAASA, FINLAND	PROVIDING ENGINEERING SOLUTIONS & SERVICES IN THE AREAS OF PLANT ENGINEERING, PRODUCT ENGINEERING, TECHNICAL DOCUMENTATION AND DIGITAL SOLUTIONS FOR THE ENERGY, OIL & GAS, PROCESS AND MACHINERY & EQUIPMENT SECTORS. STATEMENT OF APPLICABILITY VERSION V 7.0 DT. 28.05.2025

Certificate No. **IND.25.7160/IS/U**   Version: **1**   Issue date: **18 September 2025**

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ANNEXURE - A

Entity Name	Region	Country	City	Address	Remarks
Cyient DLM Limited	Asia Pacific	India	Hyderabad	SEZ Unit, Plot No. 5G, Survey No. 99/1 Mamidipalli Village, Maheshwaram, RGIA Shamshabad, Hyderabad-500108, Telangana	-
Cyient DLM Limited	Asia Pacific	India	Mysuru	Plot No.347, D1&D2, KIADB Electronics City, Hebbal Industrial Area Mysuru-570016 Karnataka	-
Cyient Australia Pty Ltd	Asia Pacific	Australia	Melbourne	Level 8, 350 Collins Street, Melbourne, Victoria 3000	-
Cyient Australia Pty Ltd	Asia Pacific	Australia	Melbourne	8, Freight Drive, Ravenhall, Melbourne, Victoria 3023	-
Cyient Australia Pty Ltd	Asia Pacific	Australia	Wetherill Park	34, Toohey Road, Wetherill Park, NSW 2164	-
Cyient Ltd	Asia Pacific	Australia	Brisbane	Office 5/7, Level 16, 167 Eagle Street, Brisbane	-
Cyient Ltd	Asia Pacific	Australia	Perth	Level 9.02, 105 St Georges Terrace, Perth WA 6000	-
Cyient Ltd	Asia Pacific	South Korea	Seoul	21F, Seoul Finance Center, 136, Sejong-daero, Jung-gu, Seoul 04520	-
Cyient Ltd	Asia Pacific	Taiwan	Zhubei City	No. 262, Zhuangjing 6th Street, Zhubei City, Hsinchu County 30264	-

Entity Name	Region	Country	City	Address	Remarks
Cyient Ltd	Asia Pacific	Japan	Tokyo	Sho-Building 6F, 3-14-5, Nihonbashi, Chuo-Ku, Tokyo 103-0027	-
Cyient Ltd	Asia Pacific	Malaysia	Kuala Lumpur	Level 28, The Gardens South Tower, Mid Valley City, Lingkaran Syed Putra, Kuala Lumpur 59200	-
Cyient Schweiz GmbH	Europe, Middle East, Africa	Switzerland	Bern	c/o Walder Wyss AG, Christoffelgasse 6, 3011 Bern	-
Cyient BV (Ansem)	Europe, Middle East, Africa	Netherlands	Breda	Minervum 7491, 4817 ZP Breda Oost	-
Cyient BV Minervum 7491 AG Enschede	Europe, Middle East, Africa	Netherlands	AG Enschede	"Hengelosestraat 565 7521	Closed
Citec Engineering France SARL / Cyient Group France	Europe, Middle East, Africa	France	Rueil-Malmaison	Immeuble l'Européen – Bâtiment C, 2-6 rue Joseph Monier, 92500 Rueil-Malmaison	-
Cyient Engineering & Information GmbH	Europe, Middle East, Africa	Germany	Zeitz	Tröglitzer Str. 8, 06712 Zeitz	Closed
Cyient Israel India Ltd.	Europe, Middle East, Africa	Israel	Tel Aviv	David Ben-Gurion 1, Bnei Brak, Tel Aviv	-
Cyient PMLC LLC	Europe, Middle East, Africa	UAE	Abu Dhabi	Ras Al Qitah Street, Al Bateen, 28 Abu Dhabi - 20028	-
Cyient Inc.	North America	USA	Thousand Oaks	275 East Hillcrest Dr, Thousand Oaks, CA 91360	Closed

Entity Name	Region	Country	City	Address	Remarks
Cyient Inc.	North America	USA	Woburn	800 West Cummings Park, Suite 6250, Woburn, MA 01801	Closed
Cyient Defense Services Inc.	North America	USA	Jupiter	15300 Park of Commerce Blvd, Jupiter, FL 33478	-
Cyient Inc.	North America	USA	Tupelo	218 South Thomas Street, Suite 204–209, Spanish Village III, Tupelo, MS 38801	Closed
Cyient Inc.	North America	USA	Jupiter	15132 Park of Commerce Blvd, Jupiter, FL 33478	-
Cyient Inc.	North America	USA	Erie	5340 Fryling Rd. Suite 202 Erie, PA 16510	-
Cyient Canada	North America	Canada	Pointe-Claire	273 Lakeshore Dr., Suite F, Pointe-Claire, QC H9S 4L1	-
Cyient Canada	North America	Canada	Mississauga	5090 Explorer Dr, Suite 401, Mississauga, ON L4W 4T9	-
Ceflinet SA	Others	Portugal		Rua João Chagas 53G, Piso 2	-
Ceflinet SA	Others	Portugal		Praça Mouzinho de Albuquerque 113, 5° andar	-
METEMESONIP UNIPESSOAL LDA	Others	Portugal		Rua António Augusto de Aguiar 60	-

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GLOSSARY OF ABBREVIATIONS

Abbreviation	Full Form
EMEA	Europe, the Middle East, and Africa
EOHS	Environmental, Occupational, Health and Safety
ERM	Enterprise Risk Management
ER&D	Engineering and Research and Development
ESG	Environment, Social and Governance
EPS	Earnings per Share
FIRST	Fairness, Integrity, Respect, Sincerity, Transparency
FOTA	Firmware over-the-Air
FTE	Full-Time Employee
GJ	Giga Joules
GHG	Green House Gas
GRI	Global Reporting Initiative
GDPR	General Data Protection Regulations
HRD	Human Resource Development
ICT	Information, Communication and Technology
IC	Integrated Circuit
IGBC	Indian Green Building Council
IIT	Indian Institute of Technology
INR	Indian Rupee
IoT	Internet of Things
ITES	Information Technology Enabled Services
IAQG	International Aerospace Quality Group
ISMS	Information Security Management System
LED	Light-emitting diode
LEED	Leadership in Energy and Environmental Design
LODR	Listing Obligations and Disclosure Requirements
LPG	Liquefied Petroleum Gas
MD	Managing Director
MoU	Memorandum of Understanding

Abbreviation	Full Form
MT	Metric Ton
ML	Mega Litres
NAM	North America
NVGs	National Voluntary Guidelines
NGO	Non-Governmental Organization
NHRD	National Human Resource Development
NSE	National Stock Exchange
OEM	Original Equipment Manufacturer
ROA	Return on Assets
ROE	Return on Equity
ROIC	Return on Invested Capital
PUE	Power Usage Effectiveness
PCB	Pollution Control Board
PCBAs	Printed Circuit Board Assemblies
PoSH	Prevention of Sexual Harassment
PPE	Personal Protective Equipment
PWD	Persons with Disability
SEBI	Securities and Exchange Board of India
S&P	Standard and Poor
SME	Subject Matter Expert
STP	Sewage Treatment Plant
STEM	Science, Technology, Engineering, and Mathematics
UK	United Kingdom
UN SDGs	United Nations Sustainable Development Goals
USA	United States of America
USGBC	U.S. Green Building Council

INDEPENDENT ASSURANCE STATEMENT

INDEPENDENT ASSURANCE STATEMENT

To

The Board of Directors of Cyient Limited

Introduction and objectives of work

Cyient Limited (hereafter stated as "Cyient" or the 'Company') has engaged us to undertake an Independent Assurance of the company's Sustainability/ Non-Financial Performance disclosures in its Sustainability Report (SR) for the financial year ended 31st March 2025 and provide Limited Assurance Statement on the aforesaid report. Cyient has prepared SR document with reference to GRI Reporting Standard 2021, Greenhouse Gas (GHG) Protocol (A Corporate Accounting and Reporting Standard), and Corporate Value Chain (Scope 3) Accounting and Reporting Standard. with stated parameters for the period (FY 2024-25), based on which this overall assessment has been carried out. This Assurance Statement applies to the related information included within the scope of work described below.

Intended User

The intended user of this assurance statement is Cyient. We disclaim any liability or responsibility to a third party for decisions, whether investment or otherwise, based on this assurance Statement. BV planned and performed our work to obtain the evidence, BV considered necessary to provide a basis for our assurance opinion. The assurance engagement considers an uncertainty of ±5% based on materiality threshold for estimation / measurement errors and omissions. We did not engage with any external stakeholders as part of this assurance engagement.

Scope of Work

As part of its independent assurance, Bureau Veritas undertook the following activities:

The audit was conducted through six (6) physical site visits in India and ten (10) remote assessments for geo sites, carried out across sixteen (16) locations between 13.10.2025 and 31.10.2025.

The physical audit coverage in India included two (2) sites in Pune, and one (1) site each in Noida, Vizag, Manikonda, and Madhapur. In addition, the audit covered seven (7) sites in EMEA, one (1) site in APAC, and two (2) sites in NAM through remote assessments.

Bureau Veritas interviewed personnel of Cyient including.

- Environment, & Sustainability team
- Senior Management from Environment & Sustainability
- Department/Section Heads of Facilities & Services, Human Resources, L&D, Procurement, IT Infra, Legal , CSR, Business Excellence, Occupational Health & Safety and Finance.

The assurance process was conducted in line with the requirements of Bureau Veritas's Internal Standards and Requirements for assurance of Sustainability Reports and the ISAE 3000 (Revised) and ISAE 3410.

Reporting Scope and Boundaries

The disclosures in this report pertain to Cyient Limited's operations across 48 Delivery Centres spanning the United States of America (USA), Europe, the Middle East, and Africa (EMEA), North America (NAM), Asia Pacific (APAC) region including India.

The reporting for the Environmental, Social, and Governance dimensions of Cyient Limited's operations as follows:

> ➤ Overall, thirty-four (34) locations were covered under the Environmental, Social, and Governance assessment. This includes Cyient's entire Indian operations comprising twelve (12) offices located at Hyderabad (Manikonda, Madhapur, Uppal), Warangal, Kakinada, Vizag, Kolkata, Pune (Cyient Ltd and Cyient Insights), Noida, Bangalore, and Mumbai (Cyient Insights). And also covered seven (7) operational sites in the North America (NAM) region, thirteen (13) operational sites in the Europe, Middle East, and Africa (EMEA) region, and two (2) operational sites in the Asia-Pacific (APAC) region.

We have undertaken independent limited assurance of the select GRI Disclosures as referred to in Annexure-1 of this statement.

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

Assessment was conducted by means of physical site visits as well as remote assessment on a sample basis and data trial to its source. Bureau Veritas interviewed personnel of Company and review of Company's data & information systems for collection, aggregation, analysis and review.

The assurance process involved carrying out an Assessment by experienced assessors from Bureau Veritas.

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the Sustainability report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation of Sustainability Report. Our sole responsibility is to provide independent limited assurance on the Sustainability report for the financial year ended 31st March 2025.

Our findings

On the basis of our methodology and the activities described above,

▪ Nothing has come to our attention to indicate that the Sustainability disclosures are inaccurate or that the information included therein is not fairly stated.

▪ It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures in the Sustainability Report.

▪ The Sustainability Report provides a fair representation of the Company's sustainability activities as included therein.

▪ The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over Sustainability/Non-Financial performance disclosures of the Company as reported in Sustainability for the reporting period.

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Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

• Activities outside the defined assurance period.

• Positional statements (expressions of opinion, belief, aim or future intention by the Company and statements of future commitment.

• Competitive claims, if any, in the report claiming, "first company in India", "first time in India", "first of its kind", etc.

Our assurance does not extend to the activities and operations of the Company outside of the scope and reporting boundaries

Our assurance on economic and financial performance data or information of the Company is based only on the annual audited statement of accounts of the Company for the Financial Year 2024-25 and our conclusions rest solely upon that audited report.

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

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

Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 197 years history. Its assurance team has extensive experience in conducting assessment over environmental, social, ethical and health and safety information, systems and processes.

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

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour, and high ethical standards in their day-to-day business activities.
The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Cyient.

Competence

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

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Restriction on use of Our Report

Our Limited assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the intended users.

BV 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.

M Rama Mohan Rao   **Mr Rupam Baruah**
Lead Assuror   **Technical Reviewer**
Bureau Veritas (India) Private Limited   **Bureau Veritas (India) Private Limited**

Hyderabad, India   Mumbai, India
Dt: December 19th, 2025   **Dt: December 22nd, 2025**

Annexure - 1

Bureau Veritas has verified the below mentioned GRI disclosures in the report:

GRI STANDARD/ OTHER SOURCE	DISCLOSURE
General disclosures	
GRI 2: General Disclosures 2021	2-1 Organizational details
	2-2 Entities included in the organization's sustainability reporting
	2-3 Reporting period, frequency and contact point
	2-4 Restatements of information
	2-5 External assurance
	2-6 Activities, value chain and other business relationships
	2-7 Employees
	2-8 Workers who are not employees
	2-9 Governance structure and composition
	2-10 Nomination and selection of the highest governance body
	2-11 Chair of the highest governance body
	2-12 Role of the highest governance body in overseeing the management of impacts
	2-13 Delegation of responsibility for managing impacts
	2-14 Role of the highest governance body in sustainability reporting
	2-15 Conflicts of interest
	2-22 Statement on sustainable development strategy
	2-23 Policy commitments
	2-26 Mechanisms for seeking advice and raising concerns
	2-27 Compliance with laws and regulations
	2-28 Membership associations
	2-29 Approach to stakeholder engagement
	2-30 Collective bargaining agreements
Material topics	
GRI 3: Material Topics 2021	3-1 Process to determine material topics
	3-2 List of material topics
	3-3 Management of material topics
Business Ethics	

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GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures
	205-3 Confirmed incidents of corruption and actions taken
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices
Public Advocacy	
	415-1 Political Contributions
Greenhouse Gas Emissions and Climate Change Management	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions
	305-2 Energy indirect (Scope 2) GHG emissions
	305-3 Other indirect (Scope 3) GHG emissions
	305-4 GHG emissions intensity
	305-5 Reduction of GHG Emissions
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
Energy Management	
GRI 302: Energy 2016	302-1 Energy consumption within the organization
	302-3 Energy intensity
	302-4 Reduction of energy consumption
Water and Effluent Management	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource
	303-2 Management of water discharge-related impacts
	303-3 Water withdrawal
	303-4 Water discharge
	303-5 Water consumption
Waste Management	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts
	306-2 Management of significant waste-related impacts
	306-3 Waste generated
	306-4 Waste diverted from disposal
	306-5 Waste directed to disposal
Occupational health and safety	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system
	403-2 Hazard identification, risk assessment, and incident investigation
	403-3 Occupational health services
	403-4 Worker participation, consultation, and communication on occupational health and safety
	403-5 Worker training on occupational health and safety
	403-6 Promotion of worker health
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
	403-8 Workers covered by an occupational health and safety management system

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	403-9 Work-related injuries
	403-10 Work-related ill health
Employee Well-being and Development	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees
	401-3 Parental leave
Training and Development	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee
	404-2 Programs for upgrading employee skills and transition assistance programs
	404-3 Percentage of employees receiving regular performance and career development reviews
Customer Centricity	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services
Diversity, Equity, and Inclusion	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees
Human Rights	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor
GRI 409: Forced or Compuslory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples
Corporate Social Responsibility	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs
	413-2 Operations with significant actual and potential negative impacts on local communities
Sustainable Supply Chain Management	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria

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	308-2 Negative environmental impacts in the supply chain and actions taken
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria
	414-2 Negative social impacts in the supply chain and actions taken
Data Privacy and Cybersecurity	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

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