Responsible Change, SustAInable Progress

SUSTAINABILITY REPORT
FY 2024-25

Introduction to the Theme

Responsible Change, SustAInable Progress

In a world defined by evolving technology, shifting stakeholder expectations, and mounting environmental challenges, organizations must *'not only grow—but grow responsibly with purpose'*. At Birlasoft, we believe that transformation is powered by innovative solutions, sustainable processes, and responsible actions that create positive impact on our business, our stakeholders, and the environment around us.

Our Sustainability Report theme for FY 2024–25, ***"Responsible Change, SustAInable Progress"*** is an extension of the theme of our Annual Report FY 2024-25 and reflects our ongoing commitment to creating long lasting value for all our stakeholders by aligning growth with responsibility, digital transformation with climate consciousness, and business performance with environmental and social positive impact.

Responsible Change

As Birlasoft continues to build long-lasting stakeholder relationships and expand its offerings, we also recognize our role in ensuring that our growth is fueled by responsible actions and uphold our commitment to society at large.

From helping clients build climate-aware digital infrastructure and enhancing ESG data transparency to driving internal decarbonization efforts and strengthening diversity and inclusion—our holistic approach integrates responsibility in our business actions and trajectory ahead.

We are focused on reducing our environmental footprint, supporting sustainable innovation, and aligning our actions with broader national and global priorities such as Net-Zero transitions, Green IT, United Nations Sustainable Development Goals (UN SDGs), and equitable development.

SustAInable Progress

Progress, for Birlasoft, is not simply about expansion or topline growth—it's about the ability to create positive, scalable, and inclusive outcomes across our ecosystem. It means enabling our people to thrive through future-oriented skilling and leadership development, empowering clients through sustainable tech-enabled solutions, and contributing meaningfully to communities through impactful social initiatives.

Sustainability is no longer a choice—it's a fundamental business imperative. For us, enabling sustainability means embedding environmental, social, and governance (ESG) principles across our operations, offerings, and stakeholder engagements to drive integrated outcomes within the Company.

We jointly define sustainable progress as the ability to unlock potential—whether through GenAI, intelligent automation, or purpose-driven partnerships—and ensure that our value creation is equitable, ethical, and environmentally-conscious.

A Dual Commitment - Progress and Purpose

This year's theme reflects a convergence—between transformation and stewardship, innovation and inclusion, growth and accountability.

"Responsible Change" captures the *drive*—the positive momentum we bring to people, business, and society.

"SustAInable Progress" defines the *direction*—ensuring that this progress is responsible, resilient, and regenerative.

Together, they reflect our belief that the future belongs to those who not only move ahead, but do so mindfully—by uplifting communities, protecting the planet, and creating shared value for generations to come.

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Inside this Report

External Assurance

This Sustainability Report has undergone limited assurance by TUV India Private Limited, in accordance with ISAE 3000 (Revised) standards. Further, assurance was conducted in accordance with the principles of GRI standards. The independent assurance statement is included in the Annexure 4 to this report.

Scope of the Report

Birlasoft Limited (hereafter referred to as "Birlasoft", "the Company", or "Organization") is pleased to present its Sustainability Report for the reporting period FY 2024–25, reaffirming our commitment to Environmental, Social, and Governance (ESG) excellence. This report reflects our vision, progress, and performance across key ESG parameters. This report, prepared on a standalone basis unless stated otherwise, highlights how we're weaving responsibility into every layer of our business. It captures our progress, our purpose, and our promise — to build a future that is not only sustainable, but also inclusive, resilient, and value-driven for all our stakeholders. There have been no restatements of information from previous reporting periods in this report.

Reporting Framework and Standard

This Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021, providing a structured and transparent approach to disclosing our ESG performance. It serves as a complementary document to our Annual Report for FY 2024–25, which includes the mandated Business Responsibility and Sustainability Report (BRSR) disclosures. Through this dedicated GRI-based report, we continue to underscore the strategic importance of ESG to our business model, stakeholder engagement, and long-term value creation.

Materiality Assessment

At Birlasoft, 'materiality assessment' is more than a reporting requirement — it's how we stay aligned with what truly matters. For FY 2024–25, our reassessed materiality assessment reflects a dynamic and forward-looking approach that blends rigorous internal evaluation, external stakeholder engagement, industry benchmarking and alignment to global standards like the GRI Standards 2021 and Sustainability Accounting Standards Board (SASB) Standards. Through active stakeholder engagement and continuous environmental scanning, we identify and prioritize the ESG topics that are most critical to both our business strategy and stakeholder interests. Recognizing that relevance evolves with time, we revisit and refine our material topics regularly to ensure our sustainability focus remains responsive, impactful, and future-ready.

Feedback and Response

We value the opinions of all stakeholders, both internal and external to our organization. We welcome your questions or recommendations at the following point of contact:

Poonam Jindgar
Global Head – ESG and Sustainability
poonam.jindgar@birlasoft.com
esg@birlasoft.com

CEO and MD's Message

Dear Stakeholders,

It gives me immense pride to present **Birlasoft Limited's Sustainability Report for Financial Year 2024–25,** themed ***"Responsible Change, SustAInable Progress".*** This report reflects our continuous efforts to build a future that is inclusive, accountable and resilient.

In a world marked by rapid shifts and emerging global priorities, where sustainability has evolved from an obligation to a strategic imperative, organizations must lead with intention and integrity. At Birlasoft, we are embracing this shift head-on, guided by a vision that places sustainability at the centre of our business.

With a clear strategic focus on new markets, emerging technologies and calibrated growth opportunities, we position ourselves as a competitive force in an ever-evolving global landscape. Our focus on Generative AI continues to be the driver of our technology roadmap. The launch of our GenAI Centre of Excellence and our proprietary platform, Birlasoft Cogito, marked important milestones in this journey. We introduced in-house solutions such as B-Hive, a GenAI-powered conversational assistant and Solución, a GenAI-driven offering integrated with ServiceNow.

These developments have further strengthened our partnerships with technology leaders such as ServiceNow, AWS, Microsoft, Oracle and others. Such alliances are central to co-developing high impact solutions for our clients. Over the past year, we have continued to strengthen the partnership with Microsoft, enabling us to drive deeper customer engagements. We were one of the first few companies to be audited for "AI Design Wins" by Microsoft where we successfully demonstrated our capability through implementations of various AI models and technologies, across industry sectors.

> At Birlasoft, we remain steadfast in our commitment to creating long-term value by embracing change with responsibility and powering progress with sustainability at its core.

At Birlasoft, ESG priorities work as an enabler of business continuity, risk mitigation and stakeholder trust. It is actively shaping our decisions, policies, and value creation levers. As a technology driven organization, we are uniquely positioned to help our customers and partners transition to more sustainable technological infrastructure while simultaneously managing our own ESG footprint.

This report underscores our ongoing efforts to create positive environmental and social impact while reinforcing robust governance systems that support our ambitions. With this year's theme of ***"Responsible Change, SustAInable Progress"***, we bring focus to our dual responsibility to remain agile in an evolving world while anchoring our growth in principles that endure.

In FY 2024–25, we reported revenues of **INR. 5,375.2 crore**, with an EBITDA margin of **13%** and a PAT of **INR. 516.8 crore** supported by a global workforce of over **11,930 professionals.** This resilient financial performance creates our capacity to advance Birlasoft's ESG strategy, with 13% of total electricity from renewable energy sources, shifting towards green building offices and **15% increase in employee upskilling hours** over the previous year. By embedding sustainability metrics alongside financial outcomes, we continue to align enterprise growth with ESG priorities, ensuring measurable value creation across economic, environmental, and social dimensions.

Our ESG strategy is anchored in the foundational principles of **People, Planet and Productivity,** and through this lens we have made measurable progress:

- Under **Environmental Protection Commitment,** we are working towards our long-term vision of becoming **Carbon Neutral by 2040, Net Zero by 2050,** and achieving **Decarbonization** journey with interim milestones including increased renewable energy adoption, waste-to-landfill reduction in owned premises, and enhanced water conservation efforts. In FY 2024–25 we achieved 88% recycling rate for wastewater and continue to achieve a 100% recycling rate for E-waste generated by our business operations. Birlasoft is also operating in green building certified office spaces at Hyderabad and Mumbai, enhancing our commitments to improve energy efficiency and promote employee well-being.
- Our **Social Responsibility** initiatives continue to focus on employee well-being, inclusive growth, and community development. This year, we recorded **59 average training hours,** upheld our DEI agenda with **24% gender diversity** at Company level, and impacted **over 7,000 beneficiaries** through our CSR programs spanning education, health, and digital empowerment.
- We also strengthened our **governance architecture** by enhancing our Enterprise Risk Management framework, refining our ESG reporting structures and reinforcing data privacy and cybersecurity measures in line with **ISO 27001:2022 and ISO 27701:2019** in **alignment with the NIST Cybersecurity Framework.** We are simultaneously conducting readiness assessment to ensure compliance with regulations such as the Digital Personal Data Protection (DPDP) Act, thereby upholding our commitment to conforming with legal requirements. In line with our Sustainable Procurement strategy, we saw an increased participation rate of **27% of our value chain partners** taking part in awareness programs on ESG and the integration of sustainability in the value chain.

In FY 2024–25, we received honour as an **"ESG Champion of India 2025" by Dun & Bradstreet (D&B)** in the Supplier Engagement category at the 3rd D&B ESG Leadership Summit, recognized with the **Diamond Award for Leader of the Year** in **Water Stewardship** at the **INFHRA Corporate Excellence Awards** and as a **DEI Crusader at the ET Now Diversity and Inclusion Summit 2024.**

Our cultural tenets—**Organisation First, Customer Centricity, People Centricity, Say-Do Ratio, Be Bold and Quick Decision Making**—continue to guide us as we scale impact and build shared value.

Sustainability at Birlasoft is not managed by our single team—it is championed across all functions, leadership levels and geographies. Our ESG Committee plays a key role in organizing the cross-functional participation of representatives across our offices, ensuring that each stakeholder adds value to our sustainability journey.

Together, Towards Tomorrow:
Stakeholders, starting from investors, employees and clients, are increasingly demanding greater transparency, purposeful innovation and responsible leadership. In response, we are proactively investing in talent, cutting-edge technologies and strategic partnerships that will empower us to navigate this change with integrity and impact. Our focus remains on leading responsibly, creating long-term value and driving sustainable growth.

We aim to scale our ESG data capabilities through integrated systems, explore **AI-driven sustainability solutions,** and co-create impact programs with our ecosystem. Our sustainability roadmap will continue to evolve as we align with emerging disclosure frameworks such as **BRSR, BRSR Core, EcoVadis, CDP and DJSI,** ensuring we stay **compliant and credible.**

I thank all our employees, customers, shareholders and partners for their enduring support. It is your trust that fuels our commitment. Together, we will continue to harness the power of technology to solve the most pressing challenges of our time and ensure that the progress we enable today is sustainable for generations to come.

Warm Regards,
ANGAN GUHA
CEO & Managing Director, Birlasoft Limited

CHRO's Message

At Birlasoft, we believe our journey toward progress and sustainability is **firmly rooted in our people,** guided by ethics, and governed with integrity. In today's rapidly evolving business landscape, our focus remains unwavering: to cultivate a culture that is principled, inclusive, and purpose led.

This year's Sustainability Report theme, **"Responsible Change, SustAInable Progress",** reflects our belief that meaningful transformation cannot happen in isolation. Our ESG journey showcases **tangible progress,** where human capital and sustainability initiatives are deeply integrated to create **long-term value** for our employees, communities, and stakeholders. This success is powered by a workforce that is **valued, empowered, and equipped** to lead with productivity and efficiency.

We remain committed to upholding the highest standards of ethical conduct and corporate governance, ensuring that every decision reflects transparency, fairness, and accountability.

Our **people-centric** approach is built on a foundation of care, commitment, diversity, and inclusivity. At Birlasoft, we are deepening our investments in leadership development, digital readiness, and inclusive policies that support diverse talent at every level. Through structured learning interventions, mentoring programs, and agile work models, we foster an environment where every individual can thrive and contribute meaningfully to our overarching goal of being a sustainable and responsible company.

Additionally, our ESG-focused trainings enable associates to contribute effectively to Birlasoft's ESG objectives and commitments. Our approach to well-being extends beyond the workplace through various initiatives and programs. Our **DE&I charter is backed by measurable goals and leadership accountability,** ensuring our systems reflect our values.

Together with our employees and partners, we are building an ecosystem where ethical conduct, people-centricity, and sustainability go hand in hand, enabling Birlasoft to grow responsibly and lead with purpose.

True innovation begins by empowering people, communities, and partners—because lasting impact is never built in isolation.

Priti Kataria
Chief Human Resources Officer (CHRO)
Birlasoft Limited

Global Head, ESG and Sustainability Message

At Birlasoft, we believe that ESG is a catalyst for long-term value creation, resilience, and responsible transformation. Our theme this year, ***"Responsible Change, SustAInable Progress"*** captures our integrated approach to driving sustainable impact across operations, culture, and partnerships.

We have made significant progress across all three pillars—**Environment, Social, and Governance (ESG)**, from completing GHG accounting and estimation for Scope 1, 2, and 3 emissions to integrating climate-related risks.

In FY 2024-25, we revisited **Materiality Topics** and updated the materiality assessment by integrating both internal & external stakeholders' perception and sharpened our focus on the financial relevance of the ESG issues. Our commitment to sustainable and responsible business has resulted in continuous improvement and positive momentum in our performance across national and global ESG rating platforms.

We have advanced our ESG governance through formal structures and board-level oversight, institutionalized mandatory ESG training, and embedded sustainability into procurement practices. As part of our commitment to transparency and alignment with leading frameworks, we published our Sustainability Report in accordance with **GRI**, while also meeting the principles of **UNGC, UN SDGs, WEF and IFRS S1 and S2 standards.**

Looking ahead, we are accelerating efforts to define science-based targets initiatives (SBTi), enable internal carbon pricing, strengthen disclosures through Carbon Disclosure Project (CDP) participation, and develop a comprehensive **decarbonization roadmap.** We will also focus on transition planning towards green buildings, enhancing ESG risk assessments of our vendors, aligning with the **UNGC principles,** and undertaking a **double materiality assessment** to better reflect our impacts and dependencies.

As we institutionalize sustainability deeper into the business, we remain committed to continuous improvement, transparent dialogue, and collaborative action.

ESG at Birlasoft is —how we choose to grow, engage, and lead with purpose.

Poonam Jindgar
Global Head, ESG and Sustainability
Birlasoft Limited

Corporate Overview

Birlasoft Limited, a part of the CKA Birla Group, is a global enterprise that drives digital transformation for organizations across industries. With a strong foundation of technology expertise and a culture of innovation, the Company delivers solutions spanning Digital, Cloud, Enterprise Applications, and Data and Analytics to help businesses remain competitive in an evolving marketplace.

Headquartered in Pune, India, Birlasoft operates primarily in the Information Technology and Consulting Services sector, with a robust global presence. The Company has 8 offices within India and 21 offices globally across countries such as the United States and several countries in the European Union, and serving customers across North America, Europe, and the Middle East. As of March 31, 2025, Birlasoft employed nearly 12,000 associates, who uphold its core values of Integrity, Responsibility, Excellence, and Innovation. Details of workforce diversity, including gender and regional distribution, are provided in the later sections of this report.

The Company provides Software Development, Global IT consulting to its clients, predominantly in Banking, Financial Services and Insurance, Life Sciences and Services, Energy Resources and Utilities and Manufacturing (which mainly includes Discrete Manufacturing, Hi-Tech & Media, Auto and Consumer packaged goods) verticals. The Company's supply chain primarily involves procurement of IT infrastructure, software licenses, and professional services from regional and global vendors, ensuring alignment with its quality, cybersecurity, and sustainability standards.

Digital & Data

At the heart of digital transformation lies intelligence – and that's where we lead. We empower enterprises to modernize their core, reimagine experiences, and drive growth by unlocking the full potential of data and AI. Through advanced analytics, GenAI and intelligent automation, we enable faster decisions, predictive capabilities, and continuous innovation. Our expertise spans application modernization, digital manufacturing, and enterprise integration - reducing technical debt while building scalable, future-ready ecosystems.

Enterprise Resource Planning (ERP)

We deliver seamless ERP transformations across SAP, Oracle, and Microsoft Dynamics 365 – empowering businesses to modernize their core, boost agility, and optimize Total Cost of Ownership. Powered by our proprietary ZeROism in ERP framework and Composable ERP approach, we enable modular, low-code architectures that flex with evolving business demands - making ERP smarter, leaner, and future-ready.

Infrastructure and Cloud Technology

From cloud migration to cybersecurity and intelligent workplace solutions, we deliver holistic infrastructure services that power the modern enterprise. With frameworks like One Cloud, B-Assure, and Sigma - combined with next-gen capabilities in Agentic AI, we drive seamless service integration, intelligent automation, and measurable productivity gains across IT and business landscapes.

Birlasoft is a publicly listed company on the BSE Limited and National Stock Exchange of India Limited (NSE), maintaining high standards of corporate governance and transparency. The Company's ownership structure comprises promoters, institutional investors, and public shareholders, as detailed in the Annual Report for FY 2024–25. There were no operational changes during the reporting year that materially impacted the scale or scope of our operations.

The Board of Directors and Executive Leadership Team oversee the Company's strategic priorities, including accountability for integrating environmental, social, and governance (ESG) considerations across operations. Further details on the governance structure, including the composition of the Board and its committees, can be found in the Governance section of this report.

Birlasoft is guided by a commitment to creating value responsibly, integrating business performance with social and environmental stewardship. The Company's sustainability approach is embedded in its corporate strategy, aligning with stakeholder expectations and contributing to the United Nations Sustainable Development Goals (UN SDGs).

Awards and Recognitions

Environment, Social & Governance

Birlasoft recognized as one of the **'ESG Champions of India 2025'** in the Supplier Engagement category by Dun & Bradstreet.

Birlasoft won the **'Best Sustainable Procurement Initiative'** award at the 5th Procurement Confex & Awards 2025

Birlasoft recognized for the **'Sustainable Initiative of the Year 2025'** at the 5th Sustainability Summit & Awards 2025.

Corporate Governance

- Recognised as a Great Place to Work for the fourth consecutive year
- Among the Top 100 Great Places to Work
- One of India's Top 50 Best Workplaces in IT & IT-BPM 2024 by Great Place to Work

- Amongst the Top Leadership Factories in India by the Great Manager Institute.
- Ranked amongst India's Top 50 Companies with Great Managers™ for 2024 by People Business.
- Recognized at Jombay's WOW Workplace Awards 2025 – for creating an innovative and inclusive workplace.
- CFO Kamini Shah bagged Gold for Excellence in Corporate Governance and Silver for Excellence in Risk Management at the ASSOCHAM 3rd Vibrant Bharat CFO Summit and Awards
- CFO Kamini Shah recognized as the Visionary Leader of 2024 at the FE Finance Leadership Dialogue 2024.
- Birlasoft's CFO, Kamini Shah has won "Woman CFO of the year" award at the CFO Impact Awards 2025 by CXO Genie event held in Dubai.
- Birlasoft's CFO, Kamini Shah, has won gold in corporate governance and silver in risk management in 3rd edition of Vibrant Bharat CFO Summit and Awards organised by ASSOCHAM.
- COO Dr. Selvakumaran Mannappan featured in the 'Chief Operating Officer: Operational Maestros' list by HR ASSOCIATION OF INDIA (HRAI).
- Won 2 awards at ISG Women in Digital awards in the APAC and India region. Rishu Sharma, Director of the Digital and Data practice, won the title of Digital Titan. Sarika Arora Saini, DEI Lead, received Silver under the Women's Advocacy category
- 1 Gold and 4 Silver awards for the bInclusive campaign at the Economic Times BrandEquity MarTech Awards 2024, FE FuTech Awards 2024, and e4m MarTech India Awards 2024
- Birlasoft's weekly radio show - Birlasoft on Air won Gold at the 13th ACEF Global Customer Engagement Awards
- Awarded for Best Legal Tech Implementation by the Economic Times at the Global Legal Awards 2025

Environment Stewardship & Safety

- Bags Bronze at the BW Businessworld FM Conference and Excellence Awards 2024 for its Green Building practices.
- Secured the 2025 in Diamond award for Leader of the Year 2025 in Water Stewardship category at iNFHRA Corporate Excellence Awards - New Delhi Edition.
- Birlasoft has been awarded Silver for Excellence in Transportation Innovation at iNFHRA Conference & Awards 2024 (Chennai)
- Birlasoft has been awarded Special recognition for Excellence in Workplace Digitization at iNFHRA Conference & Awards 2024 (Chennai)
- Birlasoft has been awarded Gold for Excellence in Transportation Innovation at iNFHRA Conference & Awards 2024 (Hyderabad)
- Birlasoft has been awarded Gold for Excellence in Workplace Digitization at iNFHRA Conference and Awards 2024 (Hyderabad)
- Birlasoft has been awarded Gold for Excellence in Energy Management at the iNFHRA Corporate Excellence Conference & Awards 2024 (Noida)
- Birlasoft has been awarded Silver for Excellence in Workplace Digitisation at the iNFHRA Corporate Excellence Conference & Awards 2024 (Noida)

Birlasoft has bagged the **Silver Award for Excellence in Safety and Security category** at **iNFHRA Corporate Excellence Awards 2024-25** - Bangalore Edition.

Birlasoft has bagged the **Bronze Award for ESG category** at **iNFHRA Corporate Excellence Awards 2024-25** - Bangalore Edition.

Birlasoft has been honoured with the prestigious **MCCIA** (Maharatta Chamber of Commerce, Industries and Agriculture) **Award for Green Initiatives**.

- Birlasoft has bagged the Diamond Award for Excellence in Cafeteria Services at the iNFHRA Corporate Excellence Awards 2024-25 - Pune Edition.
- Birlasoft has bagged the Platinum Award for Excellence in Safety and Security Services at iNFHRA Corporate Excellence Awards 2024-25 - Pune Edition.

- Birlasoft has secured the Diamond Award for Manager of the year 2024-25 in Emergency Preparedness & Response category at iNFHRA Corporate Excellence Awards 2024-25 - New Delhi Edition.
- Birlasoft has secured the Diamond Award for Manager of the year 2024-25 in Employee Transportation category at iNFHRA Corporate Excellence Awards 2024-25 - New Delhi Edition.
- Birlasoft Noida's FLM team earned a special recognition as the sole participant in the Leader of the year 2024-25 in Occupational Safety and Health (OHS) category.
- Birlasoft has been awarded second prize for Excellence in Garden and Landscape Maintenance by the Pune Municipal Corporation (PMC) in the 2.5 acres and above category.

Birlasoft has secured 1st Place at the Ranjaee Mahotsav Awards for Excellence in Garden & Landscape Maintenance, organized by the Pimpri Chinchwad Municipal Corporation (PCMC).

Business

- Honored for its Outstanding Contribution to Digital Transformation at the GCC Excellence Award 2024
- Won the prestigious SAP ALM Excellence at the Indus Awards 2024
- Recognised as the Innovative Partnership Leader at Synchrony's Path to Parity 2024

Recognised as the SnapLogic Americas Partner of the Year 2025

Received the Corporate Governance Excellence Award 2024 by the Directors Institute

People Centricity

- Birlasoft's SkillFolio wins Bronze for the Most Innovative Talent Management Solution at the ETHR World Future Skills Awards 2024
- Birlasoft's HR Leaders Deeraj Malhotra and Runu Jain recognised at the BW People HR 50 Under 50 Awards 2025
- Birlasoft's Young Titans High Potential Development Program earned Silver at the Brandon Hall Group HCM Excellence Awards 2024
- Birlasoft secures Silver for Excellence in Line of Business Strategy at BW People HR Excellence Awards 2024

Bagged Gold at the Brandon Hall Group HCM Excellence Awards 2024 in the Best Learning Technology Implementation category for 'Democratizing Learning - Ride the Tide of Change' initiative

Awarded Gold at The Economic Times Human Capital Awards 2024 in the ITES & Telecom category

Secured Gold at the Business World (BW) People Tech. Future Awards 2025 in the HR Tech category for its SkillFolio initiative

Diversity, Equity, & Inclusion (DE&I)

Recognised with 7 awards at the DivHersity & ForHer Awards 2025 across seven categories

- Certified as DEI Crusader at the ET Now Diversity and Inclusion Summit 2024
- Recognised as a DEI Champion at the DEI Awards 2024 by the HR Association of India

The comprehensive list of DE&I-related awards can be found in the Diversity, Equity & Inclusion section of this report.

Community Development

Birlasoft's CSR initiative, Project Shodhan, awarded the Eco Warrior Award at the Karma Summit 2024

Recognitions Received in 2025

Birlasoft recognized as a 'Major Contender' in the 'Quality Engineering (QE) Services for AI Applications and Systems PEAK Matrix® Assessment 2024' by Everest

Birlasoft recognized as 'Major Contender' in 'Everest Group Open Banking IT Services PEAK Matrix Assessment 2024'

- Birlasoft recognized as 'Leader' in the 'SAP Ecosystem Partners 2025 ISG Provider Lens™ Study' - APAC, Germany, U.S.
- Birlasoft identified as a 'Leader' in the 'Oil and Gas Industry – Services and Solutions 2024 ISG Provider Lens™ Study' - North America
- Birlasoft recognized as 'Leader' in the 'Next-Gen ADM Services 2024 ISG Provider Lens Study' - APAC, Europe, U.S.
- Birlasoft positioned in 'Leader Zone' by Zinnov for 'Digital Engineering and ER&D Services – U.S. Digital Engineering Services and Data and AI services – 2024'
- Birlasoft recognized as 'Leader' in the 'Generative AI Services 2024 ISG Provider Lens Study' - Global
- Birlasoft positioned in 'Horizon 2' as an 'Enterprise Innovator' in the HFS Generative Enterprise Services 2025 Horizons Report
- Birlasoft's three case studies recognized as 'Stand Out', one each in Manufacturing, ERP and Data & Digital
- Birlasoft recognized as an 'Innovator' in Avasant's SAP Successfactors Services 2024 Radarview™ report
- Birlasoft recognized as 'Star Performer' and a 'Major Contender' in the Everest Group Capital Markets IT Services PEAK Matrix® Assessment
- Birlasoft identified as 'Rising Star' and 'Major Contender' in the Everest Group's SAP Business Application Services PEAK Matrix® Assessment 2025
- Birlasoft identified as a 'Product Challenger; Market Challenger and Contender' in the 'Manufacturing Industry Services and Solutions 2024 ISG Provider Lens™ Study' - EUR, North America
- Birlasoft recognized as 'Market Challenger' and 'Product Challenger' in the 'Digital Engineering Services 2025 ISG Provider Lens™ Study' - Europe, U.S.
- Birlasoft identified as a 'Product Challenger' in the 'Advanced Analytics and AI Services ISG Provider Lens' Study
- Birlasoft identified as a 'Product Challenger' in the 'Intelligent Automation Services and Solutions 2024 ISG Provider Lens™ Study'
- Birlasoft identified as a 'Product Challenger' in the 'Insurance Services 2024 ISG Provider Lens™ Study'
- Birlasoft recognized as 'Product Challengers' in the 'Supply Chain Services 2024 ISG Provider Lens Study' - Brazil, Europe and U.S.
- Birlasoft recognized as a 'Product Challenger' in ISG's Life Sciences Digital Services report
- Birlasoft identified as 'Innovator' in the Avasant High-Tech Industry Digital Services 2024-2025 RadarView™
- Birlasoft recognized as a 'Major Contender' in Everest's Capital Markets IT Services Peak Matrix Assessment 2024
- Birlasoft recognized as a 'Disruptor' in Avasant's Multisourcing Service Integration 2023–2024 Radarview™ report
- Birlasoft identified as 'Disruptor' in the Avasant Life Sciences Digital Services 2025 RadarView™
- Birlasoft identified as a 'Disruptor' in the 'Avasant Hybrid Enterprise Cloud Services 2024-2025 RadarView' Report
- Birlasoft recognized as a 'Disruptor' in Avasant's Manufacturing Digital Services 2024 Radarview™ report

ESG Highlights FY 2024-25

ESG Ratings*

Leading with Purpose:
Top 35% in ESG Ratings

Improved Sustainalytics ESG Risk Rating:**
14.6 Signaling Reduced Risk & Strong Governance

Strength Recognized:
CRISIL ESG Rates Birlasoft as **Strong**

Birlasoft Secures **SES ESG** Rating of **72.3, Grade B+**

Rated **'Excellent'**:
ESG Risk AI Assessments & Insights Scores Birlasoft **73.59**

NSE Sustainability Ratings & Analytics ESG Rating for Birlasoft Limited: **67**

Environment

13% of total electricity from renewable energy sources

Entire process of employee and vendor onboarding and approvals **digitalized** i.e., paperless initiative

Ban on single use plastics in the company

Transition from Plastic bottles to **Glass bottles** and Paper cups to **Ceramic mugs**

100% E-waste recycled through authorized vendors

Deployment of **Electric Vehicles (EVs)**

Transition towards **Green Building** offices

Social

24% gender diversity in FY 2024-25 for total employees

Partnership with Coursera for FY 2024-25 with a **97%** adoption rate

Over **6,37,000** learning hours achieved during FY 2024-25, with average of **59 hr/employee**

100% employees covered under holistic employee well-being initiatives such as BCares program

Zero incidents of workplace injuries.

Governance

Certified with **ISO 27001** (Information Security Management Systems) and **ISO 27701** (Privacy Information Management Systems)

Zero incidents on data privacy and cyber security breaches within the organization.

VOC analysis reveals an impressive **average rating of 4.54** for customer satisfaction survey

Multiple **ESG training sessions carried out for value chain partners** to build capacity and enhance sustainable supply chain commitments.

* The ESG rating mentioned herein is issued by above mentioned various ESG Rating Agencies based on publicly available disclosure and/or assessment questionnaire, based on their defined methodology. These rating do not constitute an audit or certification and should not be construed as an endorsement of the Company's ESG practices.

** In no event the Sustainability Report 2024-25 shall be construed as investment advice or expert opinion as defined by the applicable legislation. The information contained or reflected herein is not directed to or intended for use or distribution to India-based clients or users and its distribution to Indian resident individuals or entities is not permitted, and Morningstar/Sustainalytics accepts no responsibility or liability whatsoever for the actions of third parties in this respect

Stakeholder Engagement and Materiality Assessment

At Birlasoft, we recognize that proactive and structured engagement with stakeholders is fundamental to shaping a resilient, responsible, and future-ready business. In a rapidly evolving digital landscape, stakeholder perception is vital in identifying environmental, social, and governance (ESG) priorities that are or can be material to both our long-term value creation and the wider sustainability impact of our business operations.

Our approach to stakeholder engagement and materiality is aligned with the GRI standards, SEBI's Business Responsibility and Sustainability Report (BRSR) framework, and Sustainability Accounting Standards Board (SASB) Standards. Going forward we aim to streamline our materiality efforts in line with the *'Double Materiality'* principle as per the Corporate Sustainability Reporting Directive (CSRD) framework.

▶ Stakeholder Materiality Assessment Exercise

Stakeholder Engagement: Approach

At Birlasoft, we have established clear processes to identify and engage our key stakeholder groups based on their dependency on, responsibility for, and influence over our operations. Engagements are structured to be two-way, inclusive, and transparent.

The insights gathered serve as a foundation for strategy development, risk assessment, activity performance review, feedback, and disclosure planning. At Birlasoft, we have a ***'three-step approach to stakeholder engagement':***

Stakeholder Identification and Prioritisation

Identify and prioritise stakeholders who are significantly impacted by Birlasoft's operations and whose actions or influence may affect the Company's ability to achieve strategic objectives. This includes assessing the degree of impact and influence each stakeholder group holds in relation to environmental, social, governance, and ethical dimensions.

Stakeholder Engagement and Consultation

Engage with prioritised stakeholders through customised strategies designed to understand their expectations, concerns, and interests. Focus areas include environmental sustainability, social responsibility, corporate governance, and ethical business practices. Engagement methods should be inclusive, transparent, and responsive to stakeholder diversity.

Responding to Stakeholder Concerns and Expectations

Develop and implement targeted action plans that address stakeholder feedback in a timely, transparent, and accountable manner. These plans should reflect a commitment to continuous improvement and alignment with stakeholder values and corporate responsibility goals.

Primary Stakeholders are individuals or groups with a direct interest in Birlasoft's activities, including customers, employees, suppliers, and local communities. Secondary Stakeholders are entities with an indirect interest or influence, such as non-governmental organizations (NGOs), government bodies, media, shareholders and investors.

Overview of Stakeholder Engagement Process

	Mode of Engagement	Frequency	Purpose of Engagement	Key Themes Raised
Investors and Shareholders				
	Annual General Meeting, Annual Report, Investor Presentation, Quarterly earnings call, Press Release, Mails, Website and Direct Communication.	Quarterly and annually	To boost investor trust and maximize shareholder value and enhance transparency about the Company.	Governance practices, risk oversight, net-zero commitments, transparency of ESG metrics.

Stakeholder	Mode of Engagement	Frequency	Purpose of Engagement	Key Themes Raised
Employees				
	Leadership Communication and direct interaction at least quarterly, People Surveys, Business Unit Group Discussions, Online communication, Mails, Newsletters, Volunteering opportunities, Festivals and other celebrations, Wellness sessions.	Continuous	To nurture a talented and productive workforce, enhance employee satisfaction and foster a positive and conducive work environment.	Work culture, hybrid work model, mental well-being, DE&I, upskilling, sustainability awareness.
Customers				
	Weekly Status Report (WSR), Direct Communication, and Mails.	Weekly, Monthly, and Quarterly	To exceed customer expectations, enhance their experience, and build long-standing relationships, through effective communications and disclosures.	Data privacy and cybersecurity, ethical AI, carbon footprint of IT operations, green service offerings.
Customer Leads/Manager, Sub-Vertical Head/Vertical Head, AM, HBU, SPOC, DM, PM/Engagement Manager				
	Monthly Business Reviews (MBR) and Quarterly Business Review (QBR)	Monthly and Quarterly	To exceed customer expectations and enhance their experiences.	Voice of Customer (VOC), Market Trends and Competitive Positioning, Transparency and Accountability.
Vendor/Supplier				
	Mails, Online and Offline Meetings, Review meetings, Direct communications, and Survey forms.	Weekly, Monthly, and Quarterly	To foster mutually advantageous partnerships, optimize supply chain efficiency, and promote business growth.	Ethical sourcing, fair labor practices, GHG emissions reporting, data protection policies.
Implementing Agency (NGO)				
	Mails, Online and Offline Meetings	Continuous	To develop and implement social development initiatives and programs for welfare and development of vulnerable and marginalized communities.	Impact Measurement and Evaluation, Community Engagement, and Inclusion
Communities				
	Online and Offline Connects, Emails, Phone calls, Collaterals, Printed materials, Workshops, Door-to-door visits, Announcements	Continuous	To implement social development initiatives to enhance the livelihood opportunities for the marginalized communities and empower them.	Digital inclusion, skilling for youth and women, environmental restoration, STEM education.

Materiality Assessment: Methodology and Application

In FY 2024-25, with the changing sustainability and regulatory landscape changes, Birlasoft revisited its sustainability material topics identified in the initial materiality assessment conducted in FY 2023-24. This assessment was carried out in alignment with the GRI 2021 Materiality Standards, which emphasizes the importance of understanding how an organization's activities and business relationships affect the world around it-regardless of whether those impacts have a direct financial implication.

Key Steps in Our Materiality Assessment

STEP 1

Review Existing Material Topics

- Review existing Material topics of Birlasoft.
- Mapping of existing topics with relevance to Global Standards and Peer Group.

STEP 2

Peer Analysis

- Identifying material topics selected by the peer group.

STEP 3

Capacity Building & Stakeholder Engagement

- Conducting capacity building sessions for internal and external stakeholders.
- Receiving inputs from stakeholders on materiality survey form.

STEP 4

Material topics as per Global Frameworks

- Identifying key material topics as per Global Standards for the IT Sector.
- National and International standards/ frameworks were considered for this assessment such as BRSR, GRI, SASB, and S&P Global-DJSI for identifying sector specific material topics.

STEP 5

Identification of Material Topics & Stakeholders

- Shortlisting material topics for Birlasoft along with applicable definitions.
- Identification of key internal and external stakeholders for engagement.

STEP 6

Analysis of Results & Final Matrix Representation

- Analysis of survey results.
- Final list of prioritized material topics.
- Final outcome of SEMA in the form of materiality matrix.

Identified Material Topics for Birlasoft

Environment

- Climate Action and Energy Management
- Water Management
- Waste and Hazardous Materials Management
- Responsible Supply Chain

Social

- Diversity, Equity, and Inclusion
- Customer Engagement and Satisfaction
- Talent Attraction and Retention
- Employee Health and Safety
- Corporate Social Responsibility (CSR)
- Human Rights
- MSME Procurement
- Employee Engagement and Development

Governance

- Business Governance, Ethics and Transparency
- Data Privacy and Cyber Security
- Regulatory Compliance
- Risk Management
- Innovation, Research and Development (R&D)

Material Topics Mapping with SDGs

Climate Action and Energy Management

Birlasoft is focused on increasing its renewable energy share, optimizing energy usage in its operations and is proactively taking steps towards reducing its overall carbon footprint.

Water Management

Birlasoft is committed to reducing its water footprint, with most locations receiving near-net zero discharge. In addition, 88% of wastewater was recycled in FY 2024-25. We have implemented several water-saving techniques to ensure responsible consumption and reduced wastage of water across locations, including sensor-based taps.

Waste and Hazardous Materials Management

Efficient and responsible management of waste, including electronic and facility-related materials, contributes to safer workplaces and healthier communities while reducing environmental impact. This aligns with promoting well-being and advancing responsible production and consumption practices.

Responsible Supply Chain

Birlasoft engages with a network of suppliers and service providers globally. Promoting ethical, sustainable, and collaborative practices within this value chain supports long-term partnerships and aligns with stakeholder expectations for responsible procurement.

Diversity, Equity, and Inclusion (DE&I)

The DE&I agenda at Birlasoft is guided by our DE&I charter which includes several targets on gender mix and equal opportunity, leading to the integration of diverse perspectives and eventual business growth.

Customer Engagement and Satisfaction

Customer relationships are central to Birlasoft's growth and success. Actively engaging with customers to deliver innovative, efficient, and sustainable solutions helps strengthen infrastructure, drive industrial innovation, and promote more responsible use of resources.

Talent Attraction and Retention

We ensure ample learning and development opportunities for our employees to expand their knowledge base and advance their careers. In addition, we aim to provide all employees with benefits and well-being measures that ensure workforce productivity and retention.

4 QUALITY EDUCATION
8 DECENT WORK AND ECONOMIC GROWTH

Employee Health and Safety

At Birlasoft, the health and safety of our employees is our utmost priority. We have an ISO 45001 certified management system in place, along with various channels to report concerns. In addition, we have various healthcare related benefits and initiatives for our employees to avail.

3 GOOD HEALTH AND WELL-BEING
8 DECENT WORK AND ECONOMIC GROWTH

Corporate Social Responsibility

As part of its corporate philosophy, Birlasoft contributes to the well-being of communities through initiatives in education, health, community development, and environmental conservation, Birlasoft contributes to reducing inequalities, enhancing quality of life, and supporting responsible production and consumption processes. CSR efforts help address multiple global challenges and create shared prosperity.

1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
15 LIFE ON LAND
17 PARTNERSHIPS FOR THE GOALS

Human Rights

Upholding human rights is a non-negotiable at Birlasoft, including but not limited to non-discrimination, no forced labor and child labor, labor rights, freedom of association and protection from violence.

5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

MSME Procurement

Birlasoft is continuously making efforts to work with MSMEs through increasing their integration in our value chain and promoting development-oriented strategies.

8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Employee Engagement and Development

Investing in employee development, skills enhancement, and engagement fosters a motivated and capable workforce, contributing to quality education and promoting sustained, inclusive economic growth.

4 QUALITY EDUCATION
8 DECENT WORK AND ECONOMIC GROWTH

Business Governance, Ethics and Transparency

Through our focus on business ethics, we aim to maintain no incidents of corruption, bribery and anti-competitive practices in our business operations. This ensures transparency and accountability across our engagements and in our stakeholder relationships.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Data Privacy and Cybersecurity

Birlasoft has built robust data privacy and cybersecurity frameworks, continually enhancing its systems to ensure resilience, drive innovation, and maintain zero breaches.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Regulatory Compliance

Operating within the framework of applicable laws and collaborating effectively with regulators and industry bodies strengthens accountability and helps us build constructive partnerships for sustainable development.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Risk Management

Proactively identifying and addressing risks ensures business continuity, resilience, and innovation, thereby supporting economic growth, strengthening infrastructure and our organizational capacity.

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Innovation, Research and Development

Ongoing investment in innovation and R&D allows Birlasoft to deliver transformative solutions and foster collaborations, advancing sustainable industrialization and strengthening our stakeholder relationships.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

17 PARTNERSHIPS FOR THE GOALS

In addition, **we have also received an endorsement from the United Nations Global Compact (UNGC)** and have mapped our list of material topics with its 10 Principles. This showcases our commitment to aligning with global frameworks and ensuring that our ESG focus areas are streamlined with their requirements:

Human Rights

UNGC Principle

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Make sure that they are not complicit in human rights abuses.

Material Topics

- Diversity, Equity, and Inclusion (DEI).
- Employee Health and Safety
- Corporate Social Responsibility (CSR)
- Human Rights

Labor

UNGC Principle

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: The elimination of all forms of forced and compulsory labor.

Principle 5: The effective abolition of child labor.

Principle 6: The elimination of discrimination in respect of employment and occupation.

Material Topics

- Diversity, Equity, and Inclusion (DE&I)
- Employee Health and Safety
- Corporate Social Responsibility (CSR)
- Human Rights
- Employee Engagement and Development
- Talent Attraction and Retention
- MSME Procurement

Environment

UNGC Principle

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Undertake initiatives to promote greater environmental responsibility.

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Material Topics

- Climate Action and Energy Management
- Water Management
- Waste and Hazardous Materials Management
- Responsible Supply Chain
- Innovation, Research and Development (R&D)

Anti-Corruption

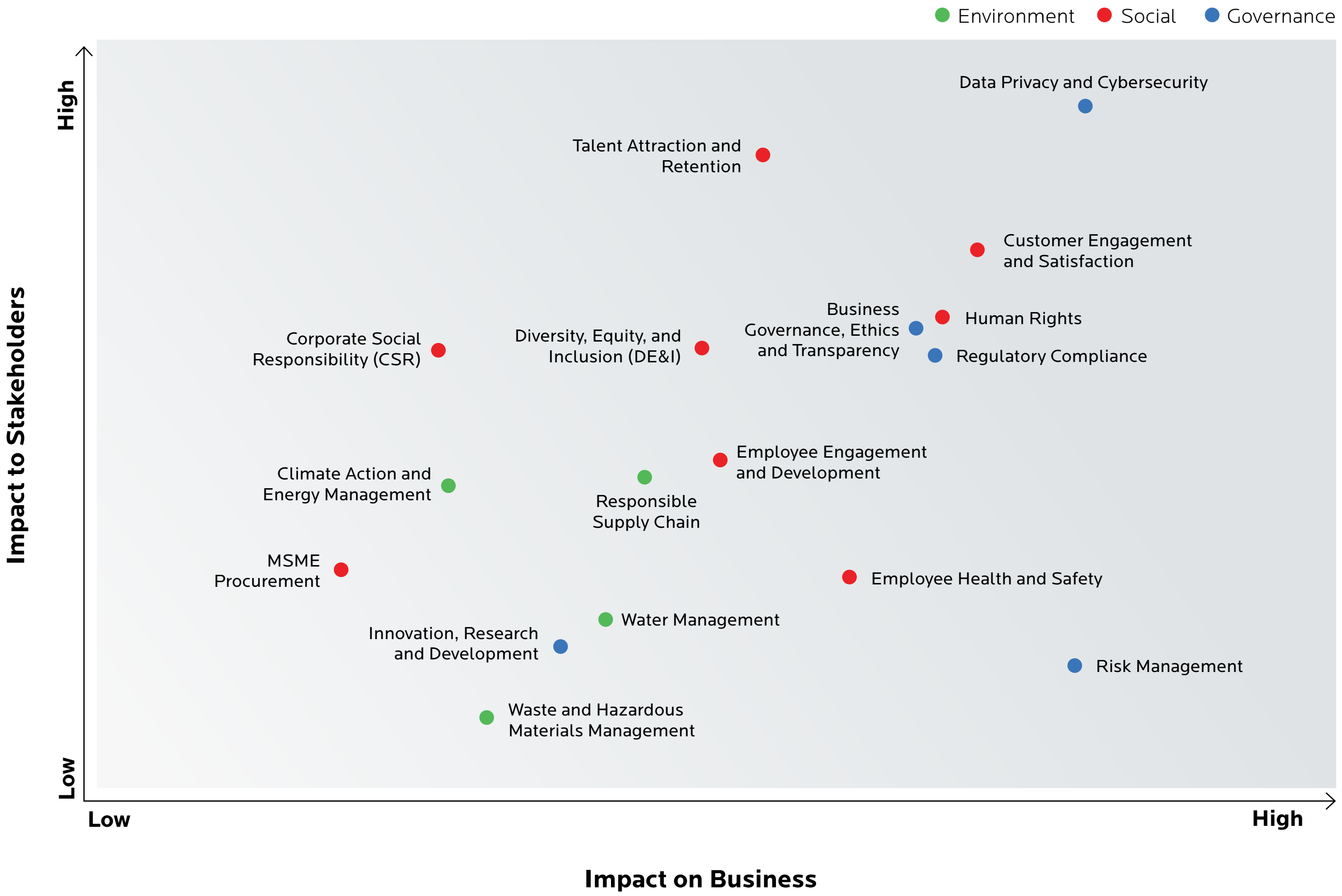
UNGC Principle

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Material Topics

- Business Governance, Ethics and Transparency
- Regulatory Compliance
- Risk Management
- Customer Engagement and Satisfaction
- Data Privacy and Cyber Security

Materiality Map for Birlasoft



Material Topics: Risk, opportunity and financial implications on Birlasoft

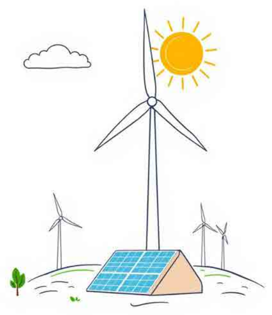
As an IT sector company operating in an increasingly interconnected and sustainability-conscious world, identifying the risks and opportunities associated with material ESG topics is vital to long-term business resilience and value creation. ESG issues such as data privacy, climate action, workforce well-being, and ethical governance not only shape stakeholder expectations but also influence regulatory compliance, investor confidence, and client acquisition. Understanding which material topics pose financial risks—such as legal penalties, reputational damage, or operational inefficiencies—and which offer strategic opportunities—such as market differentiation, talent retention, or energy cost savings—enables the Company to proactively integrate sustainability into core business strategy and risk management frameworks. This assessment helps prioritize resource allocation and strengthens the foundation for building a responsible, future-ready enterprise.

Material Topic

Material Topic	Risk or Opportunity	Financial Implication
Climate Action and Energy Management	Risk and Opportunity	**Risk:** Rising energy costs, carbon tax liability, or emissions disclosure pressure **Opportunity:** cost savings from efficiency, green brand value
Water Management	Risk	Business continuity in water-stressed regions may face challenges, with limited direct operational costs but potential reputational implications.
Waste and Hazardous Materials Management	Risk	Improper e-waste disposal can lead to legal fines or reputational damage; growing costs for e-waste compliance.
Responsible Supply Chain	Risk and Opportunity	**Risk:** Supply chain disruptions due to ESG non-compliance. **Opportunity:** Potential for improved vendor relations and resilience through proactive sourcing.
Diversity, Equity, and Inclusion (DE&I)	Risk and Opportunity	**Risk:** Lack of diversity can hurt innovation and employer brand **Opportunity:** Strong DE&I can improve talent attraction and retention
Customer Engagement and Satisfaction	Risk and Opportunity	**Risk:** Loss of revenue and reputation if client expectations are unmet **Opportunity:** Higher retention and lifetime value with strong engagement.
Talent Attraction and Retention	Risk and Opportunity	**Risk:** High attrition leads to increased hiring/ training costs **Opportunity:** Table workforce ensures project continuity and IP retention.
Employee Health and Safety	Risk and Opportunity	**Risk:** Reduced productivity, absenteeism, and compliance issues from mental health and ergonomic challenges in remote work. **Opportunity:** Enhance productivity and reputation through wellness, mental health, and ergonomic support programs.
Corporate Social Responsibility (CSR)	Opportunity	Enhances brand equity and strengthens social license to operate; demonstrates compliance with Section 135 of the Companies Act, 2013 on CSR obligations; costs can be optimized if initiatives are well-targeted.
Human Rights	Risk	Human rights violations within the Company or its supply chain can lead to legal liabilities, reputational damage, and heightened investor scrutiny.
MSME Procurement	Opportunity	Helps meet government/localization mandates, improve supply chain agility, and lower procurement costs in some cases.
Employee Engagement and Development	Opportunity	Higher engagement leads to better productivity and innovation; may reduce attrition-related financial burden.
Business Governance, Ethics and Transparency	Risk and Opportunity	**Risk:** Poor governance can result in regulatory penalties or stock underperformance. **Opportunity:** Strong governance builds investor confidence.
Data Privacy and Cybersecurity	Risk and Opportunity	**Risk:** High-impact risk area with potential for regulatory fines (e.g., GDPR), business interruption, or loss of client trust. **Opportunity:** Robust data protection frameworks enhance client trust, ensure regulatory compliance, and differentiate the Company as a secure and reliable partner.
Regulatory Compliance	Risk	Non-compliance can lead to heavy penalties, especially under data, ESG, or labor regulations.
Risk Management	Opportunity	Strengthens operational resilience, reduces insurance premiums, and prepares for ESG-linked regulations.
Innovation, Research and Development	Opportunity	Drives competitive advantage, improved service offerings, and long-term revenue growth through differentiated capabilities.

Climate Risk Assessment

Birlasoft has set ambitious sustainability goals towards climate action and drive long-term environmental stewardship. The Company aims to increase the share of renewable energy to 30% of its total electricity consumption and reduce Scope 2 emissions by FY 2029-30. It has also committed to achieving **Carbon Neutrality by 2040** and reaching **Net-Zero** greenhouse gas emissions **by 2050**.



The Company aims to increase the share of renewable energy to

30%

of its total electricity consumption and reduce Scope 2 emissions by FY 2029-30.

A significant portion of Birlasoft's enterprise clients now prioritize sustainability when selecting digital service providers. With majority of clients actively revising their ESG mandates, Birlasoft faces increasing market risk if its solutions do not align with evolving expectations for sustainable and climate-conscious digital services. These risks are particularly pronounced in sectors such as energy, manufacturing, transportation, and retail, where clients are under heightened regulatory and climate-related pressures. In line with its commitment to climate resilience and water stewardship, Birlasoft has conducted a comprehensive climate risk assessment (CRA) across its operations and value chain. This assessment aimed to identify physical and transitional risks, as well as emerging risk and opportunities under various climatic conditions prevalent at the locations where Birlasoft offices are located. It has been conducted in accordance with globally recognized frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD) and the IFRS S2 standard issued by the International Sustainability Standards Board (ISSB).

To ensure a detailed understanding of risk exposure and potential financial impacts, the assessment has integrated historical and location-specific observations, including facility locations, material sourcing points, production volumes, sales, and revenue and have engaged with a diverse set of stakeholders to gather insights from various operational levels, ensuring the relevance and accuracy of the assessment outcomes. This objective of inclusive approach was enhance the effectiveness of the Company's climate risk management strategies and strengthen its overall risk management framework. The CRA evaluated both physical climate risks and transition risks across our operational footprint, providing strategic insights into vulnerabilities, mitigation measures, and emerging opportunities.

Physical Climate Risks

Birlasoft's facilities are exposed to a range of climate hazards, including extreme heat, urban flooding, cyclones, and water scarcity. The assessment has been conducted using a standardized scoring framework based on hazard intensity, operational impact, and site-specific vulnerability.

Extreme Heat

All sites face medium risk due to recurring heatwaves, with temperatures often exceeding 40°C. Cooling infrastructure and energy-efficient systems have helped mitigate operational impacts.

Water Scarcity

Medium risk in Noida, Hyderabad, and Bangalore due to groundwater stress and seasonal variability. Birlasoft's water conservation practices and backup systems have ensured continuity.

Cyclones & Coastal Floods

Chennai and Coimbatore are moderately exposed to cyclonic activity and coastal flooding. Resilient infrastructure and elevated operations have minimized disruptions.

Urban Flooding

Seasonal waterlogging is a concern in low-lying areas, but preventive drainage systems and strategic siting have kept operations stable.

Wildfires & Landslides

These risks are generally low across all sites, with no recorded incidents affecting operations.

Overall, Birlasoft's proactive infrastructure planning, business continuity protocols, and climate adaptation measures have resulted in low to medium physical risk levels across all locations.

Transition Risks

Birlasoft is exposed to emerging regulatory risks stemming from evolving national legislation focused on environmental performance and sustainability. Key regulatory developments in India underscore the need for proactive compliance and operational alignment. For instance, the Energy Conservation Act, as amended in 2022, mandates industrial entities to implement energy-efficient practices, including continuous monitoring and optimization of energy consumption. These requirements are reinforced by sector-specific guidelines issued by the Bureau of Energy Efficiency, which outline performance standards for equipment, heating and cooling systems, and energy management protocols. Similarly, water usage regulations—particularly under the Water (Prevention and Control of Pollution) Act, 1974 and the Environment (Protection) Act, 1986—require businesses to monitor and report effluent discharge, obtain necessary consents, and comply with groundwater extraction norms in water-stressed regions. Non-compliance may lead to financial penalties, operational restrictions, and reputational damage.

In addition, ESG disclosure compliance as the SEBI BRSR /BRSR Core framework, requires detailed reporting on environmental metrics such as energy and water usage, emissions, waste management, and climate-related risks. It also introduces third-party assurance/ assessment requirements and value chain disclosures, reinforcing transparency and accountability in sustainability performance

As Birlasoft advances its sustainability journey, it faces transition risks linked to evolving regulations, stakeholder expectations, and market dynamics.

Regulatory Compliance

Exposure to India's Energy Conservation Act, ESG disclosure mandates (BRSR), and water usage norms is moderate. However, strong internal governance and compliance systems have kept risk levels low.

Reputational Risk

Potential risks from supplier non-compliance or climate-related service disruptions are mitigated through robust screening, continuity planning, and ESG integration.

Market Expectations

With majority of clients demanding sustainable IT solutions, Birlasoft continues to invest in green IT offerings to maintain competitiveness. Risks from geographic misalignment and competitor positioning are actively monitored.

All transition risks were assessed as low, with Birlasoft demonstrating strong preparedness and adaptability.

Response to Climate-Related Market Risks

Birlasoft will continue its best practices in energy saving initiatives, energy-efficient technologies, and green building certifications for its operational sites. These initiatives not only reinforce its commitment to sustainability but also enhance its ability to respond to climate-related disruptions. Through strategic planning, stakeholder engagement, and continuous improvement, Birlasoft is building a resilient and sustainable future aligned with evolving global expectations.

Birlasoft is actively pursuing a decarbonisation strategy that focuses on improving operational efficiency, increasing the use of renewable energy, and transitioning from conventional to non-conventional energy sources. A structured Energy Management System (EnMS), aligned with ISO 50001:2018, enables responsible energy use across its facilities. These efforts are led by the Facilities & Logistics Management (FLM), IT and ESG teams, with active participation from employees through daily conservation practices. As part of its commitment to science-based climate action, Birlasoft is aligning with the Science Based Targets initiative (SBTi) and is in the process to finalize and validate its emissions reduction targets. Scenario-based analysis will be carried to evaluate risks and opportunities over short, medium, and long-term horizons, aligned with Birlasoft's strategic planning cycles and its Net Zero ambition for 2050.

To mitigate the transitional risks, Birlasoft is actively aligning its internal processes, reporting mechanisms, and sustainability initiatives with national legislation and ESG frameworks. This includes enhancing data collection systems, engaging with regulatory bodies, and integrating compliance into enterprise risk management.

Birlasoft also invests in managing transitional risks arising from evolving national regulations related to environmental performance and ESG disclosures. These investments are projected over a medium to long-term horizon (3–7 years) and include:

- Development of a comprehensive ESG strategy and roadmap,
- Establishment of an internal ESG governance team,
- Integration of ESG objectives with legal and enterprise risk management frameworks,
- Internal capacity building and training programs,
- Other compliance-related expenditures.

These measures ensure alignment with key regulations such as India's Energy Conservation Act and SEBI's BRSR Core framework, enabling Birlasoft to maintain regulatory compliance, mitigate financial and reputational risks, and support sustainable operations.

Climate-Related Opportunities

Recognizing the climate risks associated with increased energy use and data center dependency, Birlasoft is investing in renewable energy infrastructure to reduce reliance on the power grid and improve resilience to outages. These measures support business continuity and minimize the environmental impact of operations. The Company has robust business continuity and disaster recovery plans in place, which are periodically tested to ensure preparedness for adverse situations. Additionally, strong data security protocols help mitigate cybersecurity threats during downtime. The CRA also identified significant opportunities for Birlasoft to lead in climate-tech and sustainable IT services:

01 **Carbon neutrality goal by 2040 and net zero greenhouse gas emissions across our value chain by 2050,** aligning with global climate goals and driving sustainable growth.

02 **Renewable Energy Procurement**
Adoption of rooftop solar, green tariffs, and power purchase agreements (PPAs).

03 **Water Stewardship through Zero Liquid Discharge (ZLD)** and improve water use efficiency per employee at all owned premises.

04 Unlock new revenue streams by offering solutions that support clients' sustainability

05 Integrating sustainability into solution design and service delivery

06 To address climate-related market opportunities, Birlasoft has strategically invested in the development of digital solutions and services that align with evolving client expectations around sustainability and ESG performance.

A growing majority of Birlasoft's enterprise clients (now consider sustainability a critical factor in selecting digital service providers. This shift presents a significant opportunity for Birlasoft to diversify its business activities and unlock new revenue streams by offering solutions that support clients' sustainability ambitions, cloud-centric infrastructure, data privacy, and occupational health and safety. Birlasoft estimates that climate-related opportunities could contribute a ;ow to moderate increase in revenue over the medium to long term. This growth is driven by:

- Rising demand for sustainable IT services
- Stricter ESG requirements across industries
- Heightened sensitivity to climate issues in key geographies

To capitalize on these opportunities, Birlasoft has adopted a strategic approach focused on:

- Diversifying business activities through sustainability-aligned digital offerings
- Developing new revenue streams that address client ESG priorities

These solutions are designed to reduce carbon footprints, optimize energy usage, and support clients' sustainability goals. The financial investment associated with this response is reflected in capital expenditure (CAPEX), research and development (R&D), and marketing costs linked to the design, development, and promotion of sustainable digital offerings.

In FY 2024–25, Birlasoft launched several innovative offerings to meet these objectives:

- Generative AI integration across service lines to enhance automation, intelligence, and operational efficiency
- Cloud-native data platforms to modernize legacy systems and deliver scalable, real-time solutions
- SAP S/4HANA transformations to reduce application sprawl, lower operational costs, and support carbon reduction
- SkillFolio, an AI-powered talent platform, to upskill teams in AI fluency, digital leadership, and sustainability

By aligning its offerings with evolving client expectations, Birlasoft aims to enhance market share, improve cash flows, and reinforce long-term value creation through sustainable growth.

ESG Goals and Targets

Birlasoft continued to strengthen its Environmental, Social, and Governance (ESG) objectives, aligning them with business priorities, stakeholder expectations, and global sustainability benchmarks. The Company regularly tracks progress, integrates recommendations from internal and external audits, and sets measurable targets to drive continuous improvement. The Company has committed itself to overarching and multi-dimensional long-term ambitions and goals across environmental and social issues.

The ESG framework and objectives are shaped through a structured and inclusive process that combines insights from periodic materiality assessments, extensive stakeholder engagement, and benchmarking against global standards such as GRI, SASB, and the UN SDGs. Inputs are gathered from employees, clients, investors, suppliers, and community representatives through surveys, workshops, and feedback sessions, ensuring that diverse perspectives are incorporated. Importantly, this is not a top-down approach but a collaborative, democratic process involving close engagement with respective business functions and active participation of function heads. Their crucial inputs and buy-in help integrate ESG priorities into day-to-day operations, fostering collective ownership and accountability. This inclusive approach ensures that Birlasoft's ESG roadmap remains both business-relevant and stakeholder-responsive, enabling the Company to proactively address risks and opportunities across its value chain.

The Company has committed itself to overarching and multi-dimensional long-term ambitions and goals across environmental and social issues. The following table provides a snapshot of the Company's ESG objectives, the progress made during FY 2024–25, and the targets set for the future. It highlights how the Company integrates environmental stewardship, social responsibility, and strong governance into its strategy and operations, contributing to its vision of sustainable and inclusive growth.

For clarity and alignment with global reporting practices, Birlasoft defines its ESG commitments across distinct time horizons.

Short-term goals

Short-term goals are those targeted within 1–3 years and focus on immediate operational improvements, such as energy efficiency, waste reduction, and employee awareness.

Medium-term goals

Medium-term goals are those within 3–5 years, typically covering initiatives like scaling renewable energy adoption, expanding sustainable supply chain practices, and achieving external certifications.

Long-term goals

Long-term goals extend beyond 5 years, encompassing transformative ambitions such as aligning with global climate pathways, advancing towards Net-Zero, and making enduring social impact across communities. This structured definition ensures that ESG priorities are time-bound, measurable, and strategically aligned with both business growth and stakeholder expectations.

Environment

Climate Action and Decarbonisation	• Achieve Carbon Neutrality by 2040 • Achieve Net Zero Target by 2050
Energy Management	• Increase Renewable Energy share to 30% of Total Electricity consumption by FY 2029-30.
Water Management	• Achieve Zero Liquid Discharge (ZLD) and improve water use efficiency per employee at all owned premises.
Waste Management	• Achieve Zero Waste to Landfill at all owned premises by 2030, with improved waste intensity per FTE. • Ensure 100% E-waste recycling annually. • Implement 'Ban on Single Use Plastics'.
Biodiversity Conservation	• Our target is to continuously enhance the biodiversity and sustainability of our campuses through responsible landscaping, water recycling, and the nurturing of diverse plant species. We are committed to integrating nature into our business operations, promoting employee well-being, and contributing to a greener future for generations to come.
Environment Management	• Obtain ISO 14001 Certification for Environment Management System (EMS) for applicable locations.

Social

Diversity, Equity and Inclusion	• Increase overall gender diversity to 30% by FY 2025-26. • 100% employees to be sensitized and trained on overcoming unconscious bias in the workplace by FY 2025-26.
Learning and Development	• Drive an average of 40 learning hours per employee per year. • Foster a future-ready workforce by driving role- and skill-based upskilling initiatives aligned with the organization's current and evolving capability development roadmap. • Attain 90% unique penetration annually (number of unique employees who engage with a program or initiative annually).
Talent Management	• Nurture long-term and high potential employees, including gender diversity to get them ready for elevated roles or senior management roles.
Employee Well-being, Health, and Safety	• Ensure holistic well-being of 100% FTE coverage under BCares, comprehensive insurance program and at least 90% covered through awareness sessions. • Ensure a safe, healthy, and compliant workplace by achieving greater than 90% completion of annual EHS training for all employees and contract/vendor staff every financial year starting FY 2026-27. • Obtain ISO 45001 Certification for Occupational Health and Safety Management System (OHSMS) for applicable locations.
CSR Community Development	• Empower communities, drive social development and promote environmental sustainability by implementing CSR programs and fostering a culture of employee volunteerism annually.

Governance

Data Privacy and Cybersecurity	• Strengthen information security and data privacy measures to maintain a breach-free environment across all organizational systems.
Supply Chain Governance	• Integrate sustainable practices to promote ethical, green, and responsible procurement and build resilient supply chain. • Ensure acceptance from supplier on Birlasoft Supplier Code of Conduct.
Customer Satisfaction and Engagement	• VOC ≥4 (on a scale of 1–5) at project level. • Committed to focus on value additions through our products and services. VINCI as a platform to ensure transparency towards our customers and getting acknowledged for the continuous value additions.
Anti-bribery and Anti-corruption	• Uphold the highest standards of ethics and integrity by preventing bribery, corruption, conflicts of interest, and anti-competitive practices.
Implementation of COBEC policy	• Through the implementation of the COBEC policy, our target is to ensure awareness and adherence to ethical standards among employees, partners, and stakeholders globally.

Target/Metric Linked to Executive Compensation

At Birlasoft, we integrate the metrics into the compensation of performance evaluation of our employees, management, and senior leadership into the scorecard and performance review framework, especially for our CEO, CHRO, and CFO. In addition to this, the Key Result Areas (KRAs) indirectly influence other cross-departments for annual performance review, bonuses, monetary incentives, and recognition programs, ensuring accountability for our ESG priorities:

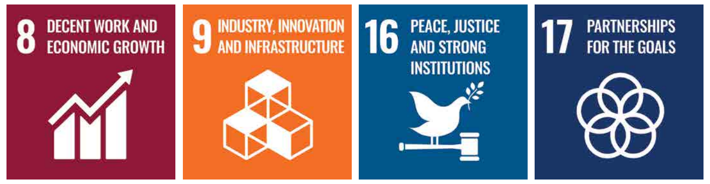
Leadership Role	Key Result Areas (KRAs)
CEO	• Strengthen Compliance & Governance, including ESG KPIs.
CHRO	• YOY improvement in ESG scores through established and credible named annual forums. • Driving ESG integration within the Company's verticals to ensure Sustainability Disclosures.
CFO	• Integrate ESG risks in the ERM, track, monitor, and ensure control governance on ESG risks.

Governance

Ethical Conduct, Build Trust, and Stakeholder Value

Birlasoft is firmly committed to maintaining an efficient, transparent, and exemplary governance framework, which is essential for ensuring the Company's stability, profitability, and long-term growth. At Birlasoft, our business strategy focuses on responsible stewardship by integrating Environmental, Social, and Governance (ESG) principles. This approach promotes integrity and transparency in our operations, ensures timely and fair disclosures, and nurtures a culture that supports sustainability for everyone involved.

Governance key material topics and alignment with UN SDGs



- Business Governance, Ethics and Transparency
- Data Privacy and Cyber Security
- Regulatory Compliance
- Risk Management
- Innovation, Research & Development (R&D)

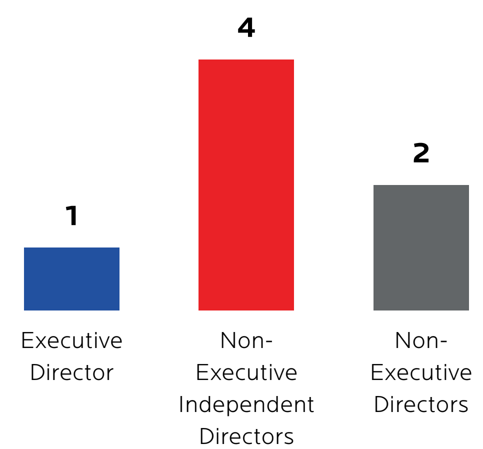
Corporate Governance

Board Composition

Our Board of Directors comprises a diverse mix of professionals with extensive experience in technology, sustainability, risk management, finance, and regulatory compliance. This diversity enhances the Board's ability to oversee complex ESG issues relevant to our industry, such as data privacy, cybersecurity, and climate impact. The composition of the Board is in conformity with the Regulation 17(1) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("SEBI (LODR) Regulations, 2015"). As on March 31, 2025, the Company has seven Directors (of which three are Women Directors), four are Independent Directors (i.e. 57.14% of the total Board Composition), two are Non-Executive Directors and one is an Executive Director.

Board Type: One-Tier

Board Composition FY 2024-25



Board Diversity FY 2024-25

Board of Directors

The Company's Board of Directors provide a diligent oversight to the Company's governance framework, practices, and mechanism to drive transparency in business activities as well as stakeholder engagements. The Board regularly reviews corporate's strategies, annual budgets, and sets, implements and monitors corporate objectives. The Board appoints and compensates key executives, monitor their performance, and strives to maintain the overall integrity of the accounting and financial reporting systems. Please refer to our website and page nos. 10-13 of our Annual Report 2024-25 for the detailed profiles of our Directors.

AMITA BIRLA
Chairman of Birlasoft
Co-Chairman of the CKA Birla Group

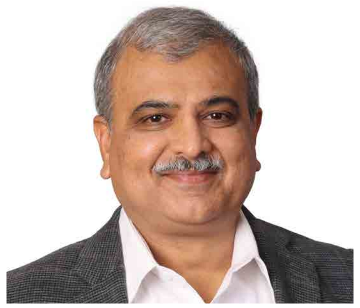
CK BIRLA
Non-Executive Director of Birlasoft
Chairman of the CKA Birla Group

ANGAN GUHA
Chief Executive Officer &
Managing Director of Birlasoft

ANANTH SANKARANARAYANAN
Non-Executive,
Independent Director

SATYAVATI BERERA
Non-Executive,
Independent Director

NIDHI KILLAWALA
Non-Executive,
Independent Director



MANISH CHOKSI
Non-Executive,
Independent Director

Board Familiarization Program

The Company has an orientation process/familiarization programme for its Independent Directors that includes:

- Briefing on their role, responsibilities, duties, and obligations as a member of the Board.
- Nature of business and business model of the Company, Company's strategic and operating plans.
- Matters relating to Corporate Governance, Policies of the Company, Risk Management, Compliance Programmes, Internal Audit, Sustainability measures, etc.

During the year, Board members were provided a deep and thorough insight of the Company through presentations. At every Board meeting, a detailed presentation is made which includes information on projects, market share, financial parameters, working capital management, fund flows, change in senior management, major litigations, compliances, etc. Efforts are also taken to acquaint and train the Board members about risk assessment, mitigation plans and the emerging trends in the industry.

The Board Members visited the Company's location(s) to understand its business and operations and held discussions with various functional and business leaders. This facilitated knowledge sharing about each function, understanding of the Company's history, culture, and business, key opportunities and risks, strategies to mitigate these risks, and changes in the regulatory landscape.

The details of such familiarization programmes are available on the website of the Company at https://www.birlasoft.com/company/investors/familiarization-programmes-imparted-independent-directors.

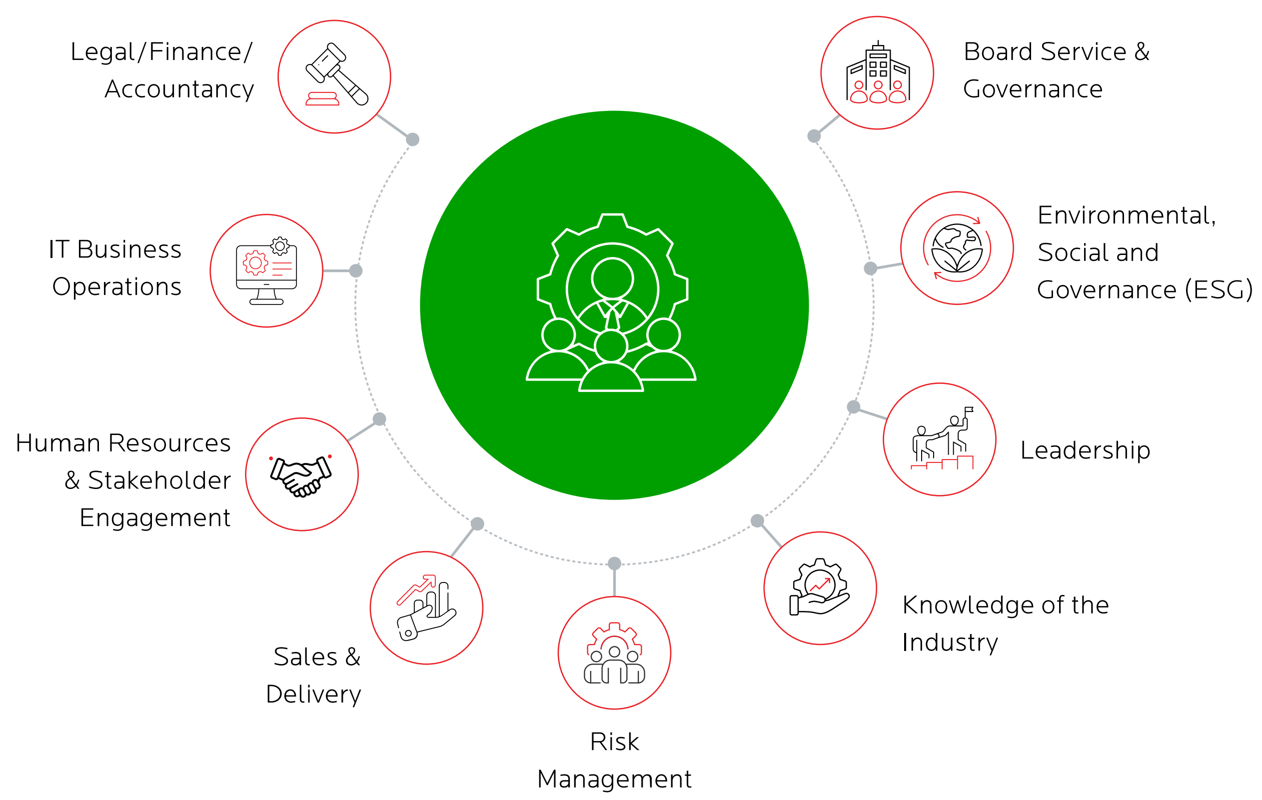
Board Evaluation and Membership

Birlasoft has established a robust framework that defines the essential traits, experience, and competencies required for Board membership. The Nomination and Remuneration Committee plays a pivotal role in identifying and recommending candidates for the Board of Directors. This includes evaluating the qualifications, positive attributes, and independence of each Director on an annual basis.

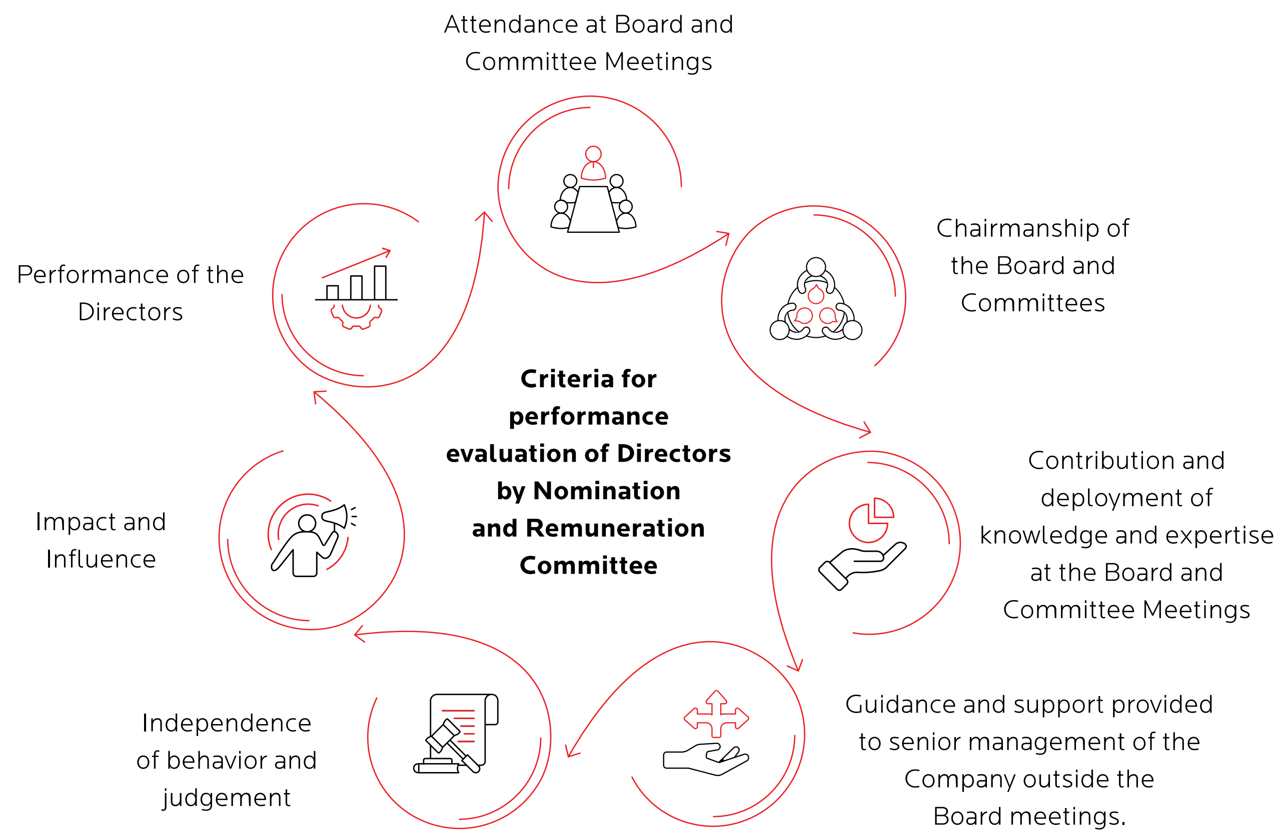
For appointments of Independent Directors, the Committee conducts a thorough assessment of the Board's existing composition in terms of skills, knowledge, and experience. Based on this evaluation, a detailed description of the role and the capabilities required for the position is formulated. The Board members have diverse experience in various industries, allowing them to provide valuable insight for business growth and industry best practices for enhanced client satisfaction.

S. No.	Board Member	Sector Expertise
1	**Amita Birla**	• Information Technology • Industrials • Financials
2	**Chandrakant Birla**	• Information Technology • Industrials • Financials
3	**Ananth Sankaranarayanan**	• Information Technology • Financials
4	**Satyavati Berera**	• Financials • Information Technology
5	**Nidhi Killawala**	• Financials • Information Technology
6	**Manish Choksi**	• Financials • Materials • Information Technology

The Board is strategically structured to encompass a diverse and balanced mix of competencies:



In alignment with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Board has identified specific skills, expertise, and competencies of its Directors as of March 31st, 2025. These individual areas of skills/expertise/competencies have been detailed on page no. 84 of the Annual Report FY 2024-25. The Company conducts a structured evaluation of the performance of all Directors, Board as a whole & Committees thereof. This assessment is carried out annually, either at the close of the financial year or at the beginning of the subsequent year.



As part of this process, Independent Directors undertake a review of:

01 The performance of Non-Independent Directors and the Board as a whole

02 The performance of the Chairman of the Company, taking into account views of Executive Director(s) and Non-Executive Directors; and

03 Assess the quality, quantity and timeliness of flow of information between the Company Management and the Board that is necessary for the Board to effectively and reasonably perform their duties.

The evaluation is based on the responses of individual Directors/Committee Members on the structured questionnaires.

Remuneration of the Directors

Our Nomination and Remuneration Policy acts as a guideline for determining, inter-alia, qualifications, positive attributes and independence of a Director, matters relating to the remuneration, appointment, removal and evaluation of performance of the Directors (including Non-Executive Directors), Key Managerial Personnel and Senior Management Personnel and evaluation of performance of Directors.

The NRC leads a transparent process to identify, assess, and recommend Board candidates aligned with the Company's strategic goals, governance standards, and regulations. Nominations are guided by stakeholder expectations, diversity in gender, expertise, and perspective, and adherence to independence criteria.

In determining remuneration, the Company refers to external market benchmarks and data provided by independent compensation advisory firms to ensure competitiveness and fairness. However, the final decisions regarding remuneration are made internally by the HR team and the Nomination and Remuneration Committee, without direct involvement of external consultants in the decision-making process. The remuneration of CEO & MD is approved by the shareholders of the Company as per the provisions of the Companies Act, 2013.

Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual).

FY 2022-23	FY 2023-24	FY 2024-25
16.39	17.55	17.65

Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual).

FY 2022-23	FY 2023-24	FY 2024-25
0.66	1.65	N/A*

*For FY 2024–25, the highest-paid individual was different from the previous reporting year (FY 2023–24). As a result, the ratio of the percentage increase in annual total compensation for the highest-paid individual to the median percentage increase for all other employees cannot be meaningfully calculated and is therefore not applicable for the current reporting year.

Capacity Building of the Board

The Company conducts awareness sessions and capacity building sessions for its Board of Directors on business strategy, regulatory and statutory compliances, sustainability requirements, business development and expansion plans, and ESG progress. Sessions on ESG awareness including changes in the sustainability landscape, regulatory requirements and the impact on Birlasoft are organized for Board members, for which 100% of Board members participated.

During the reporting year, various Board meetings also covered these topics along with Company's financial and non-financial progress and performance review. These sessions provide the Board with the necessary and comprehensive information to support well-informed decisions that are aligned with the Company's strategic objectives, commitments, and regulatory requirements.

Committees of the Board

Board Committees play a critical role in enhancing the effectiveness of corporate governance by enabling focused oversight and informed decision-making in key areas. These Committees are constituted with specific mandates and comprise Directors with relevant expertise to address complex and specialized matters. They assist the Board in fulfilling its responsibilities by reviewing and recommending actions on issues such as audit and financial reporting, risk management, nomination and remuneration, stakeholder relations, and corporate social responsibility. By operating through structured charters and conducting regular meetings, Board Committees ensure transparency, accountability, and compliance with regulatory requirements, thereby strengthening the overall governance framework of the Company. The graphics below provide an insight into our constituted Board Committees.

Nomination and Remuneration Committee
Chairman: **Ananth Sankaranarayanan**

Audit Committee
Chairperson: **Satyavati Berera**

Stakeholders Relationship Committee
Chairman: **Chandrakant Birla**

Risk Management Committee
Chairman: **Manish Choksi**

Corporate Social Responsibility (CSR) Committee
Chairman: **Amita Birla**

Nomination and Remuneration Committee (NRC)
The Nomination and Remuneration Committee is entrusted with formulating the criteria for evaluating the qualifications, positive attributes, and independence of Directors. It also recommends to the Board a comprehensive policy on the remuneration of Directors, Key Managerial Personnel (KMP), and other employees. This ensures that the Company attracts and retains talent with the right capabilities while maintaining transparency, fairness, and alignment with organizational goals and regulatory requirements. The detailed roles and objectives of the Committee are provided on page nos. 89 & 90 of Annual Report 2024-25.

Audit Committee
The Audit Committee ensures prudent financial and accounting practices, fiscal discipline, and transparency in financial reporting. The Board has duly defined the terms of reference of the Audit Committee in alignment with Regulation 18(3) read with Schedule II of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and Section 177 of the Companies Act, 2013, as amended from time to time. The detailed roles and objectives of the Committee are provided on page nos. 88 & 89 of Annual Report 2024-25. This framework empowers the Committee to oversee financial disclosures, internal controls, audit processes, and compliance with statutory requirements, thereby reinforcing the integrity of the Company's financial governance.

Stakeholders Relationship Committee

The Stakeholders Relationship Committee is responsible for ensuring effective engagement with shareholders and addressing their concerns in a timely and transparent manner. Its key responsibilities include resolving grievances of security holders, monitoring the mechanisms for the efficient exercise of voting rights, and reviewing the service standards maintained by the Registrar and Transfer Agent. The Committee also oversees initiatives aimed at minimizing unclaimed dividends and ensuring the prompt delivery of dividend warrants, annual reports, and statutory notices to shareholders, thereby strengthening investor relations and promoting shareholder satisfaction. The detailed roles and objectives of the Committee are provided on page nos. 90 & 91 of Annual Report 2024-25.

Risk Management Committee (RMC)

The Risk Management Committee is responsible for formulating and overseeing the implementation of a comprehensive Enterprise Risk Management Policy. This policy encompasses the identification of internal and external risks, deployment of mitigation strategies, and establishment of a robust Business Continuity Plan. The Committee ensures that the Company has effective systems and processes in place to monitor, evaluate, and manage risks across all functions. It periodically reviews the risk management framework to ensure its relevance and responsiveness to evolving industry dynamics and complexities. The Committee also monitors the execution of risk mitigation measures and keeps the Board of Directors informed of its activities, findings, and decisions. Additionally, it reviews matters related to the appointment, removal, and remuneration of the Chief Risk Officer, where applicable, thereby reinforcing the Company's commitment to proactive and resilient risk governance. The detailed roles and objectives of the Committee are provided on page nos. 91 & 92 of Annual Report 2024-25.

Corporate Social Responsibility (CSR) Committee

In accordance with the provisions of the Companies Act, 2013, the CSR Committee is responsible for formulating and recommending the Company's CSR Policy to the Board. Its key functions include developing an Annual Action Plan, identifying and selecting appropriate CSR activities, recommending the budgetary allocation for these initiatives, and ensuring their effective execution. The Committee also monitors the implementation of the CSR Policy on a regular basis to ensure alignment with statutory requirements and the Company's social impact objectives.

The Audit and Risk Management Committees comprise entirely Independent Directors, reflecting a strong commitment to independent oversight. The CSR and Stakeholders' Relationship Committees include a balanced representation of executive and independent members, while the NRC is primarily composed of Independent Directors and Non-Executive Director.

Across these committees, female representation and diversity are encouraged — with female Directors serving on all key committees. Members bring competencies relevant to the Company's impacts, including expertise in finance, risk, ESG, stakeholder engagement, and strategic governance.

The tenure of statutory committee members, as well as their external commitments, are monitored to ensure they remain effective and fully engaged. The structure of these committees enables effective representation of stakeholder interests and integration of diverse perspectives in decision making. Further details on the composition, roles, and responsibilities of these committees are available in the Company's Annual Report FY 2024-25.

ESG Committee

Birlasoft also has in place an ESG Committee that serves as the driving force of sustainability governance at the Company level. While the ESG Committee is not a statutory committee, it plays a critical role in steering the Company's sustainability strategy, ESG risk assessment, and progress against ESG goals and targets. The ESG Committee, along with the Risk Management Committee (RMC), reports to the Board of Directors, which retains the ultimate responsibility for reviewing and overseeing ESG-related risks and opportunities. The following section elaborates on the ESG governance framework and outlines the roles and responsibilities of each body involved.

ESG Governance

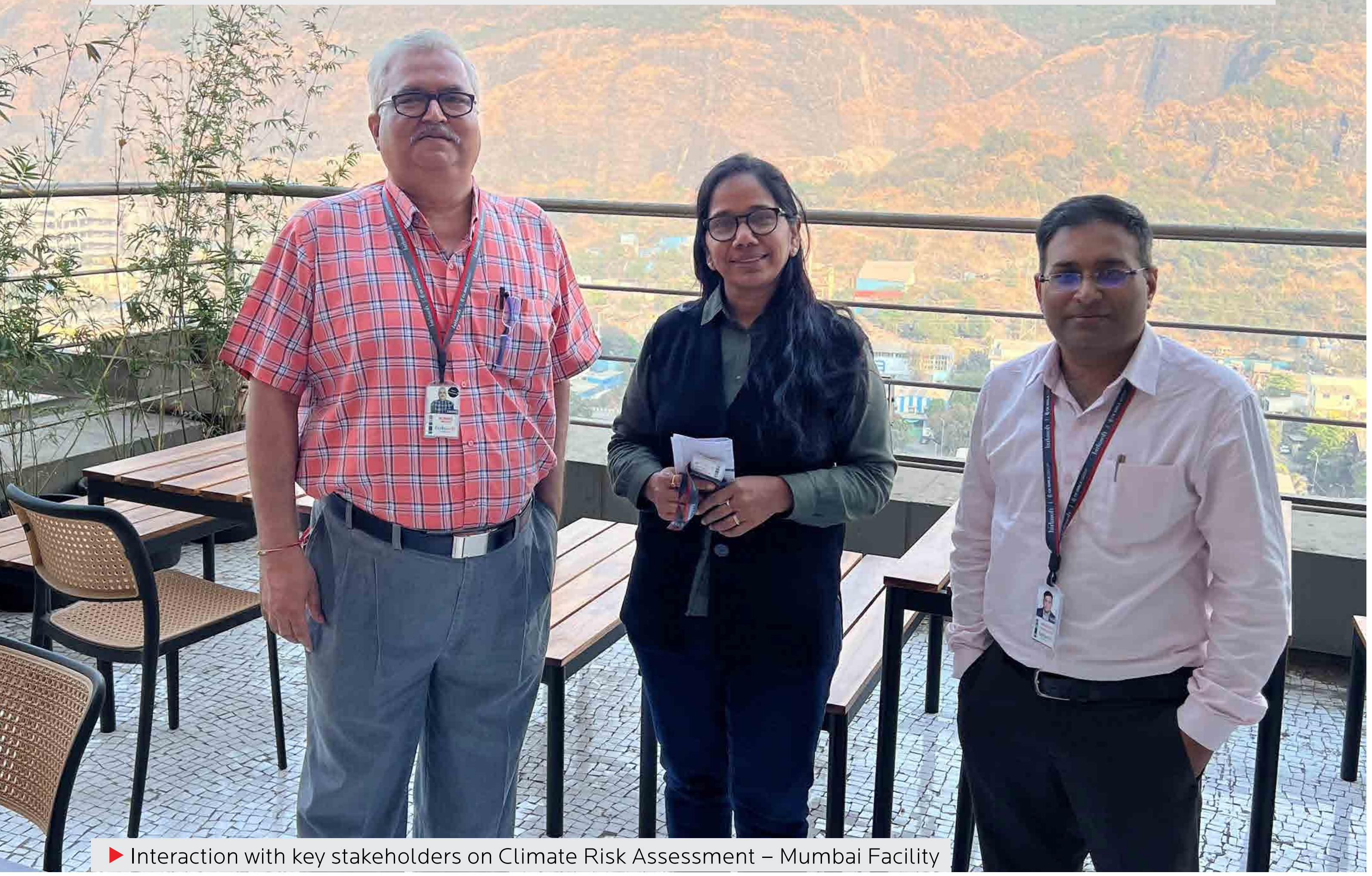
At Birlasoft, sustainability is embedded at the core of our strategic and operational framework. To ensure focused oversight and integration of Environmental, Social, and Governance (ESG) principles, the Company has established a dedicated ESG Committee and framed Environment Social Governance (ESG) Policy. This Committee plays a pivotal role in guiding the Company's sustainability journey, aligning ESG initiatives with corporate objectives, stakeholder expectations, and global standards.

The Board has empowered the Risk Management Committee (RMC) to oversee ESG risks in addition to business, geopolitical, and other operational risks as part of its risk management framework. The ESG Committee evaluates ESG-related risks throughout the Company and crafts a comprehensive strategy that aligns with Birlasoft's objectives, providing direction for decision-making, risk evaluation, and goal setting. Our approach is grounded in sustainable business practices, supported by a broad ESG framework that defines our targets and progress milestones.

The Chairman of Birlasoft's Board is a **Non Executive Director,** ensuring independence and effective oversight of the management team while providing strategic guidance to the organization. The Board of Directors play a central role in shaping and overseeing Birlasoft's purpose, values, strategies, policies, and goals related to sustainable development. The Board has delegated specific responsibilities to its committees to enhance focus and expertise. The **Risk Management Committee (RMC)** and the **ESG Committee** are entrusted with overseeing ESG related risks, opportunities, and threats, and integrating them into the Enterprise Risk Management (ERM) and business strategies. The ESG Committee specifically monitors how sustainability considerations are embedded into the business strategy and reports its recommendations to the Board.

To identify and manage the Company's impacts on the economy, environment, and people, Birlasoft monitors ESG Key Performance Indicators (KPIs) and implements corrective actions as needed. The ESG Taskforce facilitates ongoing engagement and feedback session with stakeholders to gauge their perception on ESG topics, which is then communicated to ESG Committee for embedding in business strategy, policy, and initiatives, as applicable. The RMC and ESG Committee both report regularly to the Board, which retains ultimate accountability for reviewing ESG risks and opportunities.

The Board periodically reviews the effectiveness of these due diligence processes through formal updates from the RMC and ESG Committee. These reviews occur at least annually and more frequently if required, ensuring that the Company's risk management and stakeholder engagement processes remain robust, responsive, and aligned with its sustainability commitments.



▶ Interaction with key stakeholders on Climate Risk Assessment – Mumbai Facility

The ESG Committee is responsible for:

- **Reviewing the integration of ESG factors** into the Company's corporate strategy, identifying areas of risks, threats, and opportunities, and developing mitigation plans.
- **Overseeing adherence to global sustainability frameworks** and regulatory requirements. Oversight on internal processes, systems, controls, and governance reporting mechanism.
- **Ensuring alignment with stakeholder expectations** and industry best practices.
- **Driving** transparent ESG disclosures both statutory and voluntary reports and compliances.

The ESG Committee develops a comprehensive strategy that guides decision-making, risk assessment, and goal setting across the organization. This includes:

- **Implementing** policies to reduce water and energy consumption, waste generation, and greenhouse gas emissions.
- **Monitoring** ESG key performance indicators to ensure environmental compliance and initiate timely corrective actions.
- **Tracking** resource consumption to enhance operational efficiency and cost savings.
- **Disclosing** transparent sustainability reporting to build stakeholder trust and inform future goals.

The Committee meets annually or as required to review ESG strategies, assess progress against defined milestones, and steer risk management efforts related to environmental and social issues. Through its inclusive and proactive approach, the ESG Committee ensures that Birlasoft remains committed to sustainable business practices and long-term value creation. The ESG Committee also oversees the preparation and integrity of the Company's sustainability disclosures, ensuring alignment with global standards and stakeholder expectations. Draft sustainability disclosures, including statutory and voluntary reports, are reviewed by the ESG Committee and presented to the Board of Directors for final review and approval, reinforcing the Board's accountability in overseeing the organization's sustainability reporting process.

ESG Governance Structure

Board of Directors
Oversee and guide Company's ESG strategy and performance

Environment Social and Governance (ESG) Committee

Environment Social and Governance (ESG) Taskforce

Risk
Identify, manage, mitigate, and respond to any emerging ESG and climate related risks; update existing risk frameworks to integrate ESG and climate risk capabilities.

Operations
Prioritize and measure opportunities and cost savings, risk mitigations and reputation enhancement; implement solutions to reduce resource inputs and wasteful outputs.

Finance
Incorporate ESG and climate factors or risks into annual reporting, and regulatory filling, investor engagement, and pricing, budget, and capital allocations.

ESG
Design and activate strategies to deliver on the corporate strategy, policy, procedure, purpose, and objectives to drive performance and progress.

Legal
Understand and manage risk and liability considerations related to ESG and climate change indicators and performance- inadequate or inaccurate disclosure of material financial risk.

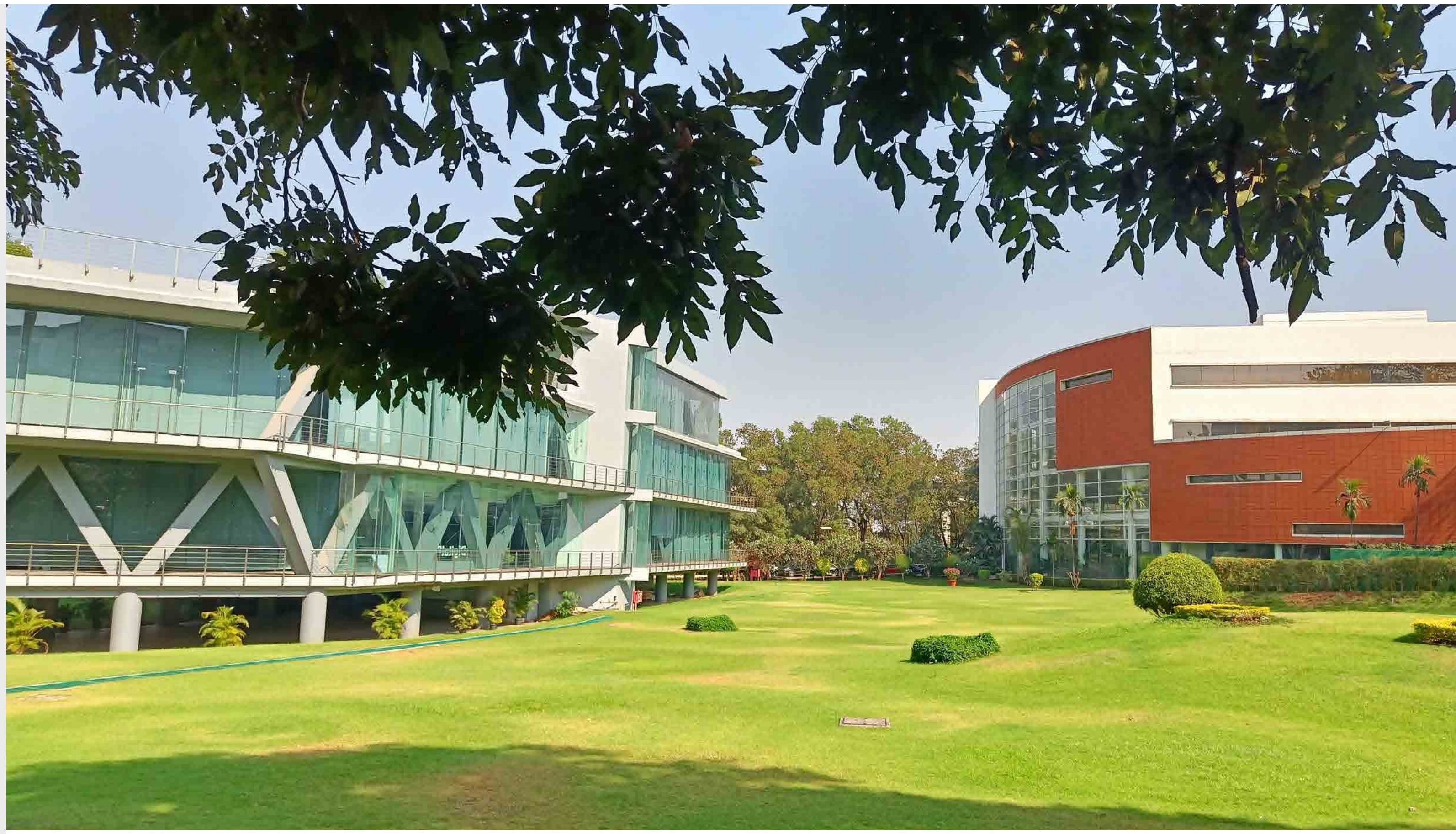
Human Resources
Invest in leading practices around employees' health and safety, diversity, inclusion, equity, and invest in development to attract, retain, and incentivize the talent. To innovate, drive productivity and deliver on the business strategy.

Compliance
Broaden the integration of ESG performance into existing management control frameworks to support compliance around ESG and climate change risks.

Human Resources
Optimize strategic communications to stakeholders to navigate evolving expectations; credibly demonstrate prioritization and management of ESG risks and opportunities.

Internal Audit
Integrate ESG and climate change risk and compliance considerations into the internal audit plan to instill discipline and enhance controls related to material ESG risks.

Strategy
Integrate ESG and climate change factors to drive innovative and brand-enhancing strategies, including strategic choices across the value chain.



The ESG Taskforce is a cross-functional operational team with representation from key functions including Company Secretarial, Human Resources (Compensation & Benefits, Employee Engagement, Well-being, HR Business Partner), Learning & Development, Marketing, Supply Chain/Procurement, Corporate Social Responsibility, Facilities & Administration, Finance, Legal & IPR, Internal Audit, Business Excellence, CISO & Data Privacy, Investor Relations, Diversity, Equity & Inclusion, and Information Technology.

The Taskforce is led by the Head of Sustainability, who is also a member of the ESG Committee. Additional departmental representatives are invited on a case-to-case basis to address specific sustainability risks, opportunities, projects, and initiatives. The Taskforce is responsible for formulating project-wise or activity-specific ESG initiatives, KPIs, and monitoring and evaluation frameworks to support the Company's ESG strategy.

Birlasoft monitors ESG key performance indicators to ensure environmental compliance and manage risks through timely corrective actions. The ESG Taskforce drives stakeholder engagement and alignment initiatives and provides a report of the same to the ESG Committee of the Board. The Risk Management Committee & ESG Committee report to the Board and the final onus to review and oversee the ESG risks and opportunities lies with the Board.

The Board maintains ultimate oversight of the Company's sustainability reporting process by reviewing and approving the disclosures to ensure their accuracy, completeness, and consistency with Birlasoft's strategic objectives and ethical standards.

Ethical Conduct

The integrity and reputation of a Company are deeply shaped by its approach to governance and ethical standards. Birlasoft's robust policies, procedures, and frameworks play a vital role in ensuring ethical business practices and adherence to legal, regulatory, and moral standards. This dedication promotes openness, responsibility, and credibility among employees, value chain partners, customers, and other stakeholders, contributing to a positive corporate culture and brand equity. The Company's governance policies and framework act as a moral compass for both employees and partners, guiding business decisions in accordance with the organization's core principles and values, and ultimately helping to minimize unethical activities and behavior.

Birlasoft has established formal mechanisms to ensure that critical concerns are promptly communicated to the highest governance body, i.e., the Board of Directors, through regular reporting by the Audit Committee, Risk Management Committee, and the Compliance Officer. These concerns may include potential legal, ethical, financial, or reputational risks affecting the Company or its stakeholders.

During the reporting period, no critical concerns were reported to the Board, and no penalties, strictures, or instances of non-compliance were imposed on the Company by the stock exchanges or other statutory authorities in connection with capital market regulations. The Company has fully complied with all mandatory requirements under the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

Code of Business Ethics and Conduct (COBEC) Policy

Birlasoft is committed to adhering to the highest standards of ethical, moral, and legal conduct of business operations. The Code of Business Ethics and Conduct (COBEC) Policy defines our values, principles, and standard behavior to be followed in business activities. Our six cultural tenets – Organization First, Customer Centricity, Say-Do Ratio, People Centricity, Be Bold and Quick Decision Making, serves as the Company's guide to progress ahead. These culture tenets are interwoven to form a principle of "Trust" as a fabric for our Code of Business Ethics and Conduct Policy. The Company expects everyone who works for us to demonstrate exemplary commitment and fulfill their responsibilities towards the ethics and integrity standards laid down by the organization. The Company has adopted a COBEC Policy for the Board members, Senior Management Personnel, all employees and all business partners and associates it engages with. This Code has been posted on the Company's website. During the FY 2024-25, there have been no material financial or commercial transactions made by the management where they had personal interests conflicting with the interest of the Company at large. All Board members and Senior Management Personnel affirm compliance with the Code on an annual basis.

Grievance Redressal Mechanism

Birlasoft upholds a culture of ethical conduct and responsible business practices through robust governance and grievance management mechanisms. Ethical concerns, including violations of the Code of Conduct or law, can be confidentially reported under the Company's Whistle Blower Policy. All concerns are independently investigated, with outcomes reviewed by the Whistle Blower and Audit Committees. Protections against retaliation, confidentiality safeguards, and escalation mechanisms ensure the integrity of the process.

In parallel, the Grievance Redressal Policy provides associates a structured mechanism to raise formal complaints related to workplace concerns, human rights violations, or breaches of employment terms. This includes clearly defined procedures, expected timelines, and the formation of an impartial Investigating Committee, with considerations of gender diversity as needed. Corrective and preventive actions—including policy changes, disciplinary measures, or remedial training—are taken based on the nature of each case.

Both mechanisms play a vital role in identifying, addressing, and remediating negative impacts across the organization. These processes are essential components of Birlasoft's ethical governance, ensuring transparency, fairness, and accountability. Further details are available in the publicly disclosed Whistle Blower Policy and internally available Grievance Redressal Policy.

Vigil Mechanism – Whistle Blower Policy

The Company encourages stakeholders to actively report any conduct or practices that may be unethical, illegal, or potentially damaging to the Company through our established reporting mechanisms i.e., **Whistle blower Policy.** The policy establishes procedures for:

- Empower Directors, employees, contractors, third-party service providers, and other stakeholders to understand the organization's policies and confidently voice any concerns regarding potential malpractices or unethical behavior.
- Acknowledging, validating, investigating, and responding to complaints regarding improper activities, including financial, workplace, environmental, and unethical behavior.
- Providing confidential and/or anonymous channels for whistle blower complaints. These mechanisms are designed to protect the whistle blower's identity to ensure confidentiality and without fear of retaliation.
- Conducting timebound, fact-based independent investigations with defined actions for monitoring and reporting.

The Company also has in place mechanism to receive, record, investigate, and address various types of grievances from both permanent and non-permanent employees, including:

- **POSH Policy and Investigation Mechanism:** A dedicated Policy on Prevention of Sexual Harassment (POSH), aligned with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, ensures a secure, safe, and respectful workplace. The policy applies to all Associates, including employees, trainees, subcontractors, and business partners operating from the Company's premises or during business dealings with Birlasoft. Birlasoft has established regional Internal Committees (ICs) to address complaints, supported by external experts where required, and provides multiple secure channels, including a dedicated confidential email ID, which is integrated with a third-party case management tool, to report incidents. All Associates undergo induction and annual refresher training to build awareness, while strict confidentiality, non-retaliation, and protection provisions are enforced. Reported cases are investigated and resolved within defined timelines, with appropriate actions taken where necessary, ensuring a culture of respect, fairness, and zero tolerance towards harassment. This policy is also available on the Company's website.
- **Grievance Redressal Policy:** Employees can raise concerns on the grievance portal, which are tracked, managed and resolved by grievance handling team.
- **Incident Management Tool:** An online tool in ServiceNow where employees can raise general incidents or service tickets related to compensation and benefits, systems, software, facilities, infrastructure, and travel & transportation or others related to any policies or procedures. This tool has an inbuilt escalation mechanism for unresolved issues.

The Company is committed to fostering a workplace environment that is free from discrimination, harassment, and retaliation. No employee or Director is permitted to violate the guidelines outlined in this Policy. The Company affirms that all personnel have full access to the Audit Committee, and any related concerns can be addressed through the Ombudsperson mailbox, which is directly linked to the Chairperson of the Audit Committee. Employees are encouraged to report serious concerns by contacting the internal grievance mailbox at grievanceredressal@birlasoft.com, or for workplace-related issues, they may write to workplacesafety@birlasoft.com.

Anti-Bribery, Anti-Corruption, and Anti-Competitive Behavior

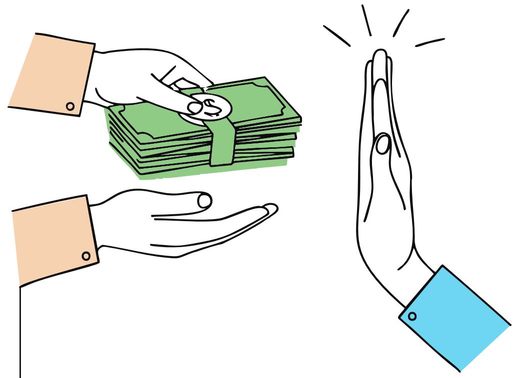
Birlasoft maintains a strict **zero-tolerance policy towards bribery and corruption,** committing to conduct all its business dealings with professionalism, fairness, and integrity across all areas of operation. The Company implements and enforces robust systems to combat bribery, as detailed in its Anti-Bribery and Anti-Corruption Policy, which is publicly disclosed on the Company's website. This policy prohibits employees and business partners from engaging in any form of bribery—directly or indirectly—including offering, promising, giving, soliciting, or accepting bribes, kickbacks, facilitation payments, or other inducements in exchange for business advantages.

Anti-bribery and anti-corruption training is mandatory for all new employees during onboarding and is reinforced through periodic refresher sessions and e-learning modules. In addition, targeted communication and training are provided to employees in roles with elevated corruption risk, such as procurement, sales, and finance. The policy is also communicated to key business associates and third-party vendors through contractual obligations and supplier engagement practices.

Bribery and corruption are punishable offenses for individuals and organizations under the laws of various countries. The Company recognizes that industry practices may vary across different countries and cultures. What is considered unacceptable in one place may be a normal practice in another. Nevertheless, strict adherence to the guidelines set out in this Policy is expected from all associates, associated persons, and third parties at all times.

The Company is committed to implementing strong and comprehensive anti-bribery and anti-corruption measures that effectively address potential risks while fostering a culture of ethical conduct. To support this, it regularly conducts training and awareness programs to educate its employees and stakeholders on the importance of adhering to these policies. By upholding these high standards, the aim is to protect its reputation and build lasting trust with its clients, partners, and the communities it serves.

Our Code of Business Ethics and Conduct Policy contains our commitment to upholding principles of fair competition in dealing with competitors, customers, suppliers and every business situation, to ensure a level playing field and regulatory compliance. Birlasoft has integrated anti-competitive risks in our enterprise risk management (ERM) register and identified the contributing factors and the control measures to be implemented for each risk.



100%
operations were assessed for risks related to corruption

Zero
legal actions for anti-competitive behavior, anti-trust, and monopoly practices

Zero
cases have been recorded for corruption or bribery for Directors, KMPs, and employees.

Risk Management

Risk management plays a vital role in ensuring strong corporate governance and is key to achieving the Company's strategic goals and operational effectiveness. A robust risk management approach supports data-driven decision-making, helps identify risks, threats, and opportunities, and enables the organization to tackle business challenges while minimizing risks that could impact stakeholder value. Birlasoft understands the significance of having an effective and efficient risk assessment framework. The aim is to integrate this framework into the overall business continuity planning, with the objective of enhancing shareholder value and successfully executing corporate strategies.

Risk management is an ongoing process, and to stay competitive in today's fast-paced and disruptive environment, our approach is designed to be both agile and resilient. Rapid advancements in technology, shifts in global macroeconomic trends, changing customer expectations, strategic realignments, and growing regulatory pressures all add layers of complexity to our operations. In response, our risk management framework is continuously refined to adapt seamlessly to these changes. It delivers business-centric insights that strike the right balance between proactive risk mitigation and strategic growth, ultimately enhancing value for our shareholders and stakeholders.

To ensure alignment with regulatory requirements and international best practices, Birlasoft has adopted a robust **Enterprise Risk Management (ERM)** framework, benchmarked against global standards, including the **COSO framework**. This allows us to manage risks effectively while supporting our long-term strategic objectives. An Enterprise Risk Management (ERM) policy has been developed to guide the implementation and management of our ERM framework, ensuring a consistent, efficient, and effective assessment of risks and threats. This Policy which is periodically reviewed (at least once in two years) by the Risk Management Committee, supports the Company's efforts to design, implement, monitor, review, and continually improve our risk management program.

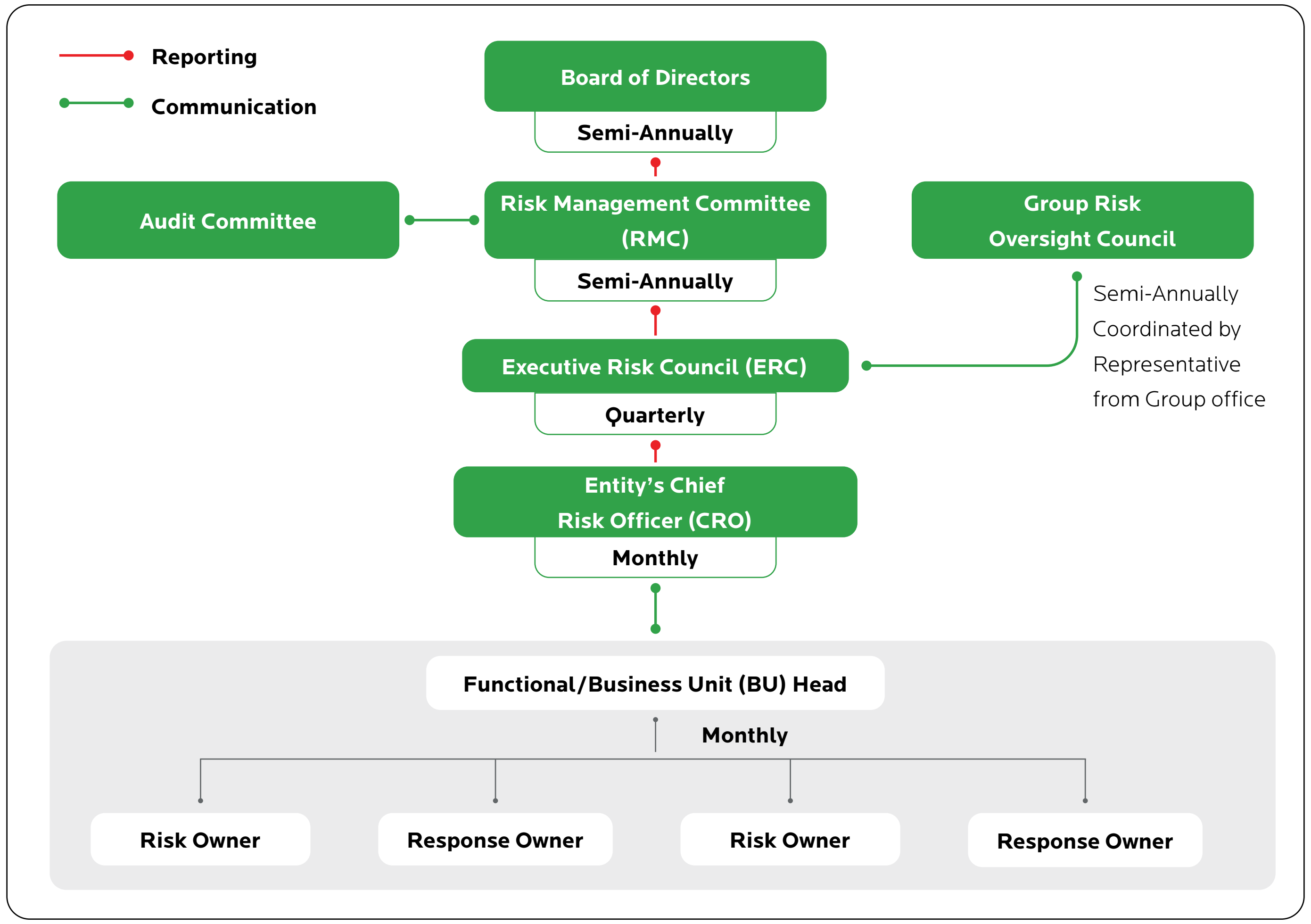
The Risk Management Committee also ensures the adequacy and effectiveness of the framework through periodic reviews and oversees internal risk assessments. These reviews and risk discussions happen at least annually, and more frequently as needed, to ensure the framework remains responsive and aligned with emerging risks and opportunities.

ERM Governance Framework

At Birlasoft, risk management is a shared responsibility across the entire organization. The Company has established **a three-tiered governance structure** that clearly defines risk management roles and responsibilities, cascading them from senior leadership to all employees at every level. Risks with potential enterprise-wide impact are identified through a combination of stakeholder interviews, internal data sources, and industry benchmarks. These are then prioritized and continuously monitored as **key business risks.**

Risk assessment and mitigation occur at multiple organizational levels and are carried out on a regular basis using **a top-down and bottom-up approach**. This holistic process ensures thorough coverage across the enterprise—including business units, geographical regions, delivery operations, and support functions—enhancing our ability to proactively manage emerging risks and maintain operational resilience.

ERM Governance Structure



ERM Role and Responsibility

Risk Governance and Oversight

- Risk Governance and Oversight function plays a pivot role in framing the ERM Policy and guidelines for the organization.
- Board of Directors is committed to ERM objectives and risk oversight to support strategic goals.
- Risk Management Committee (RMC) assists in framing and reviewing the ERM Policy and its effectiveness.
- Audit Committee receives semi-annual risk updates from RMC and guides and evaluates the Risk Management program.

Risk Infrastructure and Management

- Executive Risk Council supports the RMC of the Board to focus on ERM Governance and its implementation in the Company.
- This Council has the primary responsibility of implementing the Enterprise Risk Management Policy of the Company and achieving its stated objectives of developing a risk aware and intelligent culture that supports strategic decision making and helps improve Company performance.

Risk Ownership

- Risk Ownership function comprises of the Risk Owners and Functional Heads / Business Unit Heads, who shall be responsible for performing risk management activities in the Company.
- Functional Heads / Business Unit (BU) Heads are responsible for communicating on the status of risk management activities for their respective functions/ Business unit to the CRO monthly.
- Risk Owners are responsible for developing and communicating response plans, and continuously assessing risk scenarios, contributing factors, impact, likelihood, and KRIs

ERM Process and Framework: Overview

The **Enterprise Risk Management (ERM) Framework** is designed to effectively manage uncertainty, address potential risks, and capitalize on emerging opportunities. As part of fostering a robust risk-aware culture, Birlasoft has also undertaken Company-wide initiatives to enhance risk awareness, accountability, and ownership at all levels. Details of these broader risk management initiatives can be found in the Company's Annual Report – ERM section. This structured approach enables proactive decision-making and supports the achievement of strategic objectives. The key steps in the framework, as illustrated in the flowchart, are outlined below:

a. Scope, Context, and Criteria: Define the scope and context of the risk management process within Birlasoft's risk appetite to manage risks effectively.

b. Risk Assessment: Involves identifying, analyzing, and evaluating risks that could impact business objectives. It includes:

- Risk Identification: Generating a list of potential risks.
- Risk Analysis: Understanding the nature, impact, and likelihood of risks.
- Risk Evaluation and Prioritization: Comparing risk analysis result with criteria to prioritize and determine necessary actions.

c. Risk Treatment: Develops response plans to mitigate key risks and implement contingency plans during crises to maintain business continuity.

d. Risk Monitoring and Review: Regularly monitor and review risks, using Key Risk Indicators (KRIs) to track and respond to emerging risks.

e. Risk Reporting: Ensure timely dissemination of risk information across all levels for informed decision making.

ERM Process

Risk Categories

Financial | Operational | Regulatory | Talent | Reputational | Extended Enterprise | Strategic | Sustainability- ESG | Sectoral Technological

Enterprise Objective and Strategy

1. Mission, Vision and Values
2. Annual Business Plan
3. Leadership Direction
4. External Environment Scan

Risk Management Process

Scope, Context and Criteria for risk process

Risk Assessment

- Risk Identification
- Risk Analysis
- Risk Evaluation and Prioritization

Critical | Severe | Moderate | Acceptable

Risk Treatment — Response and Con-tingency planning

Monitor and Review — Key Risk Indicators

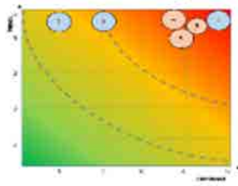
Risk Reporting

Output

Risk Repositories

- Functional / BU level
- Enterprise level

Risk Heat Map



Report key risks to the ERC (Convened by CRO) and the RMC

Emerging ESG Risks identified for Birlasoft Limited

In FY 2024-25, Birlasoft identified key emerging risks, in line with our broader risk assessment procedures and systems. While these risks may have impacts on our business in the long-term, the anticipation of mitigating actions required allows us to improve our resilience and preparedness as we continue to grow.

In line with our commitment to transparency and disclosure, the emerging risk descriptions and respective mitigation plans are disclosed below:

Risk Event # 1 Environment, Social and Governance (ESG) Non-Compliance Risk

Description The rapid rise of ESG (Environmental, Social, and Governance) risks has created a globally interconnected set of challenges that significantly impact a Company's reputation with all stakeholders. It is crucial to revitalize ESG initiatives to align with the evolving sustainability landscape and meet the expectations of investors, customers, and regulators regarding ESG practices.

Failure to manage these risks effectively can result in reputational damage, loss of business opportunities, and potential regulatory non-compliance.

Birlasoft has identified the emerging ESG risks of non-compliance to evolving ESG regulations and frameworks. This is classified as an economic and environmental risk given the significant impacts on both the environment and Birlasoft's business.

Since the implications of changes to the ESG sphere have an increasing impact on businesses across the globe, including Birlasoft, it is our endeavour to continually monitor our compliance to various ESG requirements.

Mitigation plan At Birlasoft, the ESG Committee plays a pivotal role in mitigating risks related to Environmental, Social, and Governance factors. The ESG Committee identifies and assesses ESG risks across the organization and develops a comprehensive ESG strategy and framework aligned with Birlasoft's business objectives. The monitoring of ESG compliances at leadership level through ESG Committee and implementation team.

This framework guides decision-making, risk assessment, and goal setting. Birlasoft's ESG risk mitigation strategy includes periodic assessments annually to identify compliance gaps, alignment with industry standards, and commitment to ESG program goals.

To communicate progress and our ESG compliance to all stakeholders, the Company annually publishes a Sustainability Report in accordance with Global Reporting Initiative (GRI) standards and SEBI's Business Responsibility and Sustainability Report (BRSR) in alignment with regulatory requirements.

In addition, the Company regularly revises its ESG policies which are made available on the Company's website, with reference to updates in applicable standards and regulations.

Birlasoft is committed to transparent communication with all stakeholders, including regulatory authorities. The Company also participated in EcoVadis and Dow Jones Sustainability Indices (DJSI) ESG ratings. Additionally, Birlasoft has revised its publicly available ESG goals and commitments to reflect actual performance on an annual basis.

These goals and commitments can be found on our website, along with various ESG-related certifications the Company has obtained.

Risk Event # 2 Operational Risk due to Climate Disruptions

Description Given the nature of Birlasoft's business and a growing demand for digital solutions, comes an increase in use of energy and dependency on the functioning of data storage centres. The impacts of climate change are linked with extreme weather conditions that can impact power supply, contribute to grid disruptions, and elongate downtime or outages. This is an environmental risk that translates to potential adverse impacts on the way Birlasoft conducts business.

Mitigation plan Birlasoft has in place comprehensive business continuity plans and disaster recovery processes that allow us to ensure minimum impact on operational efficiency, in case of any adverse situation. Periodic testing ensures that the disaster-response team is aware of the appropriate response techniques for unique situations. Further, our data security measures provide assurance that cybersecurity threats due to downtime are detected and immediately mitigated.

In addition, Birlasoft is continuously propelling towards the use of renewable energy and reducing dependencies on the power grid. The utilisation of energy storage systems at our operational sites will further improve resilience to outages and power failures. This will not only ensure business continuity but also help us reduce the impact our operations have on the environment.

Further, the Company is committed to investing in energy efficient technologies, use sustainable materials and obtain green building certifications for our operating locations. These efforts not only enhance our commitment to sustainability but also help us improve disaster response that mitigates operational risks from climate-related disruptions.

Information, Cyber Security, and Data Privacy

At Birlasoft, data security is not just a compliance requirement—it is a strategic imperative that underpins our commitment to customer trust, operational resilience, and digital excellence. Guided by our Infosec team, we have built a robust security framework that reflects our proactive stance and continuous improvement mindset.

Zero
incidents of data breaches on all fronts in FY 2024-25, including zero breaches of customer privacy or customer data loss reported.

Our Company has established and continues to maintain a strong **Information Security Management System (ISMS) and Privacy Information Management System (PIMS)**, supported by a comprehensive set of policies, well-defined processes, and effective controls designed to mitigate cybersecurity and privacy risks. Security governance and compliance are reviewed regularly, reinforcing our commitment to high standards. This is reflected in our ongoing ISO 27001:2022 and ISO 27701:2019 certifications, which highlights our dedication to robust, globally aligned information security practices.

In addition, we comply with major data protection regulations, including the **EU General Data Protection Regulation (GDPR), California Consumer Privacy Act (CCPA), Brazil's LGPD, and the Indian IT Act.** To ensure readiness for the **Digital Personal Data Protection (DPDP) Act**, we conducted a comprehensive assessment in advance of its official notification.

Birlasoft remains steadfast in our commitment to protecting digital assets, upholding privacy, and ensuring the security of personal data. As businesses increasingly adopt advanced technologies such as mobile computing, the Internet of Things (IoT), cloud computing, and artificial intelligence, **cybersecurity** has emerged as a critical area of focus. **We consistently maintain a security score above 95, contributing to reduced cyber insurance premiums and enhanced risk posture.** Cyber threat identification, external attack surface monitoring, brand monitoring is carried out on continuous basis using advanced external threat intelligence and digital risk protection platforms.

To address these evolving challenges, the Company continually strengthens its security capabilities across multiple domains—**including intrusion prevention, data loss prevention, vulnerability and exposure management, application and operations security, threat detection, and incident response.** These initiatives are supported by continuous monitoring, testing, and performance measurement.

Birlasoft's security framework is guided by a **comprehensive zero-trust approach,** which spans people, processes, and technologies. To further strengthen identity and access security, Birlasoft has rolled out **Windows Hello,** a biometric authentication solution that leverages facial recognition, fingerprint scanning, and TPM-based encryption. This enhances protection against phishing and brute-force attacks while ensuring fast, secure, and user-friendly access to enterprise systems. Network Segmentation enables us to reduce the attack surface helps us minimize the risk of data breaches and enhanced the data security.

The Company makes ongoing investments in all three areas to enhance its overall security posture. Our **Security Operations Centre (SOC)**, powered by advanced technologies like **Security Information and Event Management (SIEM)** and **Extended Detection and Response (XDR)** tools, plays a central role in maintaining the integrity and effectiveness of our cybersecurity infrastructure. The security and network logs and alerts sourced from various critical security appliances; network devices are centrally monitored at our SOC to help in early detection of all cyber threats proactively. The Company has rolled out **Netskope as a unified SASE platform**, combining CASB, SWG, DLP, and ZTNA into a single cloud-native solution. This enhances visibility, enforces zero-trust access, provides inline threat protection, and ensures regulatory compliance across hybrid and remote work environments.

Additionally, our collaboration with a **third-party Red Teaming service provider** allows us to conduct regular, independent assessments of vulnerabilities across our environment. To safeguard multi-cloud environments, Birlasoft has also implemented **Orca Security as a Cloud Native Application Protection Platform (CNAPP)**. This agentless solution provides full-stack visibility across AWS, Azure, GCP, and Oracle Cloud, with AI-driven remediation, Kubernetes security, and compliance automation to proactively address risks. Our multi-cloud security platform enables complete visibility on cloud workload protection and container security.

The Company also maintains **100% compliance under its Third-Party Risk Management program**, with rigorous annual assessments conducted on all engaged third-party entities. These proactive measures illustrate the pledge to foster a secure digital environment and build trust with our clients, partners, and stakeholders. The Company further strengthens governance and oversight through the **SwissGRC solution**, covering modules such as risk management, ISMS compliance, audit, policy and document management, business continuity, and third-party risk management. This integrated framework aligns with

ISO/IEC 27001 and ISO/IEC 27701 standards, improving cyber resilience and accelerating audit readiness.

Birlasoft also upholds a strong and holistic **privacy framework**, supported by well-structured policies and procedures that address a wide range of privacy requirements across the various regions where it operates. The Company's **governance structures** play a key role in ensuring the effectiveness of this program by regularly monitoring performance metrics and evaluating compliance. Furthermore, it proactively adopts **privacy-by-design** principles, embedding data protection considerations into the very foundation of our systems and processes, thereby reinforcing our dedication to maintaining the highest standards of privacy and security for all stakeholders. The Company has further strengthened its data privacy posture by implementing **Securiti.ai PrivacyOps platform**, which also allows us to maintain compliance at a global level. This enables AI-powered data discovery, automated fulfillment of data subject rights requests, consent management, and privacy impact assessments, ensuring regulatory readiness and building stakeholder trust.

At Birlasoft, the Company has implemented **precise and comprehensive data security controls** to safeguard sensitive information and ensure compliance with global privacy standards. Key measures include:

Privacy Impact Assessments (PIAs) to evaluate data processing risks

Incident Management Procedures for prompt and effective response

Breach Notification Management protocols to ensure timely disclosures

Matured Individual Rights Management Procedure

Our **data privacy controls** are rigorously assessed on an annual basis by independent external experts, affirming our alignment with international regulatory requirements. The Company also fosters a proactive **organizational culture of privacy awareness**, staying ahead of emerging risks brought on by new technologies. Regular training, communication, and awareness programs are conducted to keep employees informed and engaged in maintaining privacy compliance. Our achievement of the **ISO/IEC 27701:2019 certification**—which extends our ISO 27001 compliance to include privacy information management—across business functions and client delivery projects reflects our unwavering dedication to upholding global data protection standards and safeguarding stakeholder trust. These efforts are complemented by globally recognized certifications and attestations, including **ISO 27001:2022, SOC 2 Type II, and NIST CSF Maturity Assessment**, reaffirming Birlasoft's commitment to the highest standards of information security and privacy.

During the financial year, as part of the pre-deployment solution research and development expenditure, 4% was accounted to those digitalization and IT initiatives that had positive socio-environmental benefits, such as online gift registration, SharePoint migration (On-Prem to Online), transition to advanced Azure DevOps, and adoption of new Secure Service Edge (SSE) to improve performance, security, and lower energy use. These investments also supported advanced cybersecurity and privacy solutions such as SASE, CNAPP, and PrivacyOps platforms, which improve both organizational resilience and environmental performance.

Technology Modernization

The Company upgraded its legacy network, Wi-Fi, and audio-visual infrastructure to Cisco's latest platforms, consolidating devices and reducing hardware footprint. This modernization enhanced centralized management, enabled real-time environmental monitoring, and improved operational efficiency. By optimizing hardware and implementing intelligent energy management, the initiative achieved significant reductions in power consumption and resource use. The scalable model can be replicated across facilities and business units, contributing to sustainability and aligning with UN SDGs 3 (Good Health & Well-being), 8 (Decent Work & Economic Growth), and 9 (Industry, Innovation & Infrastructure).

Data Center Modernization

Migration to Nutanix Virtualization Platform
Replaced VMware with Acropolis Hypervisor (AHV) across clusters in Noida and Bangalore

Infrastructure Consolidation and Optimization
Consolidated workloads, freed up HCI, retired End-of-Life (EOL) server nodes, storage arrays; chassis, and network components

Enhanced Monitoring and Automation
Integrated Nutanix Prism Central for real-time monitoring and auto-resolution via Run Books

Cost and Energy Efficiency
Avoided tech refresh investments and VMware licensing costs; reduced power consumption by 10-15%

Quality Management Integration
Applied TOM, Lean and Kaizen methodologies; standardized virtualization, software across data centers

Scalability and Replicability
Model is scalable across public sector, corporate ESG programs, educational institutions, and healthcare IT systems

The Company modernized its data centers by migrating to the Nutanix Virtualization Platform, consolidating infrastructure, and retiring end-of-life hardware. This transformation enhanced monitoring, automation, and system reliability while delivering significant cost and energy efficiencies. By integrating quality management practices and enabling scalable deployment across sectors, the initiative contributed to reduced carbon footprint, improved resource utilization, and alignment with key UN SDGs, including Innovation & Infrastructure, Responsible Consumption, Climate Action, and Good Health & Well-being.

Economic Performance

At Birlasoft, it is our constant endeavor to improve on our economic performance, which is largely attributed to our focus on excellence in delivery, enhanced customer-centricity, and a clearly defined business strategy across business units (BUs). Our revenue has shown an increase in FY 2024-25, along with spending on employee wages and benefits and CSR expenditure.

The Company has not made any financial or in-kind political contributions in the past three reporting years, in any countries of its operation. On the other hand, it received financial incentives from the government for hiring apprentices under the National Apprenticeship Training Scheme (NATS). Apart from this, no other financial assistance — such as subsidies, investment grants, or tax relief — was received from the government.

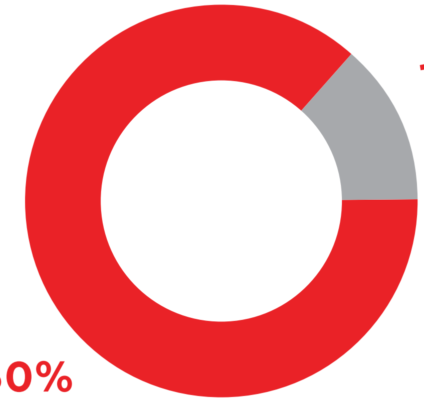
Tax Governance and Strategy

At Birlasoft, **tax compliance** is a core component of its commitment to **regulatory excellence** across all jurisdictions. The Company strictly adhere to local tax laws, ensuring **timely and accurate filings and payments**, thereby reinforcing the principles of **transparency, accountability, and credibility** in all financial and regulatory matters. The Company's **tax strategy** is designed to comply with applicable tax regulations across geographies, while supporting its long-term business goals. This strategic alignment helps minimize tax-related risks and ensures that tax considerations are integrated into broader **business decision-making and corporate governance** processes.

The Company established a comprehensive Group Corporate Tax Policy, which is fully aligned with Birlasoft's **core values, governance principles**, and **enterprise risk management framework**. This policy emphasizes:

- **Integrity and transparency** in tax reporting and compliance
- **Avoidance of tax havens** in and artificial tax structures solely for the purpose of tax reduction
- Prompt communication of **tax law changes** that may impact the business
- Adherence to **global transfer pricing standards,** ensuring that value is not artificially shifted to low-tax jurisdictions
- Seeking **professional tax advice** where necessary, ensuring informed decisions that account for tax implications on business operations.

Client Geography



Through this approach, the Company strives to maintain the highest standards of ethical tax conduct, creating sustainable value for stakeholders and strengthening its reputation as a responsible global enterprise. The Chief Financial Officer (CFO) is responsible for establishing, implementing, monitoring, reporting, and disclosing the Tax Policy. The internal tax team, primarily composed of qualified professionals, manages the operational aspects of tax risk and ensures day-to-day tax compliance across all jurisdictions in which the Company operates. The Audit Committee and the Board of Directors are regularly updated on the compliance progress, and management of tax-related risks.

Industry Association and Affiliation

Birlasoft's is affiliated with several trade and industrial chambers/associations in alignment with our goal of stakeholder engagement and collaboration. These partnerships allow us to gain industry insights, reputational benefits and contribute to research and innovation across the broader communities within its areas of operation.

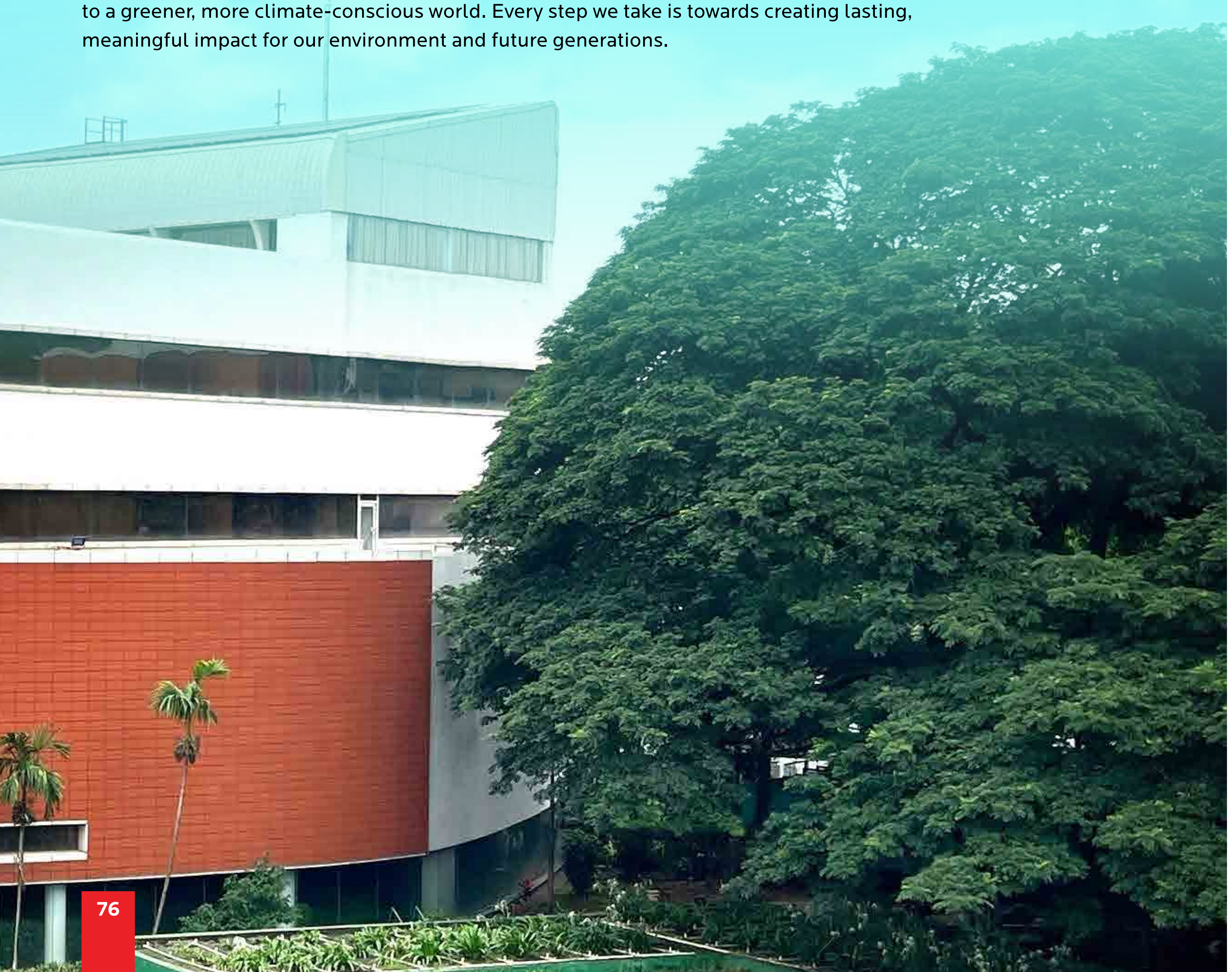
S. No.	Name the trade and industry chambers/associations	Reach of trade and industry chambers/associations (State/ National)
1	NASSCOM	National
2	Software Technology Parks of India – Noida, Bengaluru, Mumbai, Pune, Chennai	National
3	Special Economic Zone – Hyderabad, Coimbatore, Mumbai	National
4	Directorate of Industries, Government of India	National
5	Export Promotion Council for EOUs & SEZs	State
6	Society for Cyberabad Security Council	State
7	Visakhapatnam Special Economic Zone	State
8	Madras Export Processing Zone, Coimbatore	State
9	Hinjawadi Industries Association, Pune (HIA)	State
10	Mahratta Chamber of Commerce Industries and Agriculture (MCCIA)	State

Environment

Enabling a Greener Future with Technology

At Birlasoft, we see sustainability as more than a responsibility, it's an opportunity to make a positive difference. We have begun our journey towards achieving carbon neutrality and reaching our net zero goals, and we believe technology is one of our strongest tools to get there.

Our focus is on using digital innovation to improve how we use resources, lower our emissions, and help build a low-carbon economy. By weaving sustainability into the way we work and the solutions we deliver to our clients, we are not just transforming businesses but also contributing to a greener, more climate-conscious world. Every step we take is towards creating lasting, meaningful impact for our environment and future generations.



Environment key material topics and alignment with UN SDGs

Climate Action and Energy Management

Water Management

Waste and Hazardous Materials Management

Responsible Supply Chain

Key Environment Initiatives and Progress

Driving Green Innovation Through Employee Engagement

At Birlasoft, our green initiatives testify our commitment to responsible business practices and our focus on environmental and societal well-being. We actively involve employees in our sustainability efforts through targeted engagement programs. To build awareness, we have introduced an e-Learning module that educates employees on environmental issues, climate change, and the impact of individual actions on sustainable development goals.

We also circulate a monthly ESG newsletter, **'bResponsible,'** sharing leadership messages, key sustainability highlights, and updates on our engagement platforms. Fun, engaging ESG quizzes are also part of this, with winners recognized through our internal STAR rewards program.

Ganesan Karuppanaicker
Chief Technology Officer

Digitization and applied AI are empowering us with real-time insights, enabling smarter decisions and faster progress on ESG goals. Transparent data flows are enhancing accountability, making it easier to see what's working and where to improve. This clarity ensures our actions reflect our values consistently, strengthening stakeholder trust.

Praveen Siddannavar
Senior Vice President - Facilities & Logistics Management

Sustainability begins with the way we run our spaces - efficiently, responsibly, and with care for the environment. From using renewable energy to responsible water and waste management by utilising advanced technologies, we are embedding sustainability into the core of our operations. Operational excellence and environmental stewardship must go hand in hand as we build a more sustainable future.

Small but meaningful changes are part of our culture—whether it's reducing paper use through hand dryers, switching to glass bottles and ceramic mugs, or sharing regular updates through mailers that encourage everyone to be mindful of their environmental footprint.

We marked World Environment Day by distributing over 500 saplings to employees, encouraging them to plant and care for them. This simple yet impactful step contributes to reducing greenhouse gas emissions while building a personal connection with the environment.

Our approach goes beyond awareness we focus on participation. By involving employees directly in green initiatives, we nurture environmentally responsible habits and strengthen our culture of sustainability across the organization.

Tech-in-Action: Powering Green Change through IT

Being an IT services Company, we recognize our responsibility to make our operations environmentally friendly. We have undertaken several initiatives through which we promote this effort across our organization:

Birlasoft **migrated its on-premises SharePoint applications to the cloud**, releasing 17 physical servers. This shift improves **energy efficiency, cuts greenhouse gas emissions**, and aligns with our sustainability goals while also delivering an estimated **annual savings of ₹9 lakh** through reduced power and cooling needs.

Minimizing paper use by digitizing offer letters, onboarding forms, exit management process, HR documents, expense claims, performance letters, and vendor invoicing—**reducing paper waste and conserving resources**.

Manage Print Services (MPS) allows us to optimize our printing fleet using **energy efficient models that offer recycling programs** for their components such as toners and cartridges. This prioritizes cost saving and aligns with our **commitment to sustainable use of resources**.

Migration of servers from on-premises to cloud: We have moved all our aging end-of-life (EOL) and end-of-support (EOS) servers to the cloud. This transition **enhances resource optimization, improves energy efficiency**, and, in some cases, **utilizes renewable energy to power data centres**.

We prioritize **energy efficient hardware** such as servers, storage devices and networking equipment with high energy efficiency ratings such as ENERGY STAR. Replacement of old **monolithic UPS with high-efficiency modular UPS** at several locations.

Key services such as our **SAP and non-SAP systems** have been **moved onto the cloud** to reduce the load from physical servers on our premises, and thereby **reduce the e-waste generated**.

Our **MyWorld 2.0 application** has a **dark mode which reduces the power consumed** by our devices and extends the lifespan of the hardware components.

Extending Laptop Lifecycle with SSD Upgrades

To optimize resource use and reduce electronic waste, Birlasoft upgraded 400 end-user laptops by installing Solid State Drives (SSDs). This initiative enhanced system performance, improved user experience, and significantly extended the lifecycle of existing devices. By upgrading rather than replacing, the Company avoided new laptop purchases, contributing to reduced environmental impact while maximizing IT investments.

MongoDB Migration & Upgrade

MongoDB (version- 3.72) migration & upgrade to MongoDB Atlas (6.0) which includes built-in security features like encryption, access controls, and automated backups, supporting better data governance.

Sustainability Benefits:
- Decommissioning legacy hardware helps reduce electronic waste and minimizes the environmental impact of hardware disposal and replacement.
- Cloud migration to MongoDB Atlas supports sustainability, as major providers (AWS, GCP, Azure) are increasingly powered by renewable energy sources.

Efforts & Execution: Seamless migration with zero downtime.
Improvements: Achieved enhanced application performance with faster query responses

Decommissioned 55 Windows 2012 & 45 Ubuntu 16.0 Servers

Decommissioning 55 Windows Server 2012 and 45 Ubuntu 16.04 servers contributes significantly to ESG

Sustainability Benefits:
- Decommissioning 100 legacy servers cuts electricity use from both operation and cooling.
- Reduced energy consumption directly lowers greenhouse gas emissions.
- Transition to cloud powered by renewable energy further enhances sustainability impact.

Efforts & Execution: Technology upgrade and security compliance
Improvements: Potential savings of ~₹10 L annually and effort saving of 4 hours a day

Process Improvement Initiatives by IT

To strengthen data security, reduce e-waste, and promote responsible IT practices, Birlasoft has undertaken several IT-led process improvement initiatives that align with both operational efficiency and sustainability goals.

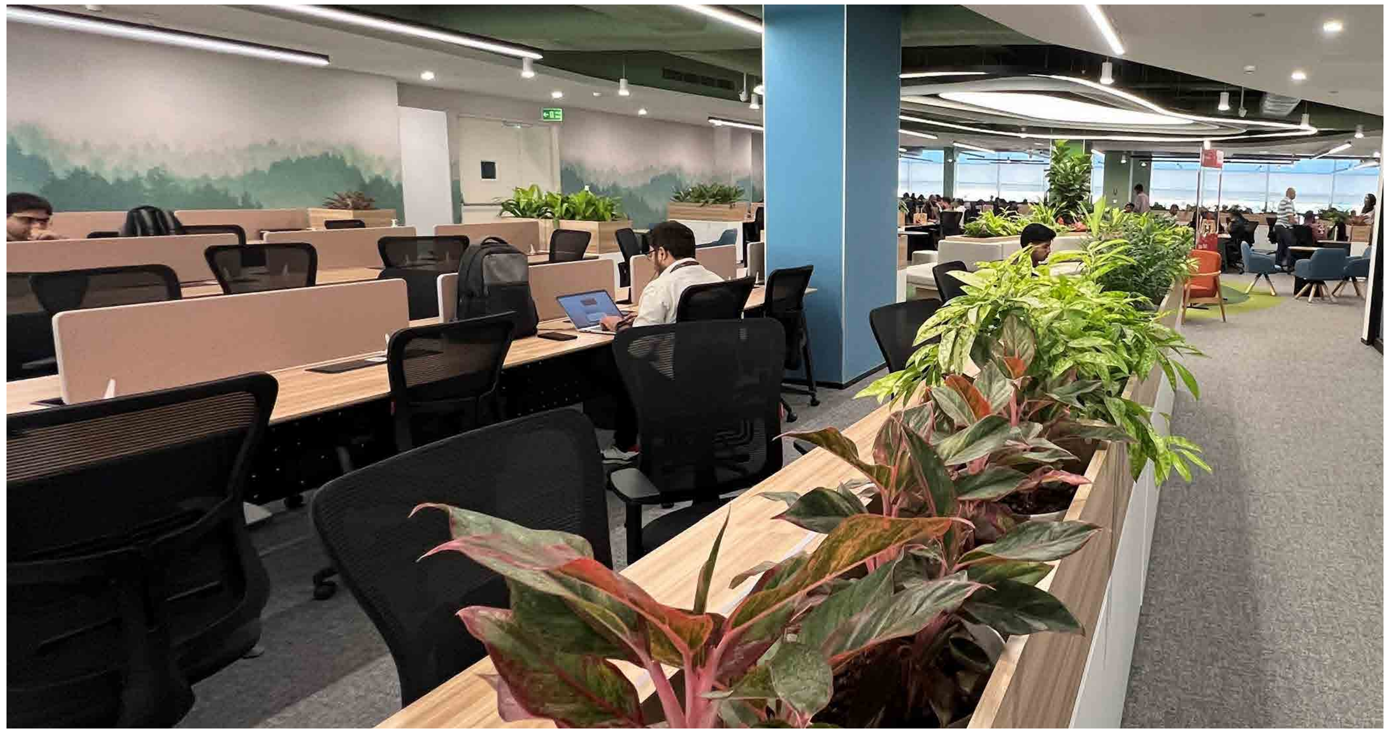
1. **Global Asset Recovery Process**
   To minimize risks of data leakage and financial losses, Birlasoft introduced a standardized global procedure for recovering IT assets from departing employees. The centralized system—featuring return guidelines, reminders, and tracking—ensured compliance and timely recovery of over 250 assets.

2. **Asset Resale Policy**
   Birlasoft introduced a policy allowing employees to purchase IT assets after four years of use or when the asset reaches zero written down value (WDV). This approach:
   - Extends the lifecycle of IT equipment
   - Reduces electronic waste
   - Enhances employee satisfaction by offering affordable ownership options

3. **Software Purchase Governance**
   To optimize software utilization and reduce unnecessary costs, Birlasoft implemented governance measures to prevent duplicate or unauthorized software purchases while ensuring maximum use of existing licenses.

4. **Remote Asset Data Wipe for Exiting Employees**
   For employees exiting remotely, Birlasoft deployed a backend-enabled remote data wipe solution to protect sensitive Company data, ensuring compliance with cybersecurity protocols and reducing potential risks.

Impact
These initiatives collectively strengthen data security, promote responsible asset use, extend product lifecycles, and contribute to Birlasoft's broader sustainability agenda.

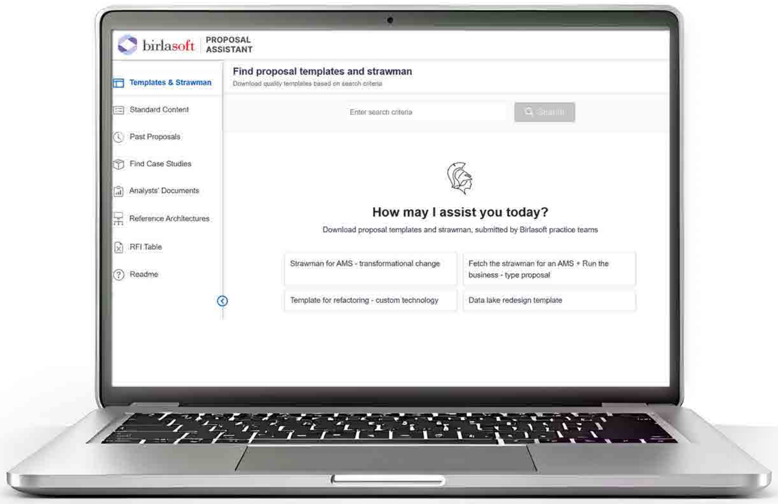


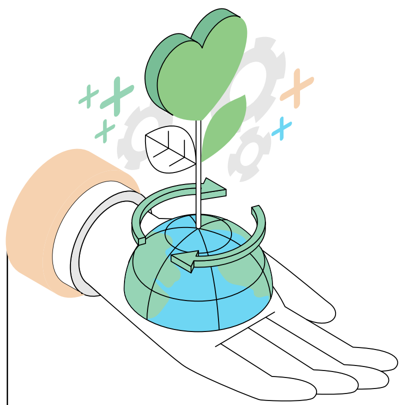
Launch of **"ESGZone"**, a central hub that is accessible through Birlasoft's MyWorld. This intranet site is designed to be a comprehensive resource for stakeholders, providing timely and accurate information. This allows stakeholders to engage with Birlasoft's ESG Framework, Policies and Goals and Performance. The ESGZone allows us to continually enhance transparency, foster collaboration, and reinforce our unwavering commitment to sustainability.

Proposal Assistant: Driving Sustainable Innovation with Generative AI

Birlasoft has developed Proposal Assistant, a Generative AI-powered solution designed to streamline proposal development. The tool intelligently navigates curated SharePoint repositories to deliver accurate and relevant content, significantly reducing manual effort and improving efficiency in the proposal lifecycle.

This initiative includes the centralization of 500+ customer ESG-related queries and a curated repository of 80+ frequently asked questions with standardized responses, ensuring consistency, accuracy, and faster turnaround in addressing ESG requirements. This repository has become a cornerstone of the Proposal Assistant's knowledge base, enabling:





75%

of new ESG-related inquiries addressed directly by referencing the proposal assistant platform.

50+

questions answered efficiently through the Proposal Assistant, resulting in:

- **Clarity and uniformity** through well-organized, categorized responses.
- **Accelerated access** to key ESG information, saving valuable time.
- **Minimized manual effort** by centralizing data retrieval and reducing redundancy.

MyGreen Journal: Birlasoft's Employee-Led Sustainability Initiative

As part of Birlasoft's commitment to environmental stewardship, MyGreen Journal has been launched on the ESGZone platform an innovative initiative that empowers employees to document and share their sustainability actions. Whether these efforts are rooted in personal life or professional responsibilities, MyGreen Journal offers a space to reflect, engage, and inspire through conscious green practices.

How MyGreen Journal Benefits Employees

Promotes Environmental Awareness

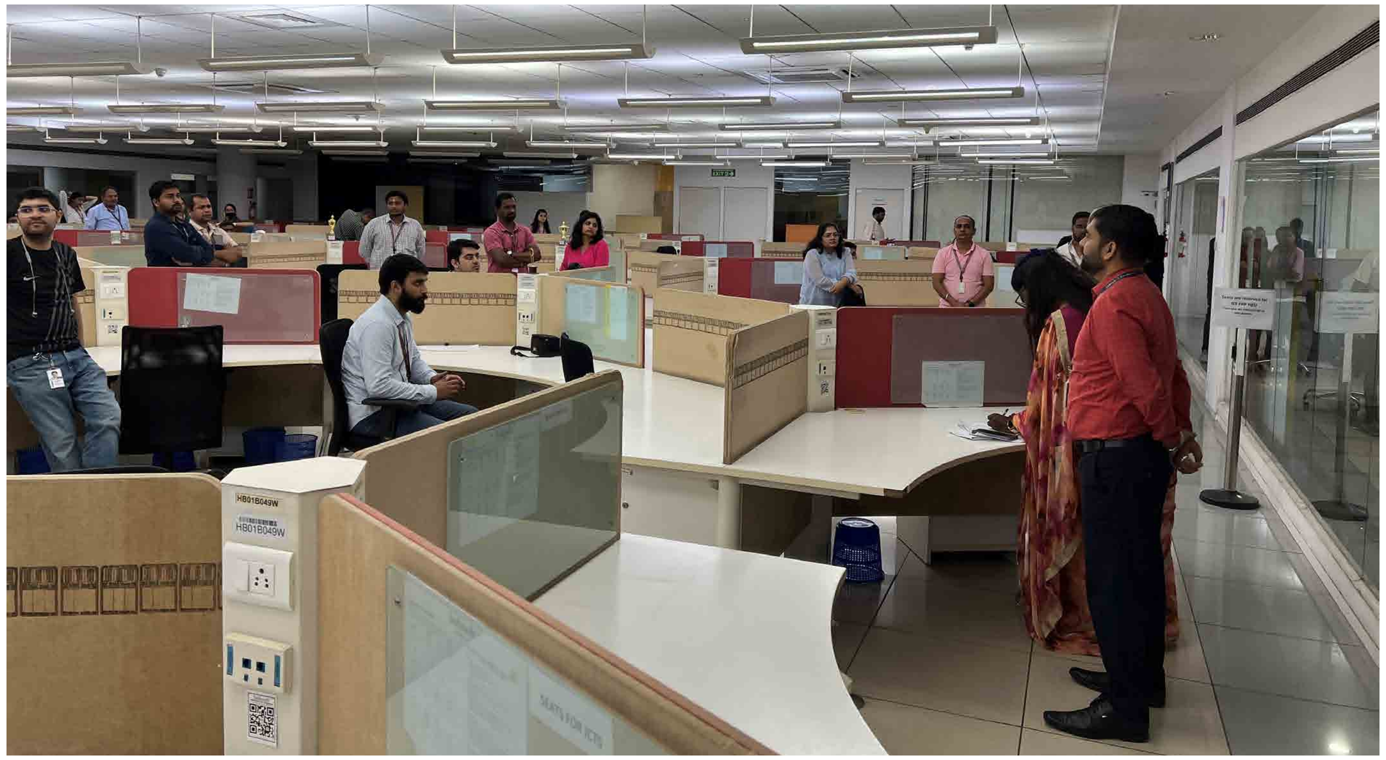
By recording their sustainability efforts, employees become more eco-conscious and are encouraged to embrace environmentally responsible habits.

Fosters a Culture of Collaboration

Sharing green initiatives builds a sense of community within Birlasoft, encouraging knowledge sharing and collective impact.

Drives Recognition and Motivation

Employees who actively participate are celebrated, reinforcing Birlasoft's culture of recognition and motivating continued commitment to sustainability.

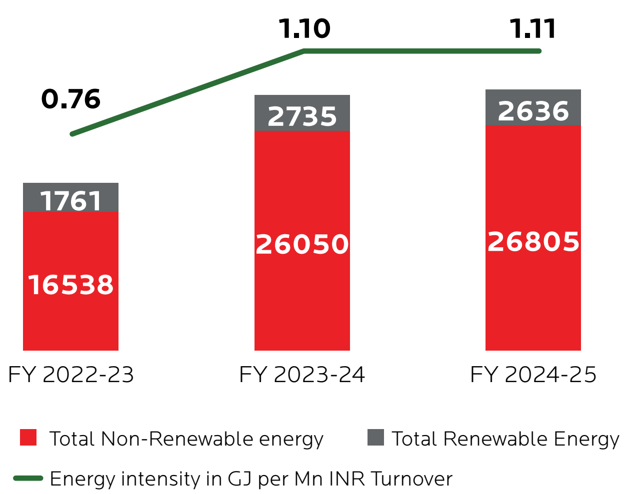


Climate Action and Energy Management: Driving Towards Efficiency

Energy efficiency is a key focus of our sustainability efforts, with a clear goal to reduce emissions and minimize our environmental footprint. The Company has established a structured Energy Management System (EnMS) aligned with ISO 50001:2018, enabling us to manage energy use more responsibly across our operations. Additionally, Birlasoft's Noida and Pune locations are certified with ISO 14001:2015 Environment Management System.

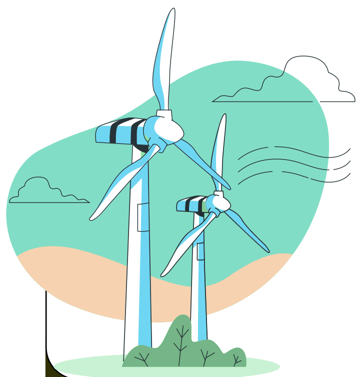
Our Facilities & Logistics Management (FLM) and ESG teams lead these efforts by implementing energy-efficient initiatives and regularly monitoring performance, while employees across the organization actively contribute through daily conservation practices. With continued leadership focus and collective participation, we are steadily progressing towards a more energy-efficient and low-carbon future. Our energy consumption performance is outlined below:

Energy Consumption (in GJ)

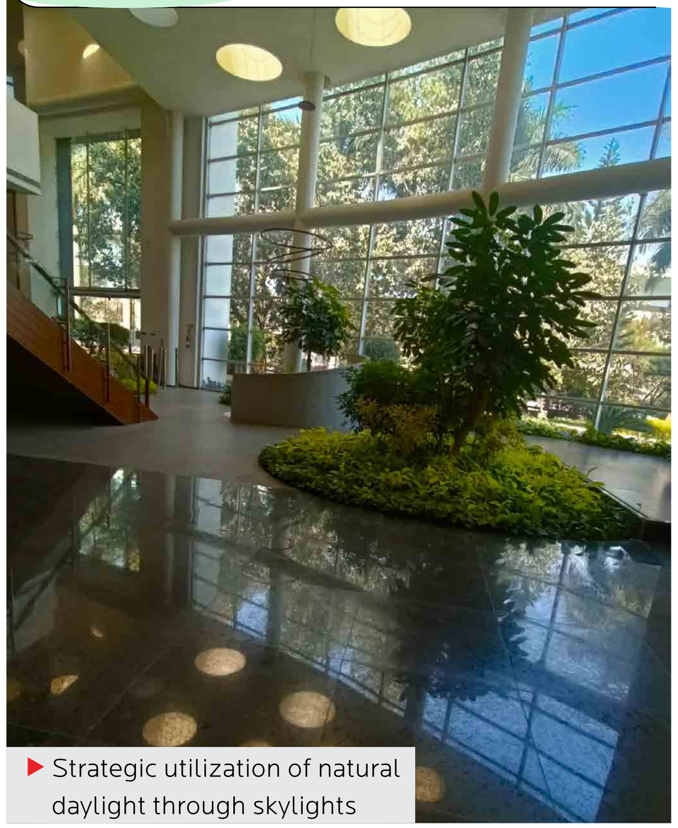


Note: The data for FY 2022-23 only pertains to Pune premise, while data disclosure for FY 2023-24 and FY 2024-25 is for all locations of Birlasoft Ltd.

Birlasoft's Energy Management Policy reflects our commitment to reducing carbon emissions by integrating energy-efficient technologies and expanding the use of renewable energy across our operations. To drive this commitment, we have implemented multiple sustainability initiatives, including the adoption of renewable energy sources and the deployment of advanced, energy-efficient equipment. As part of these efforts, we source majority of electricity from Wind Power at our Chennai office, and Solar Power supports our electricity demand in Pune.



In FY 2024-25, solar and wind energy together accounted for **13%** of our total electricity consumption. Notably, wind power consumption increased by approximately 8% during the year.



Strategic utilization of natural daylight through skylights

Solar Power Plant

Birlasoft has installed rooftop solar panels at its Pune campus, with a total capacity of 390 kW, generating over 500,000 units of electricity annually. This directly reduces our reliance on conventional energy sources and lowers our carbon footprint.

The Project began in 2016 with a 125-kW plant, followed by an additional 265 kW installation in 2021. Together, these solar plants meet a significant portion of the premises energy needs, supporting our shift towards cleaner, more efficient operations.

Solar Water Heaters

Alongside the Solar Power Plant, Solar Tubes have been installed at our cafeteria to meet daily hot water requirements. These solar collectors generate approximately 6,000 liters of hot water per day, offering an eco-friendly, energy-efficient solution. This initiative further reduces dependence on conventional energy and reinforces our sustainability commitment.

Energy-Efficient Machinery and Equipment

At Birlasoft, we have upgraded our infrastructure with energy-efficient technologies to optimize power consumption while maintaining high performance. We have implemented energy-efficient HVAC systems, installed LED lighting, and introduced real-time energy monitoring tools to track and manage our consumption more effectively.

One of our key initiatives was replacing the traditional ductable unit in our data storage centre with a Precision Air Conditioning (PAC) system, which has helped us reduce power consumption by over 7%. The new PAC system uses R-410A refrigerant, which is non-ozone depleting, non-toxic, and environmentally safer than the previously used R-22. We have also replaced T5 luminaires at our sites with LED fixtures, further lowering our energy usage. By adopting these efficiency improvements, we continue to integrate advanced, eco-friendly technologies into our operations, reinforcing our commitment to sustainable growth and reduced environmental impact.

High-Efficiency HVAC System Upgrade with Variable Refrigerant Flow (VRF) system

As part of Birlasoft's commitment to sustainability and operational excellence, we upgraded our HVAC system to an inverter-based Variable Refrigerant Flow (VRF) system. VRF technology enables precise regulation of refrigerant flow to fan coil units across the building, making it well-suited for applications with variable loads or the need for zoning.

Environmental Benefits

Our previous HVAC system used R-22 refrigerant, an environmentally harmful substance, and lacked the efficiency needed for consistent temperature control, leading to higher energy consumption. The new VRF system uses R-410A refrigerant. Benefits of R-410A include:

01 **Non-Ozone Depleting**
Unlike R-22, R-410A does not contribute to ozone layer depletion.

02 **Non-Toxic**
R-410A is safe for both humans and the environment.

03 **Non-Flammable**
It reduces the risk of fire hazards.

04 **Non-Corrosive**
It prolongs the lifespan of the cooling system by preventing corrosion.

Energy Efficiency

This system dynamically adjusts refrigerant flow based on demand, providing accurate temperature control and greatly enhancing overall efficiency. Since the VRF system was installed, energy consumption has dropped by more than 10%, leading to lower operational costs and a reduced carbon footprint. This advancement supports our ongoing commitment to sustainability goals.

Birlasoft continues to showcase its dedication to integrating modern technologies that boost efficiency while safeguarding the environment. We are consistently exploring smart and sustainable solutions that drive long-term growth and enhance operational performance.

Energy Efficiency Case Study: Green Building Office in Mumbai

To reduce operational costs and improve energy efficiency, we relocated from a multi-story standalone IT building to a 55,600 sq. ft. single-floor plate facility equipped with LT metering in our Mumbai location. Over the first six months of operation (Jan'25–Jun'25), we recorded a 53% reduction in electricity consumption, demonstrating significant environmental benefit and cost-saving from the transition.

Key Factors Behind 53% Power Saving

01 **HVAC Optimization**
Reduced energy consumption by replacing independent floor-wise HVAC with centralized, demand-driven systems, minimizing excess cooling during partial occupancy.

02 **Lighting Efficiency**
The single-floor design with a glass façade maximizes natural daylight, reducing reliance on artificial lighting. Smart controls like motion sensors, LED fixtures, and daylight harvesting in enclosed spaces further lower energy consumption.

03 **Lift & Vertical Transport Elimination**
Moving from a 12-floor setup with constant elevator use to a low-rise, horizontally spread facility reduced energy consumption by minimizing dependence on lifts and vertical transport.

Inauguration of the new Mumbai green office

Quantitative Impact:

- Electricity Units Saved (Monthly Average): 29,967.33 units
- Percentage Reduction in Unit Consumption: 53%
- Estimated Monthly Energy Cost Saving: ₹ 3.59L
- Estimated Annual Saving (INR): ₹ 43.15L

The shift to a compact, energy-efficient single-floor facility has delivered substantial energy savings while supporting our ESG goals. With LT metering, optimized layout, modern systems, and improved space utilization, we achieved a 53% reduction in power consumption establishing a strong reference point for future infrastructure decisions.

Future Plan: The Company further plans to add the Chennai location as a 'Green Building'.

Emission Management

Birlasoft is firmly committed to reducing its carbon footprint and embedding sustainable practices across all operations. We have set clear climate targets—to achieve Carbon Neutrality by 2040 and reach **'Net Zero by 2050'.**

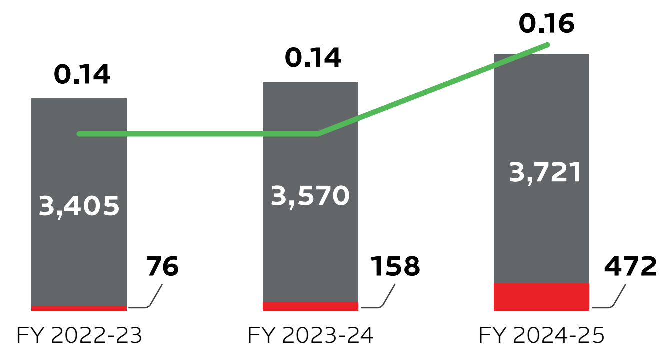
We have been calculating emissions since FY 2021-22; however, FY 2023-24 has been established as the official baseline year for our Carbon Reduction target and structured emissions tracking. This marks the beginning of comprehensive monitoring across Scope 1, Scope 2, and applicable Scope 3 categories. As our global operations expand, we remain mindful of how an increasing headcount can impact absolute emissions and are actively addressing this through our reduction strategy.

To maintain transparency and accountability, we have developed a Carbon Reduction Plan, aligned with PPN 06/21 and relevant reporting standards. All emissions are calculated following the Greenhouse Gas (GHG) Protocol Corporate Standard and use government-approved emission factors to ensure accurate and credible reporting.[1]

Scope 1 and Scope 2 Emissions: These are reported in full compliance with the Streamlined Energy and Carbon Reporting (SECR) requirements, reflecting our direct and indirect emissions from energy use.

Scope 3 Emissions: Scope 3 emissions covering specific categories relevant to our operations, is calculated, and reported in line with the published standards for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

Scope 1 and Scope 2 Emissions



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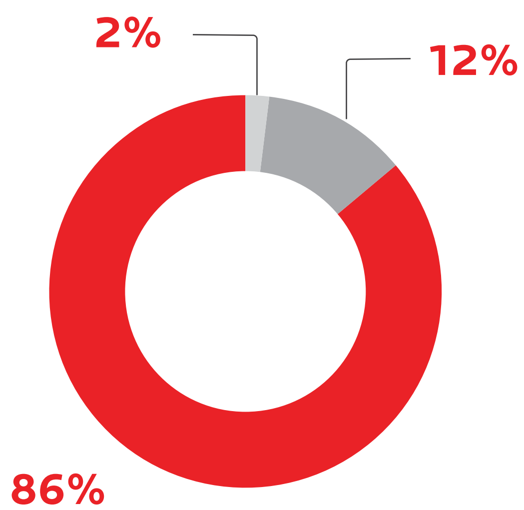
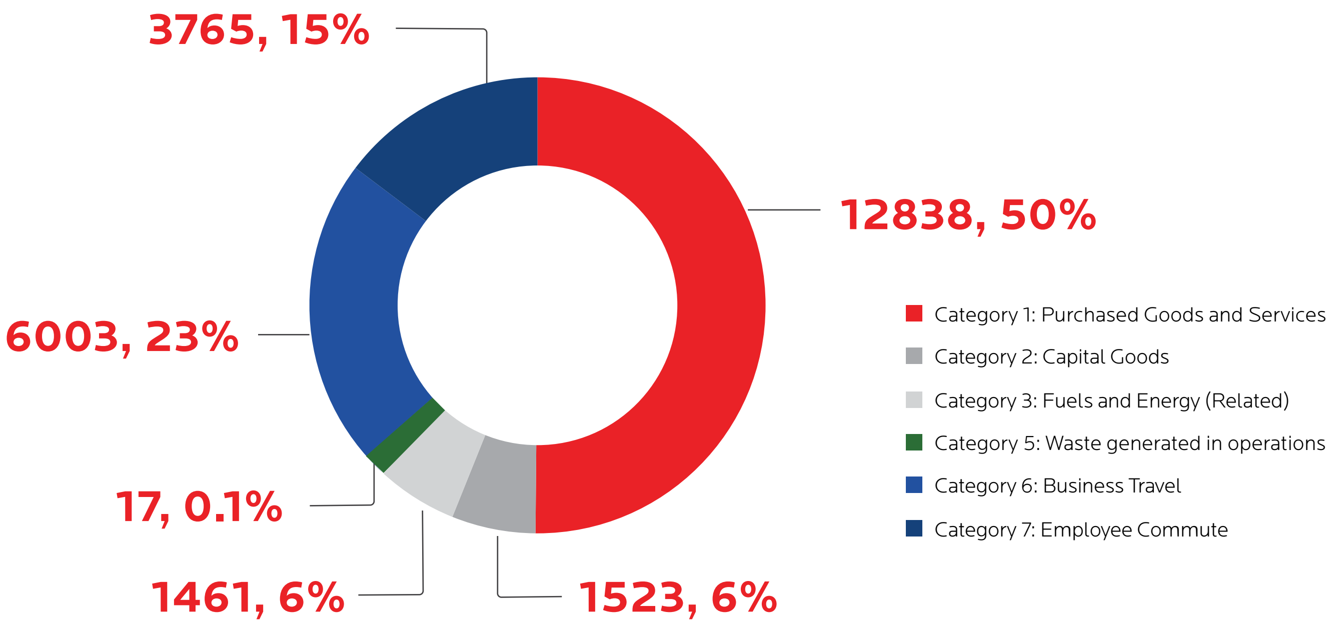
GHG Emission FY 2024-25



At Birlasoft, we recognize that addressing our indirect emissions is key to driving meaningful climate action. Our Scope 3 assessment for FY 2024-25 shows that the largest share of our value chain emissions comes from purchased goods and services, followed by business travel and employee commuting. These insights reinforce the need to work closely with our suppliers, adopt greener procurement practices, and support sustainable travel choices for our employees.

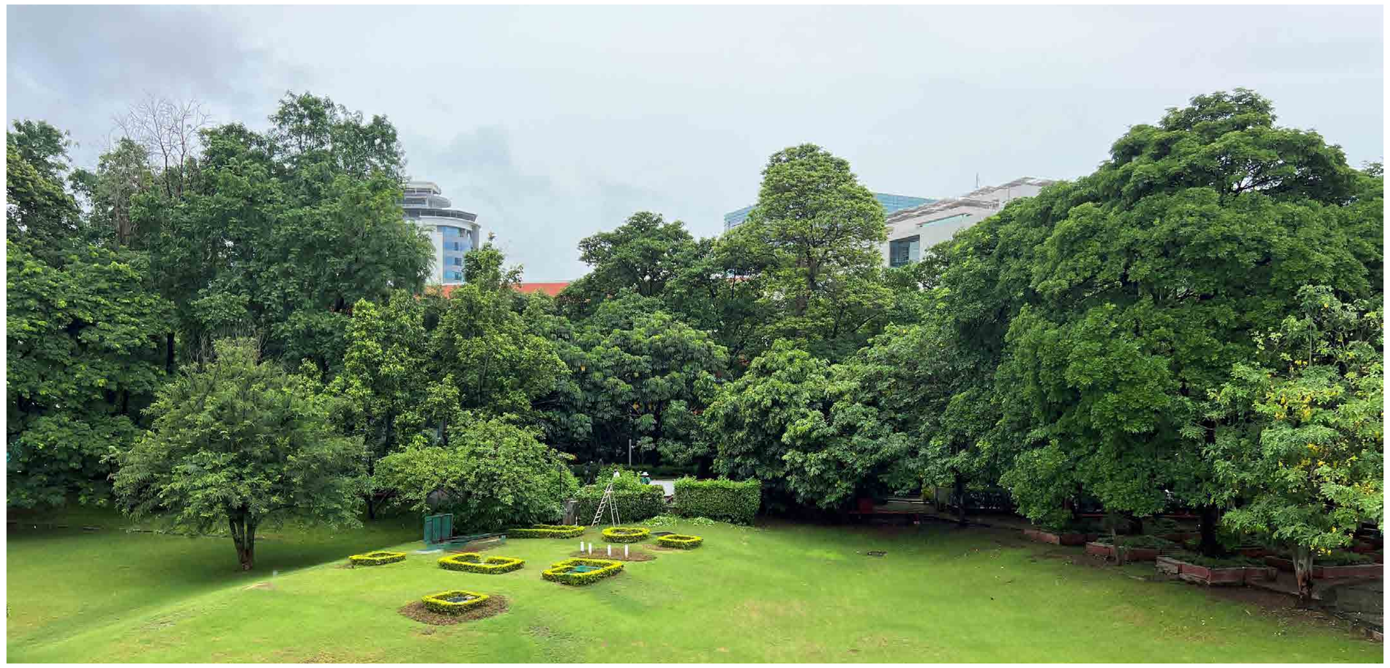
[1] Technical standard for Completion of Carbon Reduction Plans (supports PPN 06/21)

Category wise breakdown of Scope 3 Emissions (in $MTCO_2e$)



Understanding the sources of our emissions enables us to act with greater focus and impact. This approach is anchored in our commitment to become carbon neutral by 2040 and achieve net zero emissions by 2050. Guided by a detailed Carbon Reduction Plan approved by our CEO, we have outlined clear actions to progressively lower our emissions in line with our sustainability goals.

As we move forward, we will continue to monitor progress and refine our strategies to stay on track. Emission reduction remains central to our broader vision of building a sustainable future—for our business, our communities, and the planet.



Green Wheels: The Road to a Sustainable Future

In the post-COVID era, as many organizations struggled with fleet management, Birlasoft has successfully begun transitioning part of its vehicle fleet from diesel to CNG and is now moving towards electric vehicles (EVs). This achievement is the result of a structured conversion plan, implemented in phases and supported by clear, consistent communication with vendors to ensure their ongoing collaboration.

Recognizing the need to minimize vehicular emissions, Birlasoft integrated a fleet of electric vehicles at its Pune campus as part of its broader emissions management strategy. This initiative not only lessens environmental impact but also reinforces Birlasoft's commitment to sustainable and forward-thinking transportation solutions.

Systematic Conversion Plan:
The transition from diesel to CNG and finally to EVs is being executed in stages, ensuring minimal disruption to operations.

Long-term PAN India Contract
A 5-year PAN India contract for EVs was secured (at Pune, Mumbai, Bangalore and Hyderabad), ensuring a win-win situation for both the organization and the vendor.

Brand Promotion
EVs branded with the Birlasoft logo promote the Company's commitment to sustainable transportation.

Charging Infrastructure
Charging stations are planned for the Pune Campus, with priority access reserved for Birlasoft vehicles, to ensure uninterrupted operations.

Monitoring
Periodic monitoring of fuel consumption and CO2 emissions is conducted to ensure the continued efficiency and environmental benefits of the EV fleet.

Solar-Powered Charging
The use of renewable energy generated from solar panels on Birlasoft's terrace and parking areas to charge the EV fleet will enhance our sustainability efforts.

Recognition
Birlasoft received 1 Gold and 4 Silver awards in the Excellence in Employee Transportation category at the Infra Workplace Excellence Awards for the Chennai, Pune, Hyderabad, Noida, and Mumbai locations in FY 2023-24.

Future Milestones
We aim to further optimize our fleet management over the next five years by reducing the number of fleet vehicles through skillful usage of Metro services, adopting a hub-and-spoke model, and increasing the generation of renewable solar energy by covering parking areas with solar panels.

Impact
The introduction of EVs at the Pune site has resulted in reduction of ~12 MT of CO_2 emissions (59,769 electric KM run) in FY 2024-25.

The Perks of Electrifying Our Fleet

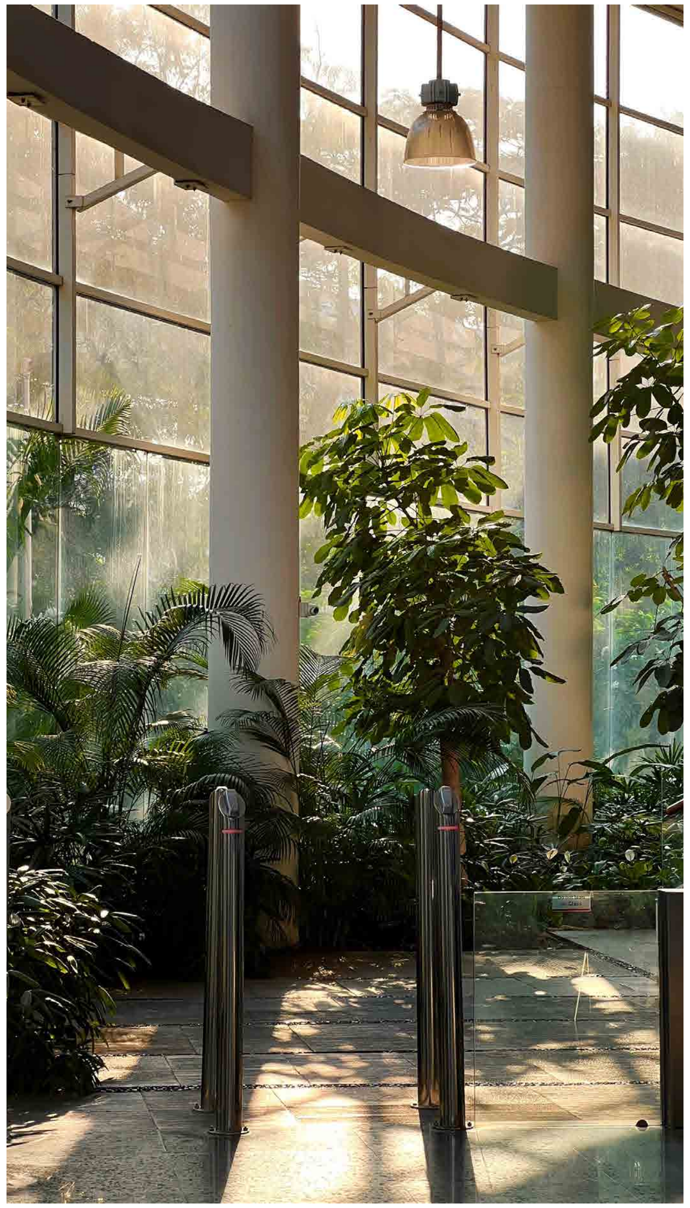
Reduction in GHG Emissions	Energy Efficiency	Noise Pollution Reduction	Cost Savings	Employee Engagement
We significantly cut down on greenhouse gas emissions, contributing to cleaner air and a healthier environment. Electric vehicles produce zero tailpipe emissions, directly reducing pollutants such as CO_2, NOx, and particulate matter that contribute to air pollution and climate change.	EVs are more energy-efficient compared to internal combustion engine vehicles. They convert a higher percentage of the energy from the grid to power the vehicle, resulting in lower energy consumption and cost savings. The use of renewable energy sources to charge the EVs further enhances their environmental benefits.	Electric vehicles operate more quietly than traditional vehicles, contributing to a reduction in noise pollution within and around our campus.	The adoption of EVs helps in reducing fuel costs and maintenance expenses, as electric vehicles have fewer moving parts and require less frequent servicing. Government incentives and subsidies for electric vehicles also contribute to cost savings and make the transition more economically viable.	Providing EVs for employee transportation promotes eco-conscious behavior, fostering a culture of sustainability within the organization. Charging stations planned at the Pune campus will encourage employees to consider EVs for their personal use, further amplifying the impact of our initiative.

Air Quality Management

Birlasoft is committed to maintain a healthy work environment by ensuring ambient air quality and complying with regulatory requirements. It actively monitors key air quality parameters, including Oxides of Sulfur (SOx), Oxides of Nitrogen (NOx), and Particulate Matter (PM), which are known to impact both human health and the environment.

Our approach focuses on regular ambient air monitoring to ensure compliance with applicable standards and to identify potential areas for improvement. Data from monitoring activities helps us remain aligned with regulatory norms and adapt to evolving environmental requirements. To contribute positively to air quality, Birlasoft implements green initiatives such as tree plantation drives and promotes the use of renewable energy to indirectly reduce fossil fuel-related emissions.

These measures reflect our commitment to safeguarding air quality and supporting broader environmental sustainability goals.



Living with Nature: Elevating Air Quality through Biophilic Design

At Birlasoft, we understand the vital role that biophilic design plays in improving air quality. By incorporating natural elements into our built environments, we enhance indoor air quality and foster healthier, more productive workspaces.

Increased Plant Life

We incorporate indoor plants to absorb carbon dioxide and release oxygen, while also filtering out pollutants and Volatile Organic Compounds.

Enhanced Ventilation

We emphasize natural ventilation to improve airflow and reduce indoor pollution.

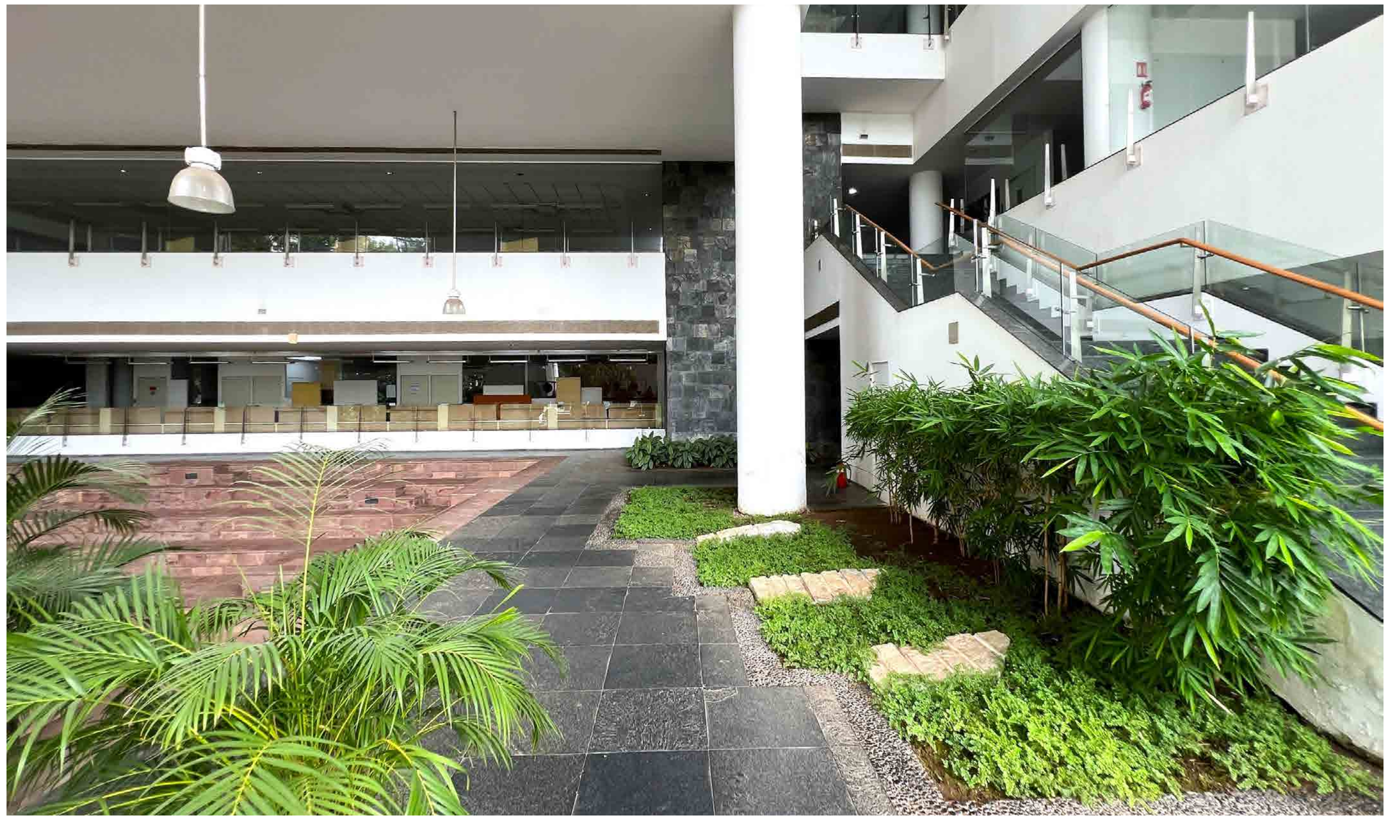
Use of Natural Materials

Our designs often feature natural materials that produce fewer emissions compared to synthetic alternatives.

Water Features

Integrating water features helps humidify the air and reduce airborne dust particles.

Incorporating biophilic design elements highlights our holistic approach to environmental sustainability and indoor air quality, reinforcing our role as a leader in developing healthy, sustainable workspaces.

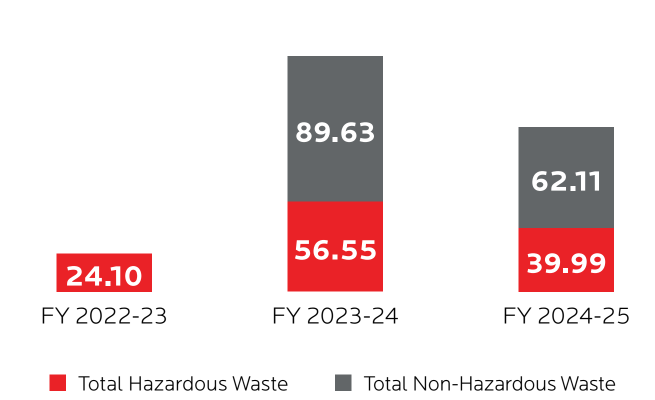


Waste Management

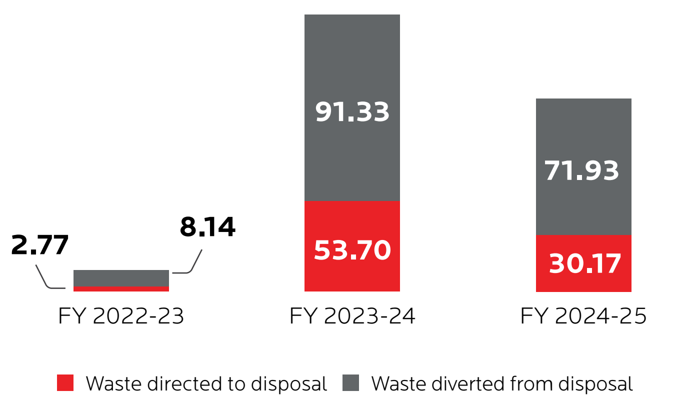
Birlasoft is committed to responsible waste management practices that reduce environmental impact and promote circularity. Guided by the **3R principles- reduce, reuse and recycle**, we focus on minimizing waste generation and increasing reusability and recyclability through technology-driven solutions. Our long-term goal is to achieve zero waste to landfill, with continuous efforts to reduce landfill dependency.

As an IT services company, our operations generate minimal primary emissions or process waste. Most of our waste comprises Municipal Solid Waste (MSW) and E-waste, along with smaller volumes of battery waste, organic waste, and limited hazardous waste such as used lube oil.

Waste Generated (in MT)



Waste Managed (in MT)



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Birlasoft has adopted a comprehensive Waste Management Policy to ensure proper waste segregation, eco-friendly disposal, and regulatory compliance. This policy covers the management of municipal solid waste, e-waste, and hazardous waste, with a focus on source segregation, responsible recycling, and safe disposal practices. Monthly tracking of waste data enables us to minimize environmental impact and uphold workplace hygiene. We work exclusively with authorized recyclers, following legal requirements for sustainable waste management.

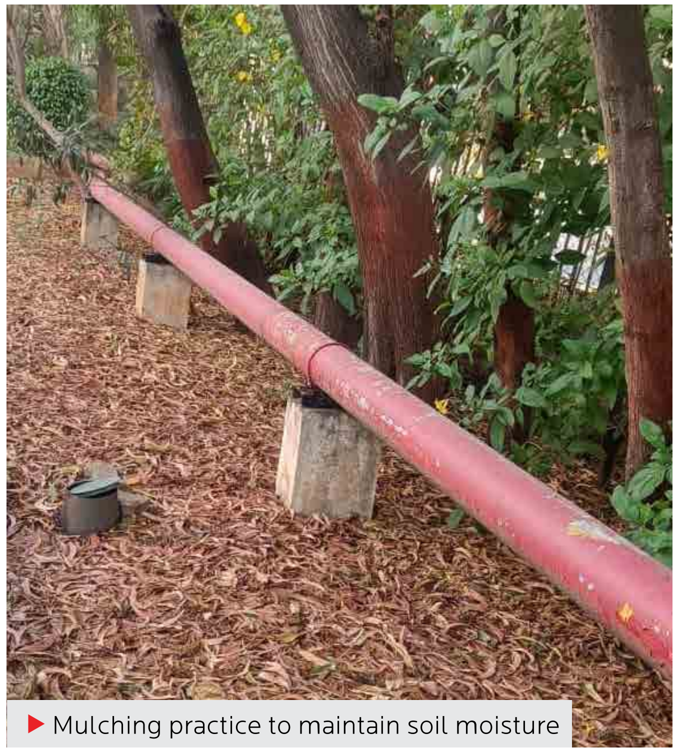
We follow a structured approach to waste management by ensuring segregation at source. Biodegradable waste, including food and garden waste, is processed using Organic Waste Composters (OWC) at our Pune and Noida locations. This in-house composting system not only helps in reducing landfill waste but also enables us to convert organic waste into nutrient-rich compost. The compost generated is reused as natural manure for maintaining greenery within our premises, promoting circular waste practices.

Designated waste collection area

Plant waste being collected at Pune office

Usage of chipper

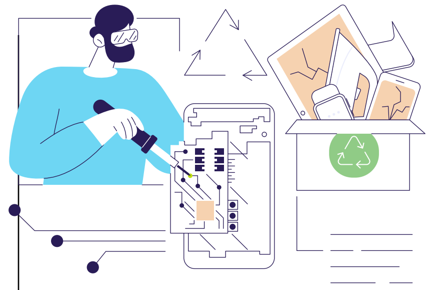
Organic Waste Composter (OWC) operation



Mulching practice to maintain soil moisture

The Facilities & Logistics Management (FLM) team oversees waste management implementation and compliance reporting to relevant stakeholders, including the Pollution Control Board. The team ensures proper labeling, storage, and safe handling of hazardous waste, alongside regular training for waste-handling staff and accurate recordkeeping. Our inventory team also coordinates with PCB-authorized vendors to facilitate timely and compliant waste disposal.

E-waste Management



100%

of E-waste is managed through authorized vendors

Birlasoft, as an IT company, recognizes the importance of responsible e-waste management in reducing environmental impact. The Facilities & Logistics Management (FLM) team, along with the IT department, oversee the end-to-end process of e-waste handling. All e-waste generated is channeled to authorized vendors, identified through a transparent open or closed bidding process. Post-selection, vendor credentials are thoroughly verified to ensure compliance with legal and environmental standards. This approach not only ensures safe and sustainable disposal but also supports the circular economy by enabling the recovery and reuse of valuable resources.

Birlasoft's actions showcasing its drive for "Circularity"

Replacement of Paper cups with Ceramic Mugs

By switching to ceramic mugs, we have reduced ~12,500kg single-use waste and landfill impact.

Reducing Paper Waste with Hand Dryer Installation

Switching to hand dryers has eliminated an estimated paper towel waste of 18,300 kgs annually at locations across India.

Birlasoft partnered with Padcare Labs to promote **sustainable sanitary waste management.** Through this initiative in FY 2024-25, 4,299 used sanitary pads were collected from office restrooms, leading to the recycling of 107.47 kg of material, saving 2,149 litres of landfill space, and conserving 230 kg of carbon equivalents. Upholding our commitment to eco-conscious solutions, the recycled output was transformed into meaningful stationery items such as affirmation cards, notebooks, mini calendars, and to-do lists all made from 100% safe-to-use recycled material. Additionally, Birlasoft's Pan India offices have been honoured with the **"Sustainable Champion"** award by Team Padcare.

Water Management

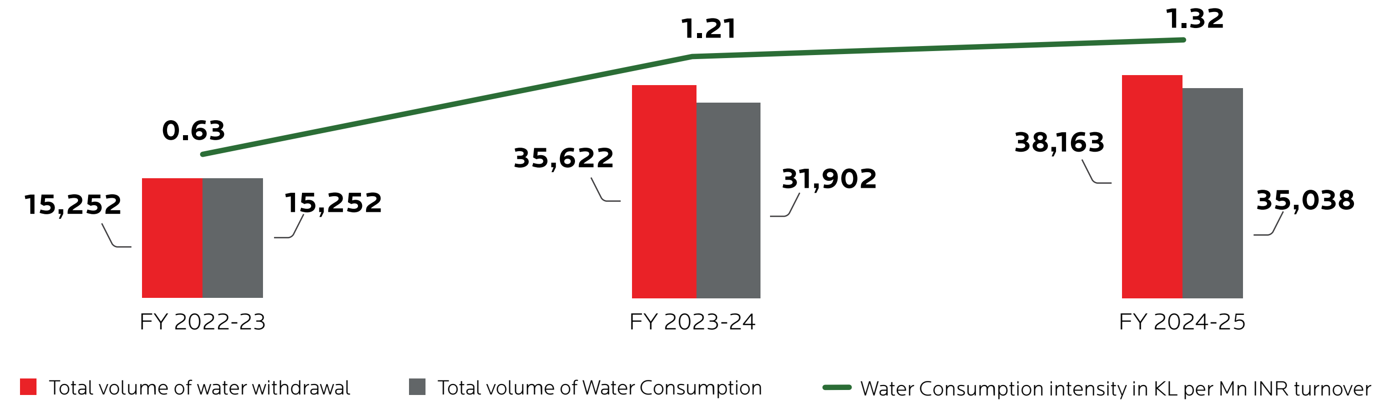
Sustainable water management is a key pillar of Birlasoft's environmental efforts. We focus on responsible water use, wastewater recycling, and strict regulatory compliance. Our Water Management Policy covers responsible sourcing, efficient consumption, and adoption of technologies aimed at reducing water stress, with a long-term goal of achieving water positivity.

Our primary water source is the municipal supply, supplemented by tanker water during peak demand periods to ensure operational continuity. Water usage is mainly for domestic purposes, including drinking, cafeteria operations, washrooms, landscaping, and infrastructure maintenance. We also ensure safe access to Water, Sanitation, and Hygiene (WASH) by applying WASH protocols at all sites.

Turning Wastewater into a Resource

Birlasoft is committed to responsible water management across its operations. Wastewater generated on-site is treated through Sewage Treatment Plants (STPs) installed at all locations. The treated water is tested for compliance with State Pollution Control Board (SPCB) norms and reused for non-potable applications such as gardening and landscaping, reducing reliance on freshwater. To further strengthen this effort, Birlasoft plans to implement a "Zero Liquid Discharge (ZLD)" mechanism across all its facilities.

Water Withdrawal and Consumption (in kL)



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Advanced Water Management Practices

At Birlasoft, we have adopted advanced water treatment technologies to drive efficient water use and reduce environmental impact. We utilize the CAMUS®-SBT® (Continuous Advanced Multistage System – Soil Biotechnology) type 160 KLD Sewage Treatment Plant at our facility, a next-generation version of Soil Biotechnology, that treats domestic, municipal, and industrial wastewater using natural bio-conversion processes such as respiration, photosynthesis, and mineral weathering.

This bio-mound-based system delivers multiple benefits

Minimal Maintenance: Only basic pumps with no complex machinery.

High Aesthetic Value: Integrated with greenery and bio-indicator plants.

Low Operating Cost: Low energy demand and simple operation.

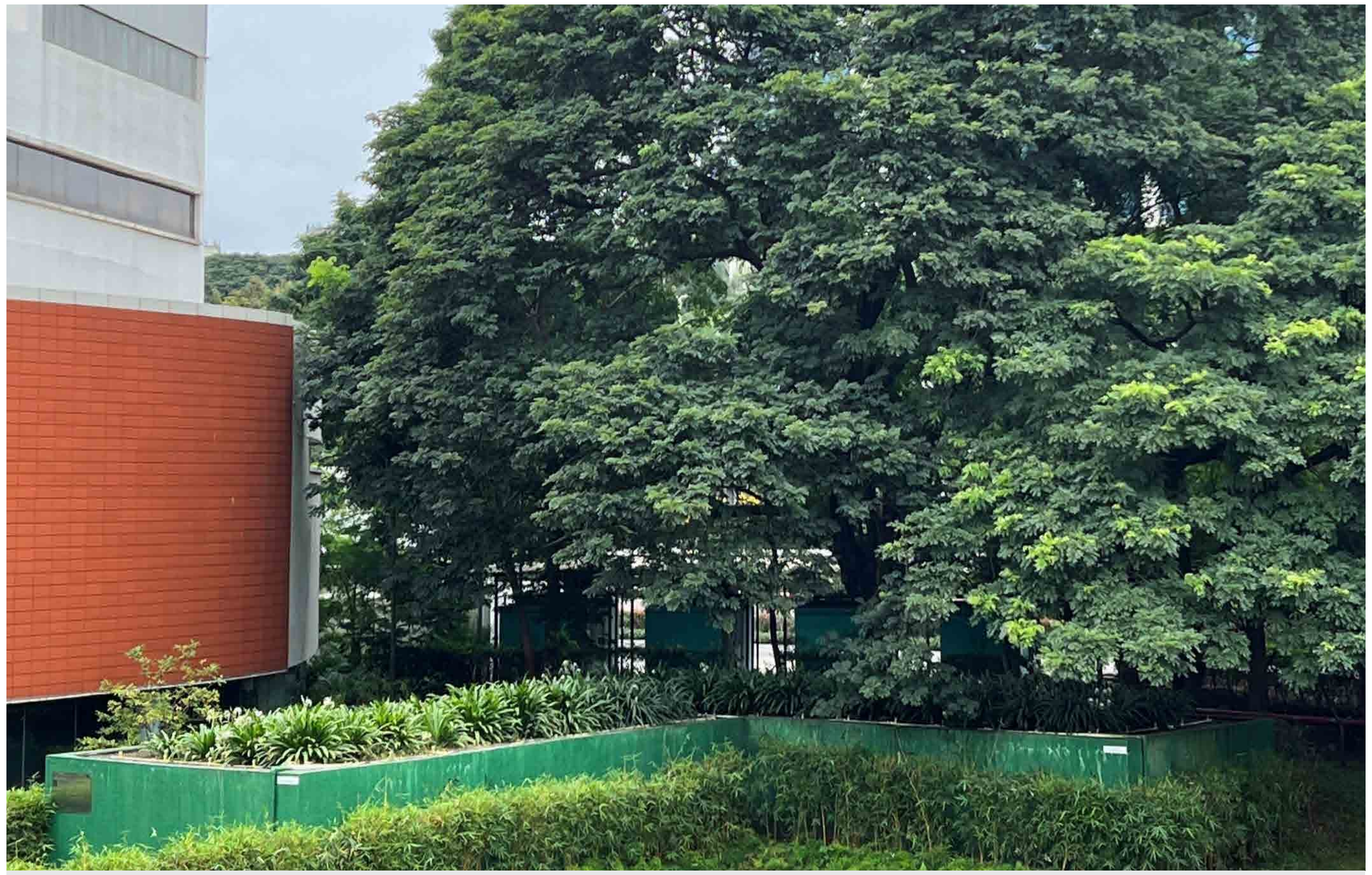
Minimal Sludge Generation: No external sludge disposal required.

Odor-Free Operation: Ensuring a clean, pleasant work environment.

Superior Water Quality: Treated water meets near-drinking standards after disinfection.

By deploying CAMUS®-SBT®, Birlasoft has reduced power consumption by over 50% compared to traditional systems, while achieving a 100% wastewater recycling rate in our Pune campus. The recycled wastewater from the STP is used for gardening and irrigation of the landscape. In FY 2024–25, the Mumbai office was shifted to a green building equipped with a Sewage Treatment Plant (STP), thereby contributing to near to Zero Liquid Discharge.

We operate in zero water stress locations and plan to implement rainwater harvesting at our Pune site to further reduce dependence on municipal water.



▶ CAMUS-SBT Sewage Treatment Plant

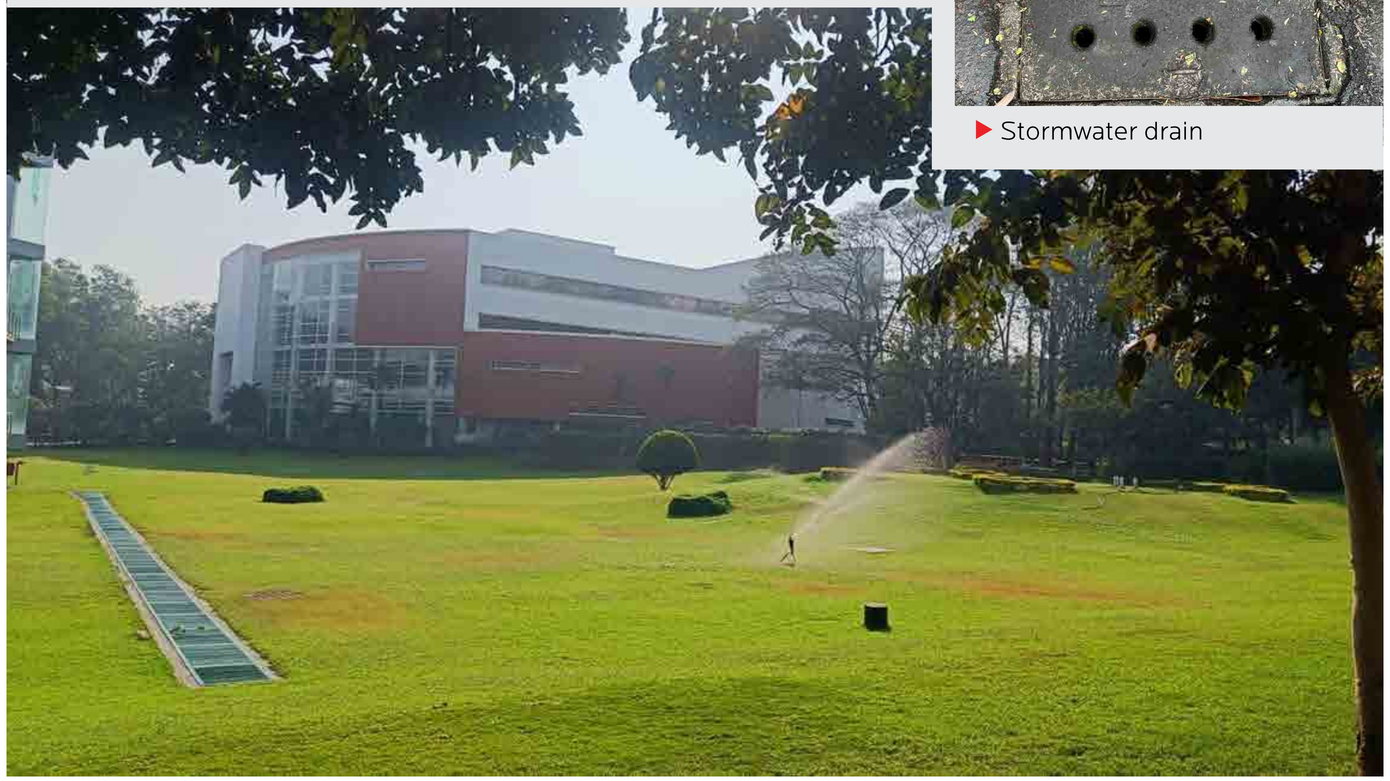
Water Treatment Plant (Pune Campus)

The Water Treatment Plant (WTP) at Birlasoft's Pune campus with a treatment capacity of 10,000 litres per hour has been under operation since 2005 and during FY 2024-25, 18,681 KL of raw water was treated and utilized within the campus. The plant processes MIDC-supplied water through a "three-stage system"- sand filtration, carbon filtration, and resin-based softening, followed by UV filtration for additional purification. The process ensures safe and high-quality water, supporting employee health and well-being, while also reducing reliance on external purification sources and promoting sustainable water management.

Stormwater Management

At our Pune campus, a well-designed stormwater drainage system effectively manages rainwater runoff, preventing flooding and waterlogging. The drains are fully operational and direct the runoff into soak pits, which facilitate natural groundwater recharge. This approach helps manage excess surface runoff, supports water conservation, and contributes to local water sustainability.

Stormwater drain



Small Steps for Water Conservation

01 Smart water-use with sensor-based flow controls

02 Real-time tracking with water flow meters for better consumption monitoring

03 Reusing treated wastewater for campus gardening

04 Efficient irrigation using a newly installed sprinkler system and drip irrigation

05 Eliminated packaged drinking water to reduce plastic and water waste

Planned Initiatives for Future

Innovative Water Solutions

As part of our future roadmap, we plan on introducing Atmospheric Water Generators (AWGs) at Pune. AWGs extract moisture from the air, condense it into potable water, and offer a reliable, renewable water source—especially effective in high-humidity regions. This step complements our sustainability strategy, reducing dependency on groundwater and municipal supplies while addressing broader water scarcity challenges.

Rainwater Harvesting Systems

As part of our ongoing dedication to environmental sustainability, we are pleased to share our plans to install a rainwater harvesting system at our Pune facility. Currently, we have conducted a feasibility study for rainwater harvesting system at our Pune campus, which will be implemented in the upcoming years. This project is designed to capture and reuse rainwater, thereby decreasing our reliance on municipal water supplies and lowering our environmental impact. The system will include the setup of infrastructure to collect rainwater from rooftops and other surfaces and the harvested water will be filtered and stored for various purposes such as irrigation and other non-potable uses within the facility. By adopting this method, we aim not only to conserve water but also to reduce stormwater runoff, which can cause local flooding and water pollution.

Biodiversity Conservation

At Birlasoft, we believe it is our responsibility to leave behind a cleaner, greener, and more sustainable world for future generations. We integrate environmental responsibility into our business operations, with employee participation playing a key role in driving positive impact.

Our commitment to restoring nature is best reflected in our **9-acre green campus** in Pune, which has been nurtured and maintained for over a decade. The campus features landscaped green spaces, supported by recycled water and an efficient drip irrigation and sprinkler system, ensuring optimal water use while contributing to our biodiversity and sustainability goals. We carefully select and cultivate a diverse range of plant species, promoting ecological balance, enhancing campus aesthetics, and fostering a healthy workplace environment. These efforts have earned recognition from the Municipal Corporation of Pune for excellence in landscaping and waste management, and from the Pimpri Chinchwad Municipal Corporation for achievements in wastewater recycling and green campus development. Our Pune campus stands as a living example of how business operations can thrive in harmony with nature, contributing to a healthier environment for both current and future generations.

Architecture Aligned with Biodiversity — Birlasoft Pune Campus

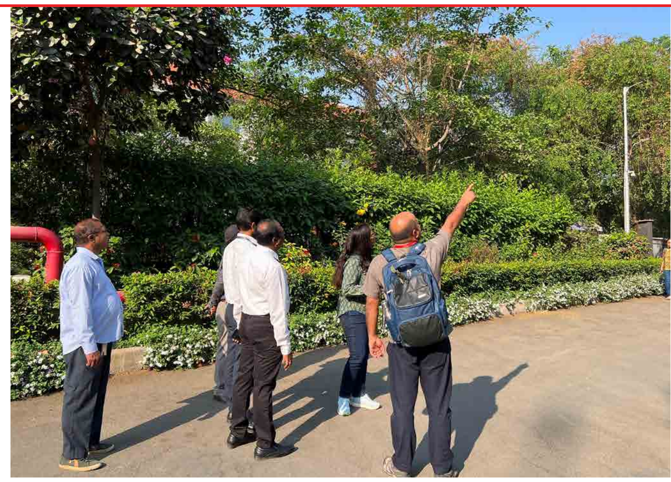
At Birlasoft, our Pune campus demonstrates our strong commitment to energy efficiency, sustainable development, and our core values Engaged, Dependable, and Challenger. The campus has been thoughtfully designed to blend with natural surroundings, creating a space that sparks innovation and fosters collaboration.

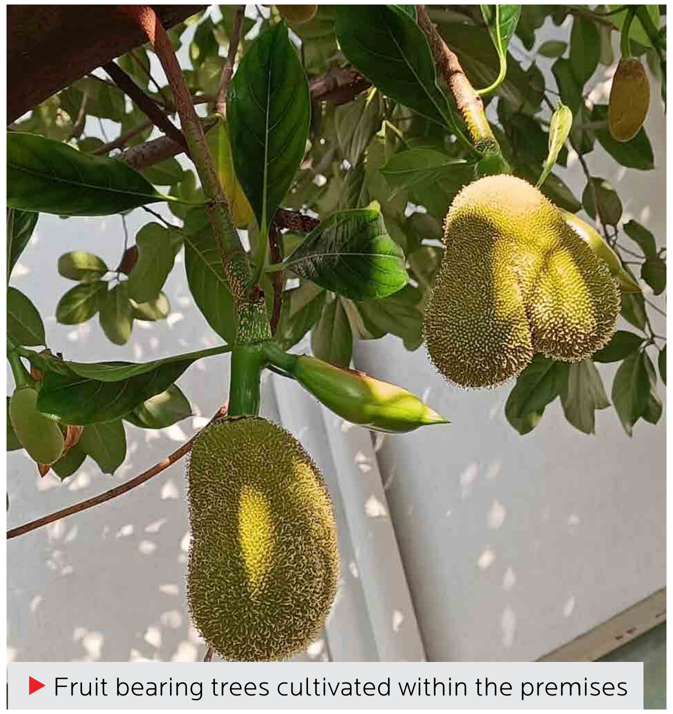
To enhance energy efficiency, skylights and glass façades on the north and south sides maximize natural light while minimizing heat gain, reducing the need for artificial lighting. The east and west façades feature Moeding clay tiles that support natural ventilation and passive cooling. Lush trees and soft landscaping contribute to a pleasant microclimate and reinforce our dedication to environmental stewardship.

Further promoting biodiversity, bird feeders and bird houses have been strategically installed across the campus to attract a variety of bird species. These are regularly maintained to ensure cleanliness and comfort, enhancing the site's ecological balance.

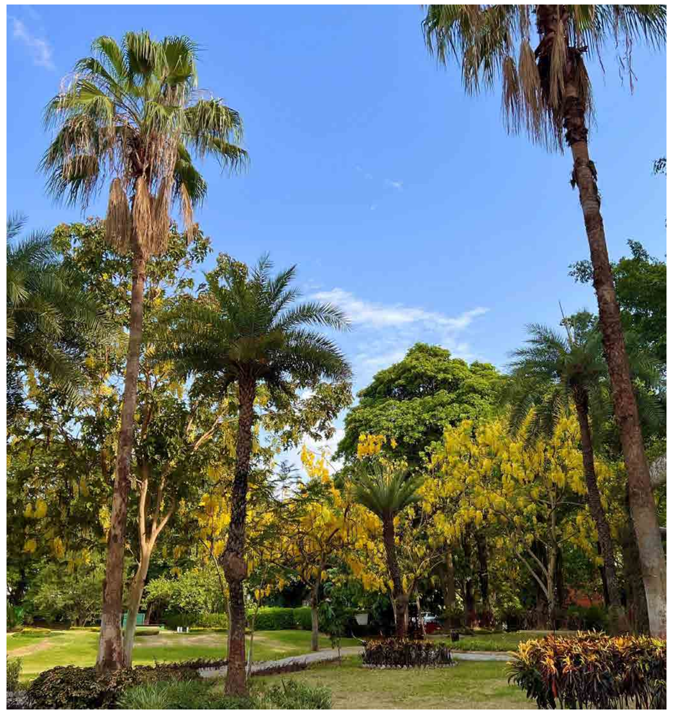
The Pune facility also focuses on preserving native plant species, which help prevent soil erosion, filter water pollutants, and support local ecosystems. Some prominent examples include neem, amla, sandalwood, and golden bamboo, in addition to fruit trees such as orange, guava, jackfruit and date palm. Saplings cultivated on-site are distributed among employees, encouraging a culture of shared environmental responsibility.

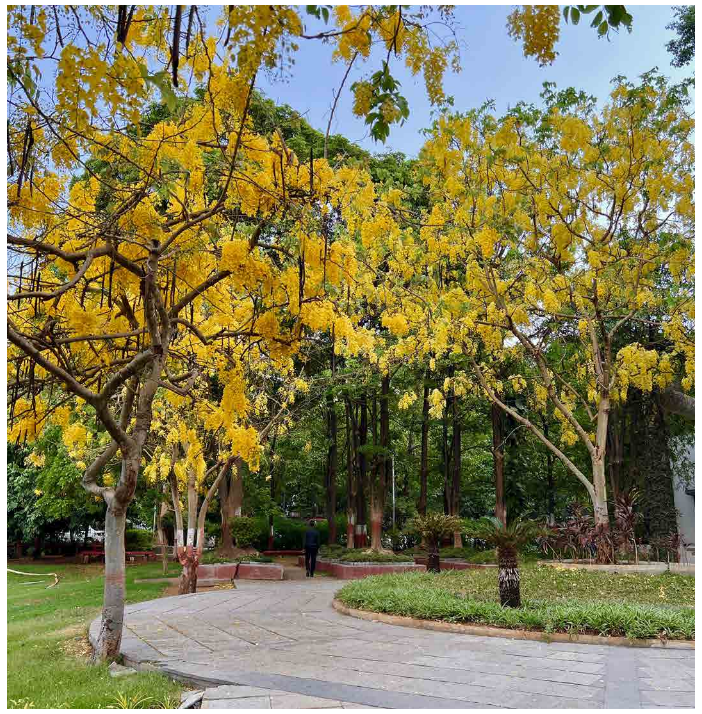
Our campus stands as more than just an office it is a living example of how purposeful design can deliver both functional and ecological benefits.





Fruit bearing trees cultivated within the premises





Sustainable Supply Chain

Our AI and IoT-enabled supply chain platform, "bSupplyConnect," provides real-time visibility into both upstream and downstream operations, helping to manage and minimize disruptions in the manufacturing sector.

Birlasoft drives a sustainable future by fostering responsible partnerships built on ethics, transparency, and accountability. We expect our suppliers, contractors, and consultants to uphold these values across all operations.

Our Global Supplier Management Policy and Supplier Conduct Guidelines outline the standards we uphold in every supplier relationship. These frameworks guide how we evaluate, onboard, and collaborate with partners ensuring they demonstrate a commitment to integrity, fair labor practices, environmental stewardship, and regulatory compliance. By embedding sustainability criteria into our procurement practices, we not only ensure responsible sourcing but also empower our suppliers to grow alongside us. These efforts help create a resilient, future-ready supply chain that supports long-term business value and contributes to broader environmental and social goals.

Supplier Evaluation and Onboarding

We follow a comprehensive evaluation process for all major suppliers, contractors, and service partners, assessing technical capability, financial stability, and regulatory compliance prior to onboarding. In addition, our vendor onboarding process includes an Information Security assessment for all vendors. A robust due diligence process is in place to evaluate third-party risks both at the time of onboarding and throughout the duration of the business relationship. Details of our supplier screening and onboarding approach are summarized in the table:

New and existing suppliers' assessment	FY 2022-23	FY 2023-24	FY 2024-25
New Suppliers Screened	475	359	**322**
New Suppliers Onboarded	475	359	**322**
Total Number of Suppliers (Active)	2,010	2,126	**2,272**

ESG Awareness session for suppliers and value chain partners

To drive responsible and sustainable supply chain commitments, we at Birlasoft ensure **100% of our suppliers are screened on environmental and social parameters** during the onboarding process. At Birlasoft, we conduct regular compliance and performance assessments of our vendors, particularly during contract renewals. Suppliers are expected to align with the Birlasoft Supplier Code of Conduct and adopt sustainable ESG practices.

We encourage vendors to proactively monitor and correct any non-compliance and promptly report any actual or potential breaches for appropriate corrective actions. Suppliers must comply with all applicable environmental regulations, including chemical and waste management, wastewater treatment, air emissions standards, and necessary permits and reporting requirements. Additionally, suppliers are expected to meet any product- or service-specific environmental criteria. Our approach emphasizes reducing environmental impact by promoting resource optimization, waste reduction, energy efficiency, and recycling initiatives. Suppliers are required to obtain and maintain valid environmental permits and comply with all operational standards. To reinforce this commitment, we continuously strengthen our supplier onboarding and due diligence processes by integrating environmental and social criteria, ensuring alignment with our sustainability goals from the outset of every partnership.

Empowering Suppliers through ESG Training

Birlasoft strengthened its sustainability agenda by extending ESG awareness and capacity-building efforts to its key suppliers. **In FY 2024-25, targeted training sessions were conducted for suppliers, covering 16 critical vendors (27% of supply chain) across the value chain.** These sessions focused on building a shared understanding of the evolving ESG landscape, including topics such as the importance of ESG in supply chains, expectations from partners, responsible resource usage, ethical labor practices, and carbon reduction strategies. Suppliers were also guided through Birlasoft's ESG checklist to ensure alignment with reporting frameworks like BRSR and broader sustainability goals. This initiative reflects our commitment to fostering responsible practices beyond our own operations enhancing transparency, resilience, and long-term sustainability throughout our supply chain.

Growing Together with Local Allies

Birlasoft focuses on building partnerships with suppliers who offer technical excellence (T1) and commercial competitiveness (L1), ensuring high standards of quality and operational efficiency.

Alongside these benchmarks, we are committed to fostering diversity and inclusion in our supply chain.

We proactively engage with local vendors, MSMEs, and women-led enterprises, supporting underrepresented groups while driving local economic growth and innovation. This approach enables us to maintain performance excellence while promoting inclusive and responsible sourcing practices.

Proportion of spending on local suppliers	FY 2022-23	FY 2023-24	FY 2024-25
Percentage of the procurement budget spent on suppliers local to that operation	74%	75%	**67%**
Percentage of input material directly sourced from MSMEs/Small producers	19%	25%	**16.6%**

Ensuring Supply Chain Compliance

We have an engaged `external compliance partner that audits all our manpower engaged vendors for compliance with labor laws and statutory requirements, including minimum pay, Employees' State Insurance Corporation (ESIC), and Provident fund (PF). The compliance dashboard displays the degree of compliance with different laws and acts as well as the appropriate corrective or remedial action that the relevant function(s) has taken in response to the audit findings.

100% of our on-site third-party partners have completed **health and safety training and assessments** in accordance with ISO 45001 requirements.

Zero negative environmental and social impact in the supply chain.

Zero significant risk for incidents of Child Labor or Forced Labor pertaining to supplier operations.

Embedding ESG in Our Supply Chain

Vendor Invoicing Application, finance and procurement teams are now using the automated process through this application, resulting in reduced paper consumption.

Saves ~5,000 papers per month

Vendor Onboarding Application has reduced all manual work done by vendor/procurement department and saves paper consumption globally. Additionally, accepting soft copies for MSA and addendum helps in saving paper.

Saves ~1,000 papers per month

At Birlasoft, we have achieved 100% of our inputs sourced sustainably, reflecting our commitment to responsible procurement. We manage e-waste by partnering with government-authorized recyclers, who guarantee safe recycling and recovery of electronic components in line with compliance norms. To reduce carbon emissions, we've collaborated with a sector leader to introduce electric vehicles for daily transport operations. We see our service providers as long-term partners and aim to grow together. A key example is the automation of our fleet services across all India locations, which played a vital role in ensuring a seamless return to office post-COVID.

Driving Sustainability through Fleet Operations

We have made a groundbreaking move by fully automating our fleet operations, becoming one of the few companies in India to implement this across multiple locations. This automation encompasses fleet cab services, on-call transportation, and bus operations. The key features of our automated system include:

Paperless and Cashless Operations:
Our employees benefit from digital bus passes, online service registration, and cashless transactions, streamlining the entire process and saving paper.

Live Tracking and Digital Check-In/Check-Out:
Employees can track vehicles in real time and log their boarding times and locations through our app – 'Smart Commute'.

IVR Calling and Instant Feedback:
We've enhanced communication with IVR calling and enabled instant feedback to improve service quality and employee satisfaction.

Key Benefits

Enhanced Employee Safety

- Real-Time Vehicle Tracking: For greater sense of security.
- Automated Compliance Monitoring: Tracking of expiry and renewal of critical documents, ensuring 100% legal compliance.
- Secure Communication via IVR: Protecting employee details while maintaining direct communication with drivers.
- Safe Drop Confirmation: To ensure safe drop-off for female employees.
- Emergency SOS and Quick Video Recording: Our employees have access to SOS buttons and can quickly record videos in case of emergencies.

Improved Operational Efficiency

- Reduced Travel Time: Enhanced auto routing and geocoding optimize routes, minimizing employee travel time and fuel consumption.
- Cost Optimization: By improving seat utilization and distributing business based on performance cost reduction and optimization was achieved.
- Streamlined Payments: Moving to online, paperless invoice submission has Speed up the payment process, benefiting both us and our vendors.
- Punctuality and Accuracy: System generated pickup times and clear communication ensure timely arrivals, while geo-fencing accurately logs vehicle "in times.

Through our automation of fleet services initiative, we've not only improved the safety and efficiency of our operations but also strengthened our partnerships with service providers, ensuring sustainable and mutually beneficial growth.

Environmental Impact and Risk Assessment

We at Birlasoft strive to systematically manage our environmental impact, risks, and opportunities. The Company acknowledges that our operations influence air, water, land, natural resources, and ecosystems. Our efforts focus on identifying and addressing elements of our activities that may lead to positive or adverse environmental outcomes.

Environmental risk refers to the potential harm to living organisms and the ecosystem arising from our activities, such as emissions, effluents, waste generation, and resource use. It considers both the severity of possible impacts and the likelihood of their occurrence. Through our Environmental Aspect-Impact Assessment (EAIA) approach, we proactively identify, monitor, and evaluate these risks to safeguard the environment and reduce the impact of our operations, products, and services.

EAIA Approach

Birlasoft adopts a structured approach to evaluate environmental aspects, impacts, and associated risks and opportunities. This structured process ensures regulatory compliance and sets focused environmental objectives and measurable targets.

Template Utilization
We use a detailed template for our assessments, tailored for various locations.

Impact Scoring
Aspects within a score threshold are acceptable. Those scoring above the threshold are deemed 'Significant.'

Risk Scoring
We use a risk assessment matrix to evaluate the likelihood and severity of potential impacts. Activities with a high-risk score are subject to action plans, and high-risk activities are highlighted during management reviews.

Management Review
Top Management has reviewed the approach, including the acceptable impact score and criteria for significant aspects.

Our system coordinator undertakes these assessments at least twice a year or when major changes occur such as new infrastructure, technology upgrades, or process updates. Cross-functional departments especially those that use natural resources or produce waste, are actively involved in such as facility management, IT, and legal. Risk scores are evaluated and reviewed prior to being escalated to senior management. For significant environmental aspects, the Company implements strengthened operational controls alongside clearly defined objectives and targets.

Aspect Impact Assessment

Activity/ Service/Product Identification: Identify and document activities like waste management.

Environmental Aspect Identification: Consider all aspects within our EOHS management system.

Environmental Impact/ Risk Assessment: Recognize both positive and negative environmental impacts.

Stakeholder Engagement: Identify the stakeholders and conduct need based assessment.

Compliance Obligations: Ensure compliance with applicable legal requirements.

Control Implementation: Document existing controls and assess their effectiveness.

Quantitative Assessments: Assess the scale, severity, and likelihood of environmental impacts.

Impact Scoring: Calculate impact scores to determine the significance of each aspect.

Objective Setting: Set clear objectives and targets for significant aspects.

Risk and Opportunity Assessment: Calculate risk scores, classify risks, and identify opportunities for improvement.

Action Plan: Develop and implement action plans for continuous improvement.

This systematic and forward-looking approach ensures our aspect-impact and risk-opportunity assessments are comprehensive and impactful, reinforcing our dedication to environmental sustainability and effective risk management.

Social Capital

Stakeholder Engagement, Focus on Well-being, and Diversity & Inclusiveness

Birlasoft is strongly supported by its employees and fuelled through continuous engagement with stakeholders such as community partners, customers and vendors. Our focus on diversity and inclusion is an intrinsic part of our culture and allows for continued innovation through unique perspectives. It is our continuous endeavour to ensure that we uphold human rights, health and safety standards and enhance our talent management strategies as we continue to grow.

Social key material topics and alignment with UN SDGs

- Diversity, Equity, and Inclusion (DE&I)
- Customer Engagement and Satisfaction
- Talent Attraction and Retention
- Employee Health and Safety
- Corporate Social Responsibility (CSR)
- Human Rights
- MSME Procurement
- Employee Engagement and Development

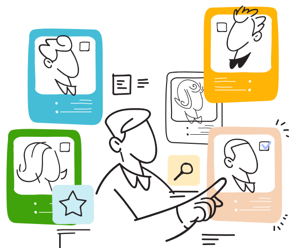
Workforce Development

At Birlasoft, our proficient workforce serves as a key driver for continued innovation and success. Our employees, both permanent and non-permanent, continue to expand their knowledge base and contribute holistically to their roles. Our Talent Supply Chain (TSC) team is dedicated to integrating the best-in-practice talent attraction strategies to ensure that business needs are met while ensuring equality in opportunity.

The TSC processes embed the principles of growth and autonomy, workforce transformation and organization agility, and effectiveness of fulfillment. Birlasoft's dedicated team carries our demand planning, talent sourcing, screening and recruiting processes to ensure that needs of all business units are met. We have defined parameters for internal and external sourcing practices which are deployed through various platforms such as referrals, social media, virtual bench, partnerships and a prescreened talent pool.

Demand Forecast Management → **Bench Management** → **Talent Skilling and Mobility** → **Talent Acquisition** → **Metrics & Dashboards**

We also establish escalation matrices for all teams involved in talent acquisition and implement strategies to recruit candidates at various levels with diverse skill sets. These strategies include trend analysis, employer branding on social media and job portals, and gathering feedback from candidates after their interviews.



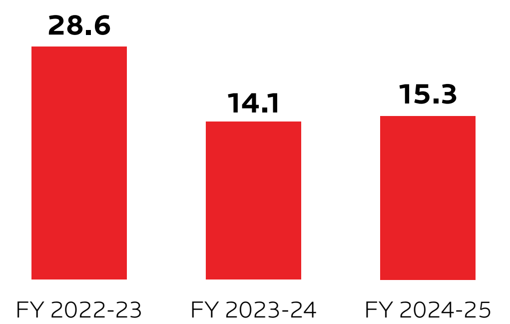
65-70%
positions filled through internal hiring processes

86%
of senior management hired from the local* community.

*Birlasoft considers the definition of "local" as the Indian geography, considering senior management active in the system as per 31st March 2025.

In the event of operational changes within the organization that could significantly impact our employees, we are committed to prioritizing timely communication (minimum four weeks' notice). The urgency and degree of the change guide our communication timeline, with major organizational changes being conveyed immediately upon occurrence. This approach underscores our dedication to transparent communication, ensuring that all employees are well-informed and prepared for such transitions, thereby promoting a culture of trust and transparency.

Turnover Rate of Employees (%)



Employee Feedback Mechanism

At Birlasoft, we continuously engage with our employees for collecting feedback and making improvements in the areas identified through surveying. Employees participate in both internal and external surveys to share their insights and recommendations:

Great Place to Work (GPTW)

A random sample of employees was selected to provide confidential responses to the survey designed by the GPTW Institute, where they assessed the organization on various parameters.

For the fourth consecutive year, Birlasoft has been recognized as a **Great Place to Work Certified** organization. This prestigious certification is a testament to our strong workplace culture that prioritizes employee well-being, trust, and satisfaction.

Internal Insight Survey

Birlasoft conducts an internal Employee Insights Survey in addition to the Great Place to Work survey. This survey is regularly rolled out to a random sample of employees to identify trends, overall sentiment, common themes, areas for improvement, and key factors and demographics (BUs, levels, geographies) to focus on. Considering these multiple demographics helps us better understand the sentiment closest to the actual sentiment, providing a true and accurate picture.

The survey results enable us to identify both our areas of strength and areas of focus. The insights help us strategically focus our efforts where they matter most. These insights are presented to senior management and functional heads to further the objective of collective action planning and informed decision-making.

These plans are crucial in bridging the communication gap between leadership and employees, ensuring that all feedback is considered. This comprehensive approach ensures that we maintain a dynamic and responsive performance management system that supports both individual and organizational success.

In FY 2024-25, we achieved a **33%** participation rate with an **88%** overall sentiment score across multiple key dimensions.

BEngaged

Our BEngaged program aims at improving employee engagement and morale through innovative activities, team-building exercises, celebrations, and virtual engagement sessions. This program exemplifies the Company's commitment to fostering a vibrant and dynamic workplace.

As a cornerstone of Birlasoft's people-centric culture, it aims to cultivate a strong sense of community, teamwork, and camaraderie among employees. The program's success is evident through active participation and positive feedback from employees, highlighting its effectiveness in creating an enjoyable and supportive workplace.

Talent tribes leverage diverse talents and interests of employees through ten unique groups including art, music, dance, gardening, culinary skills and more.

Themed events for occassions such as Mother's Day, Father's Day, Children's Day, Women's Day and Men's Health Day. A "Happy Hour" event was organized with activities for our employee's children to facilitate positive interactions with families and colleagues.

Festive celebrations were organised for Ganesh Chaturthi, Dussehra, Christmas and New Year along with festive quizzes.

Patriotic celebrations organised on Independance Day and Republic Day, celebrating diversity in cultures through potlucks and themed activities.

Chess and Ludo tournaments to foster team work and build social connections outside of work. **Marathons** were also organised to promote building connections through physical fitness and camaraderie.

Benefits of BEngaged

The activities significantly enhanced team spirit by uniting employees and fostering collaboration across departments. Celebrating festive occasions and participating in sports events boosted morale, creating a positive work environment. Sports activities promoted physical fitness and healthy competition, improving overall well-being. Additionally, the diverse range of activities ensured high participation and engagement from everyone.

Outcomes of BEngaged

01 **High Participation**
Over 9000 employees were engaged in 19+ activities, showcasing their enthusiasm and interest in the engagement initiatives.

02 **Positive Feedback**
The events received overwhelmingly positive feedback from participants, with many expressing appreciations for the opportunity to relax, have fun, and connect with colleagues.

03 **Sustained Engagement**
The success of these activities has set a positive precedent for future engagement initiatives, encouraging continuous participation and involvement from employees.

Employee Testimonials

Thank you, Birlasoft for giving us an opportunity to participate in the Festive trivia quiz. This is a great platform that can be used to stand out amongst all, and such collaborative culture and employee well-being makes coming to work every day a joy.

Supriya Salunkhe

The happy hour was very amazing and enjoyable. My kid enjoyed a lot, and games played was very amazing and interesting with my kid my family also enjoyed a lot. Thank you

Sujay Khalkar

Upholding Human Rights

Birlasoft strongly upholds its commitment to respecting the human rights of all stakeholders, in accordance with the United Nations Universal Declaration of Human Rights (UDHR), United Nations Guiding Principles on Business and Human Rights (UNGPBHR) and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Our Human Rights Policy details out the commitments, responsibilities for implementation, communication and training and grievance mechanisms.

Human Rights at Birlasoft

- 01 Equal Opportunity and Non-discrimination
- 02 Harassment-free workplace
- 03 Freedom of Expression & Association
- 04 Safe & Healthy workplace
- 05 Diverse, Equitable & Inclusive Workplace
- 06 Data Privacy
- 07 Prohibition of Child & Forced Labor
- 08 Human Dignity
- 09 Sustainability and Community Development
- 10 Minimum Wages
- 11 Non retaliation

In addition, our Anti-Slavery & Human Trafficking Statement is aligned with the United Kingdom Modern Slavery Act 2015 and is aimed at practicing no tolerance for slavery, forced labor, and trafficking in operations.

Zero incidents of discrimination in FY 2024-25

Zero instances of child labor or forced labor in FY 2024-25

Training on Human Rights for security personnel

Birlasoft upholds its employees right to Freedom of Expression and Association. There are no employee associations or unions recognized by the Company, as there has not been any such demand or interest expressed by any employee group for formation of any association or union.

In addition, our Supplier Code of Conduct mandates that all suppliers should be aligned with the clauses of the Human Rights Policy and uphold human rights in their own operations. This ensures that human rights commitments are embedded in our operations as well as along our value chain.

The Company ensures that **100% of security personnel across campuses are provided training on anti-harassment through Prevention of Sexual Harassment (POSH) training sessions.** In addition, health and safety related trainings are carried out, encompassing topics such as emergency response, hazard identification and stakeholder engagement techniques. Such trainings allow us to integrate our commitments to a harassment-free, safe and healthy workplace beyond our workforce.

The Grievance Redressal Policy provided to employees on our internal portal extends its scope for reporting human rights violations. Employees are free to raise concerns or violation of human rights with their supervisors or Function Heads at any time or directly to the Secure Workplace Council. As per Company's policy, employees or anyone aggrieved with human rights violations can reach out to the Council at email ID securedworkplace@birlasoft.com for submitting his/her complaint. The complaint also may be sent in writing duly signed and dated, addressed to the Head of Secure Workplace Council at the Corporate Office of Birlasoft.

Birlasoft also diligently monitors the compliance with human rights-related regulations through our compliance monitoring tool. This process is conducted in accordance with laws such as The Child and Adolescent Labor (Prohibition and Regulation) Act, 1986, and The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

Employee Benefits

Birlasoft demonstrates its commitment to employee well-being and professional development through a wide range of benefits. Comprehensive healthcare plans provide health security, competitive salaries and bonuses recognize employee dedication, and retirement plans support long-term financial stability. More information on Birlasoft's health & well-being related programs and benefits can be found in the Employee Well-being section of this report.

Birlasoft's Leave Policy defines the amount and type of leaves available to employees on an annual basis. These include medical/emergency leaves, earned leaves, casual leaves and family leaves. The family leave basket consists of the following types of leave:

Maternity leave
Approved on case-to-case basis considering expected date of delivery and as per Maternity Benefit Act 1961.

Adoptive and commissioning mothers
12 weeks of leave for mothers adopting a child below 3 years of age.

Miscarriage leave
6 weeks of paid leave

Bereavement leave
2 days of paid leave

Paternity leave
10 days of leave for male employees

Marriage leave
2 days of paid leave

Retirement benefits

Transition assistance programs are a key tool for Birlasoft to ensure smooth transitions due to employee restructuring and relocations. In addition, we provide retiring employees with the option to continue their services through contractual agreements, serving as a testament to our dedication to our employee engagement. Currently, Birlasoft does not provide its employees with retirement benefit plans or defined contribution plans.

Employee Rewards & Recognition

The Special Thanks and Recognition (STAR) Program is Birlasoft's global recognition program that is available across all functions at Birlasoft and serves as a platform for individuals and teams to be appreciated and awarded for their contributions to organizational success. The objectives of the program include improving employee engagement, motivating employees to perform to the fullest of their capabilities and to integrate transparency, uniformity and consolidation of rewards and recognition on one platform. The STAR platform follows a simple process:

Be recognized → **Earn points** → **Redeem gifts with points collected**

Employees may be recognized for imbibing the Core values of Engaged, Dependable or Challenger. In addition, the employees may be recognized for demonstrating values which are the cultural building blocks of Birlasoft; Customer's Delight, Sense of Responsibility, Above & Beyond the Call of Duty (ABCD), Deep Sense of Caring and Spirit of Teamwork.

01
B Applaud
- Peer-to-peer recognition
- Cross functional
- Comes with virtual badge
- STAR points on receiving 10 badges

02
Leader Select
- Leaders reward individuals & teams
- Aspirational awards

03
Manager Select
- Decided by first line team managers
- Instant recognition
- Flexibility in awards range

04
STAR awards
- Sub categories: Individual Excellence, Customer's Choice, Team Awesome
- Instant recognition
- Flexibility in award range

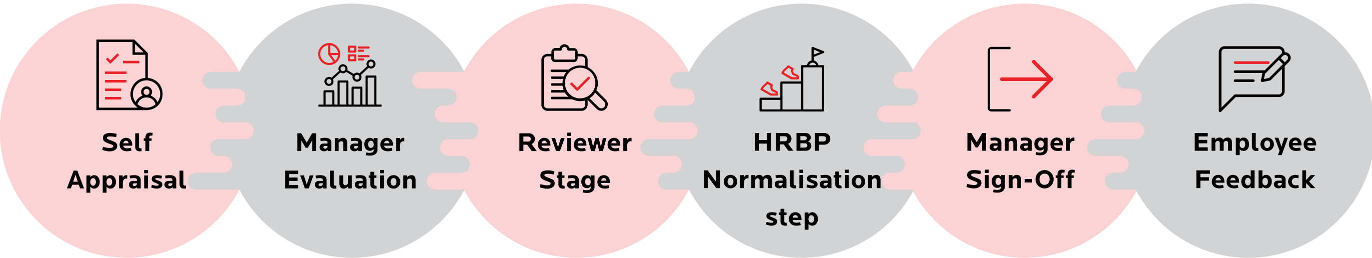
05
Long Service awards
- Celebration of milestone anniversary (3, 5, 10, 15, 20, 25 years)
- Rewards increase with each milestone
- Reward consists of STAR points

The STAR program continues to enable immediate and public recognition of high performing employees and teams, embedding a culture of appreciation and commendation across the organization, with nearly 80% of the Birlasoft population being recognized. This year, the manager discretion category has grown to over 20,000 recognitions, peer-to-peer recognitions to 4,500+, and work anniversaries to 10,000+ recognitions.

Performance Review and Appraisal

Birlasoft has in place a comprehensive performance review and appraisal process that engages feedback mechanisms between managers and employees. The objective is to translate the company's vision and mission plans into team and individual-level goals using a structured cascading process and then assessing the performance in a holistic manner. Employees and managers are expected to engage in one-on-one discussions to discuss, define and submit KRAs (Key Result Areas), with flexibility to modify or revise these goals throughout the year in response to evolving business priorities, role transitions and evolving scenarios.

Our performance review mechanism is designed to ensure continuous assessment of employee performance at all levels. The process begins with self-assessment by employees on their KRAs and competencies, followed by manager assessments. The alignment of KRAs and Competencies ensures that behavioral competencies are actively considered and incorporated into the performance evaluation process, contributing to a more comprehensive and holistic assessment of individual and team achievements. An overview of the performance review process is shown in the figure below:



It is recommended that managers share performance feedback to the employee for the appraisal period and provide sufficient examples to support their recommendations. However, it is necessary for managers to discuss the employee's roadmap for the upcoming year and communicate their approved rating to them.

By promoting this open, inclusive feedback culture, we intend to enhance our collective growth and drive continuous improvement across all areas of our business.

The entire performance review and appraisal process is digitized through our MyPAL application, under Cornerstone on Demand (CSOD). By fostering an open and inclusive feedback culture, we aim to support collective growth and promote continuous improvement throughout all aspects of our business.

In addition to the comprehensive review progress, we encourage regular check-ins with managers. These check-ins not only serve as ready reference for managers during the annual review and enhance transparency and accountability. Provision of continuous feedback aids the enhancement of employee and manager relationships and contributes to the improvement of performance across various functions with which an employee may be engaged.

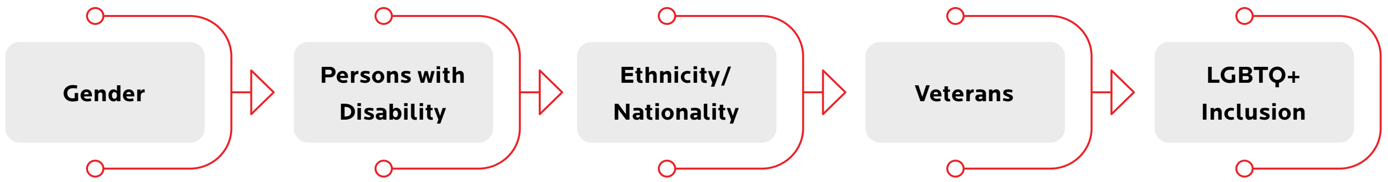
Beyond the traditional manager-employee feedback dynamic, we also encourage cross-functional and multi-directional feedback from all levels and departments within the organization. We aim to ensure that any stakeholder, regardless of their role or team, can provide constructive input to anyone in the organization. By promoting this open, inclusive feedback culture, we intend to enhance our collective growth and drive continuous improvement across all areas of our business.

Diversity, Equity, and Inclusion (DE&I)

As part of the **CKA Birla Group,** Birlasoft nurtures enduring relationships, and a family-like culture grounded in empathy and respect. While our shared purpose unites us as One Birlasoft, we celebrate everyone's unique identity and talent. Diversity, Equity & Inclusion (DE&I) at Birlasoft is aimed at not only building an inclusive environment and empowering diverse talent but also driving business growth through the integration of multiple perspectives and fostering innovation. Inclusive practices have fostered improved team collaboration, increased productivity, and lower turnover rates, resulting in stronger financial outcomes and a more robust organizational framework.

We believe in creating a workplace that supports **'Coexistence'** where we all **'Collaborate'** while being **'Considerate'** to differences in working styles and **'Caring'** for special needs. These serve as our four guiding values, as we embed DE&I in our processes, policies, and implementation plans. We are continuously making efforts to nurture drive progress in the workplace through our DE&I initiatives and programs.

Birlasoft has in place a Global Diversity Equity and Inclusion (DE&I) Policy that outlines the various core areas that the Company focuses its DE&I initiatives on:



The Policy outlines the commitments in place to foster an inclusive work environment while prioritizing these focus areas. We also have various Employee Resource Groups (ERGs) in place that serve as support networks for various employee demographics. These groups foster a sense of community and inclusion by providing employees with opportunities to connect, exchange experiences, and support one another's professional development.

In addition, our Equal Opportunity Employer Policy strengthens our commitment to make employment opportunities available based on individual merit and qualifications, without discrimination. The coverage of the Policy applies throughout the period of employment of the individual, ranging from the recruitment process, to career development and succession to retirement or separation.

Leadership in DE&I

DE&I Council

At Birlasoft, DE&I is championed across roles and employee grades, ranging from junior level employees to senior leaders at CXO level. We have multiple groups responsible for championing and implementation our DE&I initiatives and commitments.

DE&I Ambassadors

Birlasoft has a dedicated DE&I Council in place to monitor progress against targets and develop strategies to expand the various DE&I initiatives. Together with the HR team, they drive equitable outcomes in hiring, promotions, rewards, and opportunities.

Senior Leadership

In addition, we have 25 DE&I ambassadors who are responsible for ensuring that strategies and commitments set by the Council are converted to actions on ground, across the Company. Members of senior leadership emphasize the importance of DE&I through participation in events and communication through platforms such as the employee townhalls.

DE&I Charter

To support the various DE&I policies in place, Birlasoft has a dedicated DE&I Charter. Diverse representation across all employee grades and functions is a fundamental commitment at Birlasoft. Our DE&I Charter guides the integration of inclusive practices through targets and initiatives across four focus areas:

Focus Area #1	Initiatives & Commitments	Key Progress in FY 2024-25
Affirmative Hiring for Inclusion of Diversity Candidates	• We have a tie-up with Herkey to help us achieve our diversity targets. • Quarterly review of DE&I targets. • 1/3rd candidatures to be Women for Managerial and Leadership positions. • Hiring campaigns focused on diversity. • Education of vendors on diversity profiles. • Employee Referral schemes. • Sensitization for hiring managers. • Aim for 50% gender ratio for campus hires.	• Gender Diversity Ratio at **24%** • Gender Hiring Mix at **22%** • **67%** women at KMP level • **21** PWDs and **5** Veteran employees

To continuously promote diversity at Birlasoft, we target hiring from diverse groups across levels, including campus and lateral hiring. The Company plans engagement activities with the campuses throughout the year to keep the target audience engaged and maintain a healthy offer-to-joining conversion ratio. For example, we organize women-specific recruitment drives across various technologies and location and interventions at recruitment stages for our key accounts. Our SheRise initiative focuses on targeted outreach, replacing diversity exits with similar candidates and employee referral drives focused on gender-specific hiring. To supplement this, our SheLeads Competency Building Framework enhances diversity in hiring, training, assessment and final deployment of candidates.

Other key initiatives in this focus area include sensitization programs for TSC team members, interviewers and vendors. This ensures that our diversity targets and commitments are integrated throughout our operation, from recruitment practices to promotion processes and partnerships along our value chain.

Focus Area #2	Initiatives and Commitments	Key Progress in FY 2024-25
Affirmative Hiring for Inclusion of Diversity Candidates	• Raising awareness envisaging the importance of DE&I across levels. • DE&I Sensitization of employees, vendors and clients to promote fairness and behavior supporting inclusion. • Unconscious Bias training for all employees to nurture an inclusive work culture. • Leadership messaging and DE&I Council in place. • Tie-up with The Global DE&I Alliance to help us access our DE&I efforts.	• **6,500+ employees** covered in training on 'Building an Inclusive Workplace' • Of the 180 women who took Maternity leave 177 women **are retained which indicates 98% retention.**

Key Initiatives under Focus Area #2:

Her Voice Unplugged – Leadership Sharing Forum:

This quarterly forum gathers senior women leaders at Birlasoft from around the world to create a space for connection, inspiration, learning, and mutual growth. The forum aims to strengthen leadership presence, foster peer learning, and support the advancement of women leaders within the organization.

Connect Up – Early Career Mentoring Program for Women

This quarterly initiative is designed for early-career women professionals at Birlasoft, typically in junior to mid-level positions. Through engaging mentor-led conversations with senior women leaders, the program provides a safe and supportive environment for participants to share workplace experiences, explore career aspirations, and gain insights on navigating and maximizing opportunities.

Inspiring Conversations with Customers – She Empowers

Every year, we invite established women leaders from our customer network to share their inspiring achievement stories. The leaders share experiences and insights from their successful journeys and answer questions related to career and leadership.

Rendezvous with Verve

This DE&I sensitization platform is integrated across all Business Units at Birlasoft. It brings together members of the DE&I Council and senior leaders to engage employees in meaningful conversations about the principles and practices of Diversity, Equity, and Inclusion. These sessions focus on raising awareness, addressing real-world challenges, and identifying collaborative actions to embed DE&I into everyday business decisions, ensuring alignment with our broader organizational goals.

Mandatory DE&I Training on Building an Inclusive Workplace

This mandatory training is aimed at focusing on self-reflection, inclusive behavior, talent development, career guidance, addressing barriers and enhancing fairness and equity.

Returning Mother's Program

This program is designed to ease the transition for mothers returning from maternity leave—helping them regain confidence, build skills, and smoothly reintegrate into the workplace. It includes support across multiple phases ranging from preparatory return stage to final integration support.

In addition to these key initiatives, we conduct financial literacy workshops for female employees, provide training on competency advancement, conduct external sessions in partnership with the Global DE&I Alliance, and hold organization-wide events such as Women's Day celebrations.

Focus Area #3	Initiatives and Commitments	Key Progress in FY 2024-25
Development & Retention	• Women Leadership Development Program. • Mentoring Program. • Focused Engagement & Support Forums. • Technical & competency development programs. • Focused Retention drives.	• Progress in BEmpowered Mentoring Program & Each One Teach One Mentoring Program. • All policies reviewed and have been amended to ensure they are Gender agnostic. • Internal upskilling and absorbing on new customers/ projects within same vertical. • Engagement with Women Employees on regular basis with dedicated forums to discuss their feedback, roles & career aspirations. • Review the high-performance cases for retention.

The flagship program for Focus Area #3 is our BEmpowered Women's Leadership Program. BEmpowered is designed for women employees at mid-senior to senior levels who have demonstrated high performance and leadership potential. The program is divided into two phases: Rise & Lead and Mentoring.

01

The **Rise and Lead program** spans 10 months and includes seven focused skill-building sessions and two group coaching interventions. It equips participants with the tools and confidence to step into larger leadership roles. In FY 2024-25, 34 participants were a part of the cohort-3, 26 graduated that initiated this performance development process.

Participants of the Rise and Lead program engage in interactive sessions, real-world applications, and peer discussions, collectively building a robust framework for their leadership capabilities. This initiative has seen substantial success, as evidenced by the cohorts' impressive graduation and retention rates.

02

The second phase, or the **Mentoring Program**, helps the Rise & Lead graduates to further build on their skills and enable greater career achievements basis their individual needs and aspirations. Eight personalized mentoring sessions were conducted for the 26 identified mentees by senior leaders across functions.

03

Each One Teach One Mentoring Program: 57 women benefited in Cohort-1 and 56 women undergoing mentoring in Cohort 2.

Mentoring & You

01
Structure
9-month intervention 6-8 formal mentor-mentee meetings to be done at the frequency of one meeting per month

02
Mentoring Goals
Skill development, professional development, competency advancement

03
Mentor & Mentee Orientation
Roles are explained

04
Assistance
Mentoring guides, Regular sharing forums and focused group discussions and surveys

Focus Area #4	Initiatives & Commitments	Key Progress in FY 2024-25
Employee Experience, Retention & Branding	• Focused engagement forums • Diversity-friendly policies and organizational frameworks for retention • Enhance brand image and external representation • Equity in all processes • Gauging employee experience • Rewards and recognition	• Inclusive business maturity score enhanced from **7.1 to 7.8**

During FY 2024-25, Birlasoft has received multiple awards and recognition at various DE&I forums:

- Birlasoft has been certified as DE&I Crusader at the ET Now Diversity and Inclusion Summit 2024.
- Birlasoft has been honored as Diversity, Equity and Inclusion Champion at the DE&I Awards 2024 by the HR Association of India.
- Birlasoft won DivHERsity Awards 2024 in the following categories:
  - Top 20 Most Innovative Practices – Women Leadership Development
  - Top 20 DivHERsity Champions (Large Enterprises) – Sarika Arora Saini, Senior Director HR, and DE&I Leader
- Birlasoft's Chief Financial Officer, Kamini Shah, was honored with the "Best CFO Award for promoting Diversity, Equity, and Inclusion (DE&I)" – Large Enterprise at The Economic Times' CFO Awards 2024.
- Birlasoft has won the Diversity & ForHer Awards 2025 in the following categories:
  - Top 5 Most Innovative Practices – Women L&D Programs
  - Top 20 Most Innovative Practices – DivHERsity Policies
  - Top 20 Most Innovative Practices – Women Returnee Programs
  - Top 20 Most Innovative Practices – DivHERsity Programs
  - Top 20 Companies in DivHERsity (Large Enterprises)
  - Top 20 DivHERsity Champions (Large Enterprises)
  - Top 20 Most Innovative Practices – DivHERsity Programs
- Birlasoft recognized by Synchrony with the Best Diversity Growth Award at the 'Path to Parity' event.
- Birlasoft received a score of 7.8 in the Global DE&I Alliance Inclusive Maturity Card
- ISG Women in Digital Awards
  - Silver in Women Advocacy – Sarika Arora Saini
  - Digital Titan – Rishu Sharma

Employee Well-being

At Birlasoft, we are focused on the well-being of employees across multiple domains. Our flagship wellness program, BCares, is a holistic initiative that prioritizes the health and safety of its employees. The vision of BCares is to **"Inspire, create and maintain workplace and environment that supports holistic well-being"**. The program is built on the "People First" philosophy, the program aims to foster a corporate environment that promotes comprehensive well-being across six key pillars:

Physical
State of physical health and ability to maintain a balanced lifestyle

Mental
Maintenance of a balance of emotions and stress levels

Social
Connecting with people, developing nurturing and positive relationships

Financial
Meaningful management of current and future economic life

Workplace
First aid and other Occupational Health & Safety measures undertaken

Environmental
Promoting peace with one's natural surroundings

Implementation Framework: The BCares program integrates these pillars through a series of structured activities:

Evaluate
Baseline and end surveys to assess the effectiveness of wellness initiatives

Educate
Raising awareness about health risks and promoting a healthy lifestyle.

Engage
Building and mastering healthy lifestyles and behaviors.

Empower
Providing access to support resources, including platforms and peer groups.

Energize
Motivating participation, inspiring behavioral change, and well-being routine.

Physical

Focus Areas

- Fitness
- Balanced Diet
- Preventive Care
- Life-Saving Techniques

Programs

- Health camps (eye checkups, cardiac screening, dental screening).
- Webinars on healthy diets and weight management, ergonomics, monkeypox, cancer awareness, role of vitamin B12).
- Yoga sessions
- Free body composition analysis.
- Health checkups through partnership with 113 hospitals and scan centres.
- Women's health programs such on menstrual health and menopause.

Outcomes

These initiatives collectively contributed to a healthier and more informed workforce, with **over 4,100 employees** participating and more than 25 new initiatives successfully conducted this year.

The physical well-being initiatives received an impressive average rating of **4.7 out of 5,** reflecting high employee satisfaction.

Mental

Focus Areas

- Work-life Harmony
- Emotional Resilience
- Stress Management

Programs

- Blockbuster activity
- Happiness bootcamp
- Know Your Personality activity
- Wellness with Dart and vision board
- Webinars (Creating a Queer-friendly environment, Friendship Day, Children's Day).
- Podcasts through Birlasoft on Air
- Creche facilities available at Mumbai, Noida and Pune locations.

Outcomes

Key outcomes of these programs include increased awareness, enhanced mental well-being, supportive environments, and positive behavioral changes.

Over 3,000 participations were recorded in our mental well-being sessions, reflecting their enthusiasm and commitment.

Social

Focus Areas

- Healthy Relationships
- Social Engagements

Programs

- Talent tribes
- Mother's Day & Father's Day celebrations (Gift a Mug, Photo contests).
- Sports events
- Festive/patriotic celebrations
- Community empowerment through CSR initiatives

Outcomes

Over 9,000 participations were recorded across various activities, reflecting the incredible enthusiasm and genuine interest employees showed in our engagement initiatives.

Financial

Focus Areas

- Financial Stability
- Financial Awareness

Programs

- Session on banking fraud & awareness
- ITR Filing webinar
- Retirement planning
- Earning to invest session

Outcomes

Over 1,000 participations in webinars, and the feedback has been overwhelmingly positive. These sessions have provided our employees with essential knowledge to manage their finances better and plan the future.

Workplace

Focus Areas

- Ergonomics
- Health & Safety

Programs

- Ergonomics Yoga session aimed at preventing musculoskeletal issues
- Two annual fire drills

Outcomes

The ergonomics yoga session was a resounding success, with **over 300 employees** participating enthusiastically. The high turnout demonstrated the employees' interest in and commitment to improving their health and well-being.

Environmental

Focus Areas

- Conservation
- Sustainability

Programs

- Regular mailers on ESG updates
- ESG trainings for employees
- Project Shodhan for crop residue management

Outcomes

As a result of Project Shodhan, farmers are expected to shift towards environmentally friendly straw management options and sustainable agricultural practices. More details on this project can be found in the Community Engagement section.

Recreational Zones for Employees

At Birlasoft, we employ a focused strategy for employee well-being, aiming to provide a safe and healthy workplace environment. In alignment with this commitment, we have dedicated areas for indoor games and other recreational activities are established across our offices.

Wellness Platforms for Employees

Alyve Health App

The Alyve Health App is an innovative health-plan-tech platform designed to provide personalized healthcare experiences. This partnership offers preventive well-being guidance, including nutrition, body movement, sleep management, and habit coaching. The app features outcome-based programs tailored to individual needs, ensuring proactive health management. Users benefit from AI-based 24x7 health and insurance concierge services, facilitating access to trusted medical care.

Additionally, the app supports cashless transactions for outpatient medical care, diagnostics, and vaccinations. Alyve Health empowers individuals, employers, insurance companies, and corporates to offer comprehensive healthcare plans, simplifying healthcare complexities and promoting a healthy lifestyle.

Ikshana Benevolent Fund

Ikshana is a unique employee benevolent fund scheme for Birlasoft employees. This initiative fosters a culture of support and empathy among employees and the employer. Key features include a lump-sum payout for disability or death, annual financial support for the continued education of the deceased's children until college, and assistance for life-threatening diseases not covered by health insurance.

Since its inception on April 1, 2022, Project Ikshana has provided critical financial assistance to 15 families, showcasing its immediate impact. This project enhances well-being, financial security, and social support for employees, reinforcing Birlasoft's commitment to holistic employee care.

Mental Health Assistance Platforms

01 **Employee Assistance Program (EAP)**
The EAP is a crucial component of BCares, supporting mental health through various services such as one-on-one counseling sessions, group workshops, self-help resources, and webinars. Additionally, insurance benefits are provided to cover employees and their families in medical emergencies.

02 **YourDost App**
YourDost is a comprehensive well-being app designed to support mental and emotional health. It offers a variety of self-assessment tests, including tools to check stress levels, evaluate mindset, and track mood. The app also features self-improvement videos and live mindfulness sessions to help users develop healthier habits and manage stress effectively.

03 **RoundGlass Living App**
The Round Glass Living app is a holistic wellness platform designed to enhance mental and emotional health. The mood tracking feature allows employees to log daily emotions, analyse patterns, and receive personalized insights to improve emotional well-being. The platform also provides a vast library of guided meditation videos catering to all experience levels, promoting relaxation, mindfulness, and mental clarity.

Daily morning wellness mailer are sent to the employees, focused on one key pillars of wellness. By dedicating a week to each pillar, the aim is to provide comprehensive tips and insights that will help employees maintain a balanced and healthy lifestyle. Over 200 wellness tips have been shared and received a positive response from the employees.

Wellness Tips

Outcomes of BCares Program

Wellness Tips

- Lower levels of stress
- Improved physical and mental health
- Improved financial wellness
- Improved self-image and self-esteem
- Healthy employees are less likely to be absent

Business Productivity

- A competitive edge during recruitment
- Retention of healthy employees
- Decreased rates of illness and injuries
- Reduced employee absenteeism
- Improved employee relations and morale
- Increased productivity

Policies and Benefits

Employees at Birlasoft are provided with various benefits and financial assistance that help them balance work with personal commitments, family obligations and health-related concerns. These benefits are outlined in various policies as described below:

Medical Insurance Policy

01

This policy provides the option for employees to extend coverage to family members, with various plans available basis employee grades. In addition, a top-up option is available in case the balance of the base policy sum insurance has been exhausted.

OPD Benefits

02

Our OPD reimbursement is aimed at reducing employee's out of pocket medical expenses for doctor consultations, diagnostic tests, and prescriptions. This includes dental cover and vision checkups by optometrists.

Group Term Insurance & Personal Accident Policy

03

Our Group Term Insurance Policy responds to claims arising out of death of employees during or beyond office hours and is applicable across our global locations. The Group Personal Accident Policy offers a claim structure for accidents, assisting employees and their families in case of long-term leave from office due to accidents, or medical expenses of dependent children.

Employee Health and Safety

The health and safety of our employees is an utmost priority at Birlasoft and is integrated through a comprehensive health and safety management system. Our Head office at Pune and our Noida location are both certified with ISO 45001:2018 Occupational Health and Safety (OHS) Management System, with a total of 4,811 employees covered under the system. We are in the process of obtaining this certification for our other locations and have already initiated the process for certain offices such as the one at Hyderabad.

The Company regularly undertakes a risk assessment as per ISO 45001 standards and has a requisite Hazard Identification Risk Assessment (HIRA) template for identification of both routine and non-routine risks and hazards. Our HIRA manual details out the control procedures to be implemented for each identified risk, as well as the stakeholders from which an active response is required. This health and safety-related risk assessment is carried out for 100% of our operational sites and is updated on a periodic basis to integrate emerging risks.

Birlasoft has an EOHS Policy in place that outlines key commitments of the organization regarding health and safety. This includes effective management of waste and natural resources, maintaining a zero-accident level, assessing control measures, and providing employees with regular trainings.

Our EOHS training module covers the organizational structure of health and safety, as well as the management systems in place to monitor performance and any concerns. It highlights the environmental initiatives, hazards at the workplace and during travel, suggests ergonomic practices, and the roles and responsibilities of each employee in promoting health and safety at the workplace.

In addition to this, we have fire drills and emergency preparedness exercises are conducted on a periodic basis. We have designed and implemented a Company-wide emergency preparedness and response framework aligned with global best practices such as ISO 22301: Business Continuity Management System (BCMS) and National Fire Protection Association standards. A cutting-edge emergency alert system integrated with mobile applications and email notifications was developed to disseminate real-time updates. Additionally, we leveraged AI and data analytics to predict and prepare for high-risk scenarios, including natural disasters and cybersecurity breaches. We ensure partnership with local authorities, disaster management agencies, and healthcare providers to strengthen response mechanisms during crises.

Our third-party staff are also provided with training to equip themselves with best practices for health and safety. We also have well-integrated practices to ensure consultation and participation of contractual workers in our health and safety systems and processes.

Several key clients have expressed their appreciation for Birlasoft's ability to ensure uninterrupted services during critical emergencies, through formal letters of commendation and public recognition during strategic business reviews.

Grievance Mechanism

Employees can report health and safety related concerns through feedback over mail or feedback over online Service tool (Service Now). In addition to this, for Pune location, a separate email domain, workplacesafety@birlasoft.com, is available for employees to report work related hazards, address their grievances, and remove themselves from any risk or hazard. In FY 2024-25, no complaints were received with respect to working conditions and health & safety.

Safety Committee

Birlasoft's Safety Committee oversees the impact of health and safety initiatives and includes representatives from various departments, including the FLM team. The Committee meets on a regular basis to discuss the following agenda points:

01 Facilitate co-operation in developing and carrying out measures to improve the safety of workers.

02 Develop health and safety standards, rules and procedures

The Company also conducts annual external audits of its EOHS management system and procedures and our HIRA plan is regularly reviewed by the Safety Officer, including the processes for hazard mitigation, risk treatment, and assessment of risk likelihood. Additionally, the Environmental Aspect-Impact and Risk Assessment framework helps classify risks by severity and assigns scores based on potential consequences.

We ensure that health and safety management and commitments are an annual safety meeting is conducted with vendors staff working on site to understand the concerns/challenges arising during operations. All third-party operations are included in HIRA and mitigation plan included accordingly. All vendors have been communicated about the EOHS policy and required to abide by the policy standard defined by the Company. As a result of our efforts, we have recorded no work-related injuries, ill-health or fatalities in the past three reporting periods.

Zero
work-related injuries or subsequent fatalities in the past three reporting periods.

Zero
work-related ill-health or fatalities in the past three reporting periods.

Learning and Skill Development

Learning Highlights FY 2024-25

Over **6,37,000** total learning hours

94% unique penetration

97% Coursera adoption

95.4% compliance training participation

59 average learning hours per employee

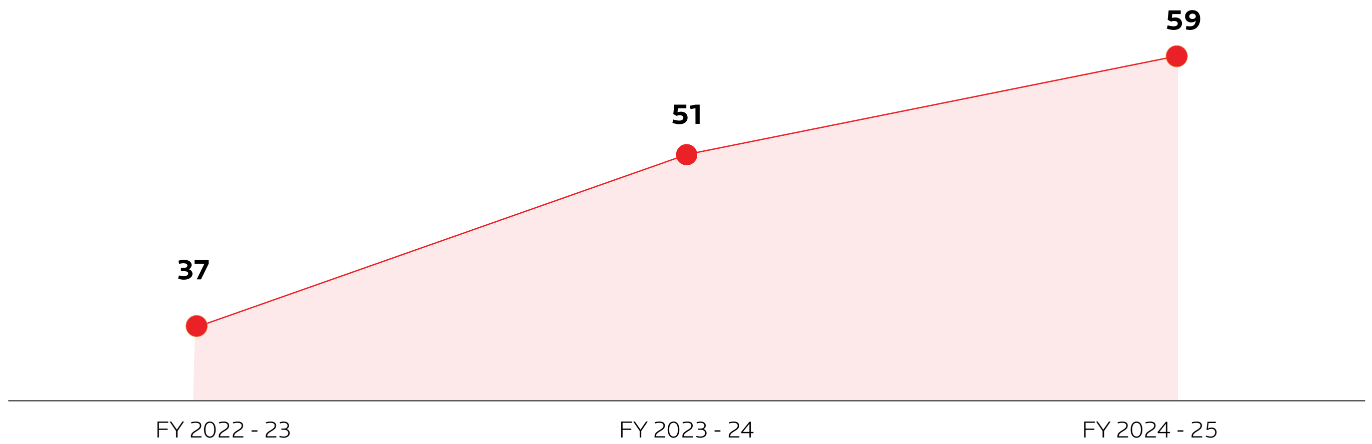
At Birlasoft, learning is a fundamental core value. We are committed to fostering a culture of continuous learning that aligns with the evolving business landscape. Our Learning and Development (L&D) Team strives to build an environment where employees are motivated to enhance their skills through structured programs. These programs encompass technology, behavioral competencies, industry-specific knowledge, and leadership development.

In FY 2024-25, the organization recorded over 6,37,000 training hours, reflecting a 15% increase over the previous financial year. In addition, the average learning per employee rose to 59 hours, marking an 20% year-on-year growth.

These figures underscore a strong organizational commitment to continuous learning, skill enhancement, and personal development.

Our L&D microsite, Learning Hub, the Learning Lens newsletter, and communities like Project Management and bAgile act as key platforms for employees to access and engage with the latest learning programs and resources. Additionally, our L&D Policy outlines the structured processes for delivering learning opportunities, training sessions, and certifications.

Average hours of training that the organization's employees have undertaken (hours)



Upskilling Programs

Learning and Development framework, facilitates employee upskilling/ cross-skilling development in the fields of Technology, Process, Domain, Leadership and Power Skills through various programs. Our upskilling programs focus on building future-ready capabilities, enhancing role readiness, and driving impactful career progression.

Behavioral Learnings

7,000 employees covered through tailored sessions focused on holistic skill development. The Competency-Based Interviewing Skills program was revived, training 1,205 interview panelists, thereby enhancing recruitment effectiveness.

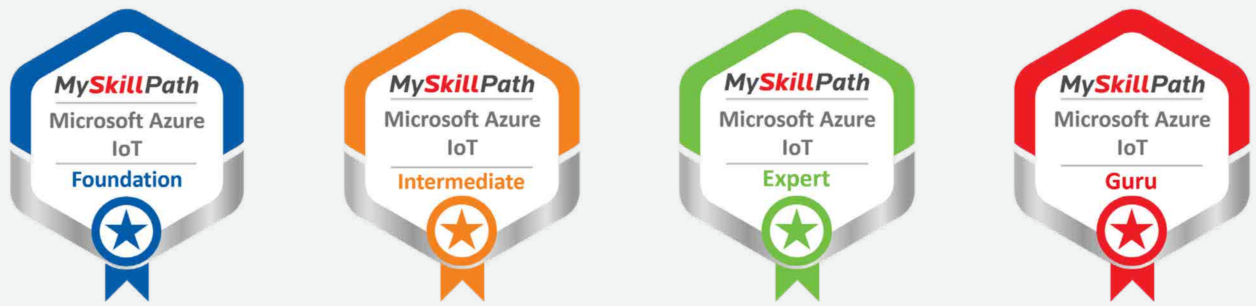
1. **Technical Skills:** Over 9,300 unique employees empowered through trainings in Technology, AI and Cloud skilling initiatives. The organization also invested in niche technical skills training like SAP (RAP, BTP Integration, Admin, Datasphere), Oracle APEX, O365, QlikSense, Matillion, PTC Windchill, Oracle Cloud Technical, Automation Anywhere, Salesforce Cloud, Playwright with C#, SnapLogic Integration, and Rubrik (Basic & Advanced).
   a. **GenAI Academy:** Over 8,700 employees were trained through the Generative AI Academy, which catered to both senior leadership and employees across experience levels. The course topics range from large language models, prompt engineering, GitHub CoPilot and AI-driven decision making.

   In addition, Birlasoft collaborated with Microsoft for GenAI Day to explore the transformative potential of GenAI. The GenAI Sparkathon included insightful discussions, talks from leadership, an innovative showcase and an award ceremony for participants.

   b. **Certifications:** 320+ certifications on cloud applications (AWS, Azure, Oracle), SAFe for teams, Salesforce, Guidewire and AIT24 Insurance.

   Additionally, Birlasoft & AWS collaborated to provide AWS partners with hands-on experience with a variety of services in a gamified format.

   c. **TechXchange:** Under the TechXchange program series - 22 sessions conducted, covering more than 7,300 employees.



   Additional specialized programs included GitHub Copilot, Cybersecurity Workshops and AWS Cloud Technical Essentials), all contributing to the enhancement of technical proficiency.

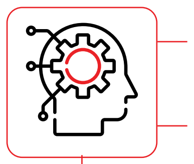
   d. **My Skill Path**: The Birlasoft internal certification program is a role and competency-based L&D initiative, developed in collaboration with Business Units. It offers a variety of learning curricula designed to upskill, reskill, and cross-skill our employees, aligning with their career progression.

2. **Domain-specific Skills:** Domain training and certification across identified verticals allows employees to enhance their expertise in specific industry sectors. This allows teams to provide tailored solutions to employees and drive business success. Birlasoft achieved 60% compliance for Level 1 domain training in FY 2024-25.

Learnathon FY 2024-25

Birlasoft's Learning & Development team organized a Learnathon to foster refinement of skills through engaging activities, challenges, and collaborative sessions. The objective of the event is to encourage employees to learn, acquire new skills and deepen their knowledge on their existing competencies.

Key highlights of this event were as follows:



64,460
learning hours achieved

5,414
unique learners engaged

5.5
average learning hours per employee

Interactive events such as online trivia, team quizzes and tech art galleries were held to improve participation. To spread awareness amongst employees on the learning avenues available for them, floor walks are conducted, followed by a quick on the spot quiz to stir the excitement of the event and the upcoming learning opportunities for them. A key example of this was a session on **"ESG Essentials: Building a Sustainable Future"** saw an overwhelming participation of over 600+ associates. Consistent learning efforts were reinforced through the application of the 21-day learning habit.

ESG Training for Employees

At Birlasoft, we also conduct an ESG training for employees covering the basics of sustainability, importance of ESG in business, ESG standards and frameworks and linkage of impact areas to UN Sustainable Development Goals. The module features interactive knowledge checks to ensure that employees are well-equipped on the contents and thoroughly understand the sustainability concepts.

In FY 2024-25, 10,425 employees participated in ESG training, indicating a strong adoption rate of 96%.

▶ Awareness session on CoPilot & AI Tools in ESG

Partnership with Coursera

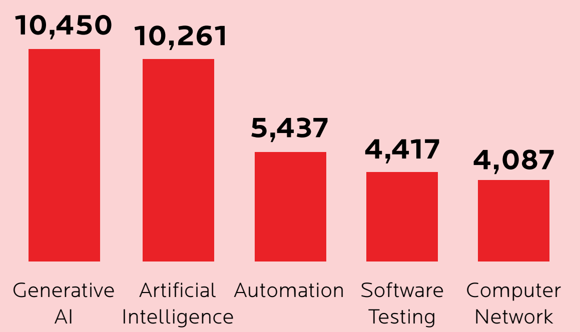
Birlasoft's partnership with Coursera provides employees with access to multiple skill-building opportunities. In addition, the platform allows us to benchmark our learning and development progress with the industry average. **Birlasoft has surpassed industry average as well as the Coursera average across all the following parameters:**

Utilization rate | **Learners joined and Learners enrolled** | **Completion rate** | **Learner rating**

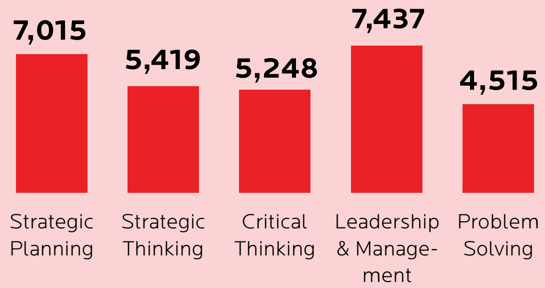
Outcomes: In FY 2024-25, 8500 employees completed at least one course on the platform. Collectively, 3,76,600 hours were achieved with an average of 34.6 hours per employee. This is a **25% increase in learning hours per employee on Coursera, as compared to FY 2023-24.** Coursera contributed to **59% of the total training hours,** demonstrating its integral role in the organization's learning ecosystem.

Top skills learnt on Coursera

Top Technical Skills (Employee Count)



Leadership & Behavioural Skills (Employee Count)



Capability Development

In addition to the various upskilling opportunities, Birlasoft also has in place various capability and career development programs in place.

Program	Details & Objective	Impact in FY 2024-25
Campus to Corporate (C2C)	• The program is designed to enable freshers to transition smoothly and professionally from campus to corporate environment. Through this program, young graduates develop and integrate competencies in technical and project-based learning, as well as behavioral skills, all specifically tailored to foster a shift in mindset and behavior.	• 244 employees upskilled and transitioned through technical and behavioral sessions.

My experience with the C2C program has been transformative. The program provided valuable exposure to the IT industry, allowing me to learn new languages and enhance my communication skills. It facilitated my transition from campus to corporate life by equipping me with in-depth knowledge and insights into emerging technologies. I acquired proficiency in Java, SQL, Python, UI and essential power skills, which have been instrumental in my career growth. Learning effective client handling was a game changer. Representing my batch at the convocation ceremony boosted my confidence, and overall, the C2C program has enriched my foundation for success in the IT Industry."

Aadesh Jain

The Campus to Corporate (C2C) training program has played a pivotal role in my transition from academia to the professional realm. It has notably enhanced my proficiency in work-life balance, time management, responsibility management and professional communication skills. Additionally, the program facilitated self-awareness, enabling me to identify and leverage my strengths and address areas for improvement. It was both informative and engaging, encouraging me to expand beyond my comfort zone. I wholeheartedly endorse this program to individuals seeking a seamless transition from academic to corporate life.

Ritika Bhardwaj

C2C Campus To Corporate

C2C Graduation Ceremony

High Performing Managers series	• The program is tailored for seasoned managers to skillfully enhance their people management capabilities. It fosters an environment where team members, united under a shared goal, can contribute to greater overall organizational success.	558 employees
New Managers Program	• This program is crafted to equip new managers with the essential tools and skills necessary for leading people. It aims to provide managers with the right ecosystem, instill the mindset required for effective team leadership, and enhance communication skills to achieve success swiftly and build trusted relationships with their team.	
Manager as Coach (MAC)	• The program aims to develop effective performance coaching skills and behaviors, with a focus on enhancing emotional intelligence, effective feedback skills, and the practical application of management coaching techniques. The goal is to enable managers to have more effective and productive conversations with their teams.	

PM Aspire Program

PMAspire is a career enhancement program designed to develop the desired project and program management competencies within our organization. The goal is to enable the delivery of projects with the highest quality, on time, and within budget. This program covers Project Management (PMP), Program Management (PgMP), Portfolio Management (PfMP) competencies, Leadership skills, and Birlasoft processes, tools and artefacts.

PMAspire Foundation
For entry-level project managers to elevate core skills

150+
employees certified internally

PMAspire Gold
For experienced project managers, focused on project management competencies

90+
employees covered and 39 certified

PMAspire Diamond
For Program/Delivery Managers targeting strategic program and portfolio management competencies

16
undergoing training

In addition, role-based learning journeys were launched for key stakeholders:

01
PMAspire Project Management Operations for Leads and Analysts

02
Early Edge programs on Agile management for 0-3 years campus freshers

03
ITIL Foundation training and certification

04
Digitized account level onboarding curricula for BSL internal processes and tools

PMAspire Facilitation Ceremony

The concepts and application of Mentoring were really refreshing, and I would certainly apply those in my daily interactions with the team. The Earned Value concepts were explained in detail with some very relevant examples, something I am looking forward to applying on my projects. The knowledge of the presenter at the Hands-on workshop and the way he was able to establish a connect was really appreciated and made the sessions intriguing.

Anuj Mathur

The Coursera online content, workshops, and training sessions that were organised not only enhanced our abilities but also inspired us to strive for excellence in our roles. The journey has been enriching, equipping me with deeper insights into advanced project management methodologies and helping me to use that knowledge in my projects. In our day-to-day lives, we are managing the same process and following project management principles. But after this Gold program, we have gained more knowledge in other areas that are very critical to our projects. It was an overall good initiative by the PMAspire team.

Divya Thakur

Chairman's Circle: The CKA Birla Group's Hi-Potential Development Program

The Chairman's Circle is an accelerated, one-year leadership development program designed for a select group of high-potential employees from across the CKA Birla Group. This program aims to identify and nurture top talent, providing a structured and transformational leadership journey that enhances their capabilities and prepares them for higher roles within the Group and its companies.

Sponsored by the Chairpersons and senior leadership team, this initiative is vital to the Group's talent-building efforts, creating a strong leadership pipeline across various management levels. Participants in the Chairman's Circle benefit from world-class developmental interventions, including behavioral coaching, opportunities to work on strategic projects, job rotations, career management and mentorship from senior leaders.

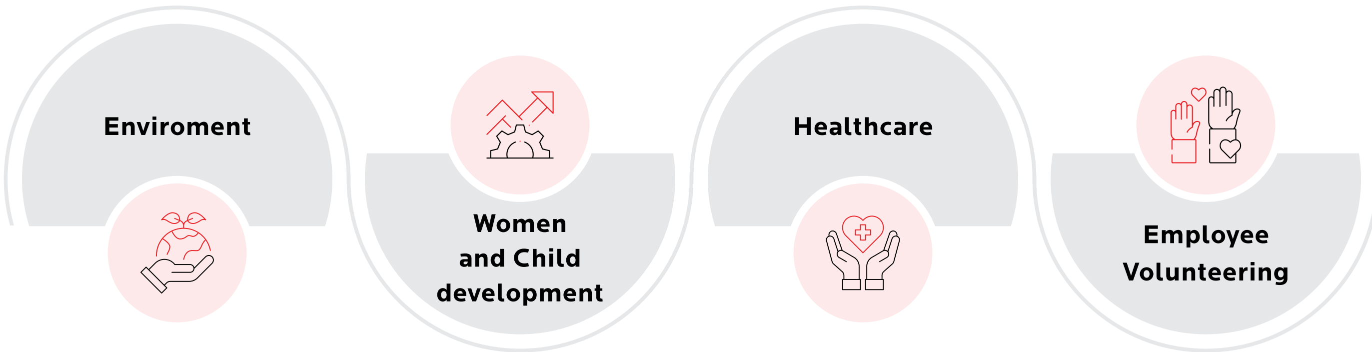
The most recent cohort of Chairman's Circle graduated in 2024, featuring a diverse group from age 25 to 45 and included approximately 33% female candidates. The participants represented different companies of the group and included graduates from more than 4 nationalities and different ethnic groups, highlighting the group's commitment to inclusivity and diversity.

Learning and Development: Awards and Recognition

* The Young Titans program individuals with high potential are provided with opportunities for specialized training and mentoring. This program was discontinued during the FY 2024-25.

Community Engagement

Community engagement and development at Birlasoft are guided by principles of **Create, Collaborate and Change.** Birlasoft ensures that its CSR programs comply with the statutory norms outlined in Schedule VII of Section 135 of The Companies Act, 2013. We have several partnerships with Non-Governmental Organizations (NGOs) to implement these projects, which are carried forward by our employee volunteers. These initiatives allow us to deliver impact in the terms of sustainable economic development, working with employees, their families, the local community, and society at large to improve their quality of life. The focus areas of our CSR projects are as follows:



Grievances are addressed at the community level through informal, participatory processes that engage both the affected parties and NGO program managers. Any grievances that remain unresolved are then escalated to the corporate level for further resolution. We received **zero complaints from local communities in FY 2024-25** and have not identified any actual or potential negative impact on the local communities in areas where we operate. Birlasoft respects the rights of indigenous peoples and have no negative impact on such populations resulting from our operations.

Birlasoft's Corporate Social Responsibility ("CSR") Policy outlines our objectives, financial considerations, implementation mechanisms and monitoring. This Policy guides the selection, funding, and auditing of our projects, as well as the defined roles and responsibilities for the same.

At Birlasoft, we have a dedicated CSR Team in place to facilitate community projects and mapping of stakeholders. In addition, the Team facilitates impact assessments and interacts with beneficiaries to understand the outcomes and problem areas of each project. Regular communication with employees through mailers, social media platforms and in-person interactions. All project timelines and scope of impact are closely monitored through regular meetings, periodic beneficiary connections, and regular reporting.

CSR Projects and their Contribution to United Nations Sustainable Development Goals

Project Shodhan

Birlasoft's flagship, award-winning project was launched in 2017 and focuses on reducing crop residue burning in the villages of Haryana and Punjab.

The project educates farmers on alternative farming practices to prevent stubble burning. Birlasoft has received five awards for Project Shodhan in the past five years. As per the Impact Assessment report, Project Shodhan has enhanced agricultural productivity, fostered economic empowerment, and contributed to conservation of environment by controlling air pollution.

Birlasoft has collaborated with the **CII Foundation** to study the impact of in-situ paddy straw management using innovative machinery on soil quality and health.

Impact created

- 116 villages
- 9 additional straw management machines deployed in villages covered under Shodhan in previous years

Mapping to UN SDGs

Community Rural Mental Health Program

This program promotes mental health awareness and provides care to Persons with Mental Illness (PWMIs) by offering free psychiatric treatment and rehabilitation services, thereby establishing a sustainable model for prevention and treatment i.e., foster socio-economic independence.

This program is implemented in partnership with the **Live Love Laugh Foundation.**

Impact created

- 3,096 beneficiaries supported by 2000+ caregivers in 220 villages.
- 91.2% of UDID Applications were submitted in FY 2024-25, which strengthened access to disability rights and entitlements for previously unreached individuals.
- 40% received vocational training and 12% were linked to Govt schemes which improved their financial independence.
- 841 beneficiaries were successfully enrolled under the Subhadra Scheme, facilitating financial support (INR 10000 every quarter)
- 10.5% increase in identification of PwMI
- Continued treatment support for 90% of individuals

Mapping to UN SDGs

Cancer Care Program

This program is aimed at strengthening health care facilities and providing access to world class cancer care. The program covers medical, surgical, radiation, diagnostic oncology in partnership with the **Calcutta Medical Research Institute.**

Infrastructural improvements such mass excavation, D-Wall, Anti-Termite Treatment (ATT), making sub-base and Plain Cement Concrete (PCC), horizontal water proofing and other efforts were undertaken.

Impact created

Expansion of oncology services at the Rukmani Birla Centre Hospital, Jaipur, by establishing a state-of-the-art cancer care unit under the CMRI trust.

Mapping to UN SDGs

Disha Program

The program aims to empower girls from marginalized communities through education and skill development. Apart from financial assistance (scholarship), skill training, job placement, mentoring and higher education opportunities.

Disha Scholarship Program – Phase 2: Program implemented in collaboration with Smile Foundation across cities of Hyderabad, Chennai, and Bengaluru for girls in 3rd year of graduation.

Disha Scholarship Program – Phase 3: Program implemented at PAN India level in partnership with CGF for girls in 2nd and 3rd year graduation. This is in partnership with **Collective Good Foundation (CGF).**

Impact created

- Phase 2: 379 beneficiaries
- Phase 3: 624 beneficiaries

Mapping to UN SDGs

BforC

Volunteer engagement initiatives such as Miles for Smiles, Joy for Giving, and i-Pledge, leading to better health outcomes in the community for marginalized and vulnerable communities. This program is implemented across Birlasoft locations and is aimed at new hires, families, employees, and female beneficiaries associated with our CSR projects.

Joy of Giving: A month-long celebration that brings together employees and their families to engage with NGOs and communities in need.

Miles for Smiles: A fundraising campaign dedicated to promoting social welfare. Employees take part in various challenges aimed at supporting the education and nutrition of underprivileged students. The initiative also includes health workshops led by expert nutritionists and team-building activities such as destination walks to foster employee bonding.

I-Pledge: A program centred around women's health, providing menstrual hygiene kits and hosting awareness sessions to educate and empower beneficiaries.

Impact created

- BforC: Over 1,700 unique volunteer engagements, 5,779 person-hours, and more than 6,400 beneficiaries.
- Joy of Giving: 5 activities, over 800 volunteers participated, 2.5 quintal ration collected, 350+ blood units donated, INR 4.3 lakhs fund raiser for EWS.
- I-Pledge: Increased menstrual health awareness amongst 600 women from EWS across 6 locations, distributing 1,925 sanitary pads.
- Miles for Smiles: 1,320 hygiene kits donated to individuals from vulnerable and marginalized communities.

Mapping to UN SDGs

Over the past three years, our CSR expenditure has also increased, indicating our continuous impact to expand the positive impact we create on the communities around us. A large part of our CSR expenditure is contributed to our impact across aspirational districts.

CSR Expenditure (in INR million)

S. No.	State	Aspirational District	Amount Spent (in INR)
1	Odisha	Koraput	10,000,000
2	Karnataka	Raichur and Yadgir	9,32,150
3	Karnataka	Bijapur and Raichur	1,70,510
4	Maharashtra	Aurangabad, Nandurbar, and Washim	1,25,000
5	Uttar Pradesh	Chandauli, Fatehpur, Siddharthanagar, and Sonbhadra	85,150
6	Tamil Nadu	Ramnathapuram and Virudhunagar	1,00,000

Impact Assessment and Local Community Development

To assess the impact created by our CSR projects, on the environment and in the local communities we work in, Birlasoft carries out both internal and external impact assessments. In FY 2024-25, the Company partnered with Samhita CGF to conduct an impact assessment of Project Disha. The final report outlined profiles of the beneficiaries, significant milestones, outcomes, challenges and recommendations and overall feedback on the key performance indicators (KPIs) of the project.

Testimonials from Participants

I had the privilege of addressing a group of bright, underprivileged students in Chennai—many of whom are first-generation graduates from families struggling to make ends meet. For these students, affording college education would have been nearly impossible without support. Through our Disha initiative, we've empowered them with access to reputed institutions, enabling them to interact with peers from diverse backgrounds and gain a broader perspective on life. The determination in their eyes was inspiring, and I'm grateful that my interaction could contribute positively to their journey. Birlasoft has consistently stepped up to support education at the right time, ensuring these students begin their future with confidence. A heartfelt thanks to our CSR team for identifying and uplifting deserving talent, truly guiding the future of our community and nation.

Siddhartha Sethukumar
Director - HRBP

While I had newly joined Birlasoft after spending 25 years elsewhere and feeling a bit nervous about settling here, I was invited as a keynote speaker for Birlasoft's Disha initiative. It was just what I needed. This program is one of the flagship programs of Birlasoft through which it educates a group of young girls and mentors them to start their corporate careers.

Engaging with the younger generation was both enlightening and refreshing. Their energy, curiosity, and willingness to challenge norms reminded me of the importance of staying open-minded. I felt a mix of admiration and hope - admiration for their fearlessness in expressing ideas and hope for the future they are shaping. At times, I was surprised by how differently they see the world - more inclusive, more digital, and often more questioning of traditional systems. That contrast sparked a sense of reflection in me, making me reevaluate some of my own perspectives. Other times, I was amused and inspired by their humour, creativity, and passion.

There was also a sense of responsibility - to listen, to guide when appropriate, and to learn just as much from them as I might share. Overall, the experience was fulfilling. It reminded me that wisdom travels both ways - from older to younger, and vice versa - and that growth happens through dialogue, not just experience.

Richa Pandey
AVP-Delivery Management

Testimonials from Beneficiaries

Hailing from a small village in Palghar district, my journey into Ayurvedic medicine has been filled with determination and challenges. With my father working as a daily wage laborer to support our family, managing college fees, PG accommodation, and study materials was a constant struggle. The lack of hostel facilities and limited academic resources made pursuing my BAMS degree even harder. The Birlasoft Disha Scholarship changed my life by easing our financial burden and enabling me to focus on my studies. Through Scholarlify, I also received valuable mentorship and career guidance that shaped my professional aspirations. I am now one step closer to my dream of becoming an Ayurvedic doctor serving rural India. To Birlasoft Disha: your support is creating future healers for communities that need them the most.

Harshata Manoj Ayate
BAMS 1 Year, Shir N.K.D Charitable Trusts
Nalasopra Ayurved College

Before receiving the Disha Scholarship, my life was filled with uncertainty and financial stress. Though I was passionate about pursuing higher education, my family's limited income made tuition and hostel fees a challenge. Without support, my parents would have had to take loans to fund my dreams. The Disha Scholarship changed everything. It not only eased the financial burden but also offered mentorship, career guidance, and personality development sessions. These experiences helped me discover my strengths, set clear goals, and grow in confidence—especially in communication and decision-making. Today, I can fully focus on my studies and personal growth without the constant worry of finances. My family, too, feels more at ease. I'm deeply grateful to the Disha Scholarship for empowering me and giving me a clearer, more confident path forward.

Revalla Harika
B. Tech 2nd Year
KIET College

Birlasoft's community initiatives continue to align with the **"Triple Bottom Line"** approach, emphasizing sustainable impact across economic, social, and environmental dimensions. The Company continues to imbibe the commitments laid out in the comprehensive policies and procedures, and incorporate social, environmental, ethical, and human rights considerations into its core business operations and strategy, through collaboration with its stakeholders.

Customer Centricity

At Birlasoft, we are focused on expanding our offerings to align with customer business needs, fostering growth and long-term client relationships. We actively seek feedback from our customers and continuously make improvements to ensure excellence in delivery. Embodying our core value of **'Dependable,'** we pride ourselves on being our customers' top choice.

To ensure quality in delivery, Birlasoft equips its customers with key reference documents, process workflow and descriptions, information on quality standards and parameters and details on feedback and grievance reporting mechanisms. Our incident monitoring mechanism for any customer grievances is streamlined with our Quality Management System (QMS). The mechanism not only tracks the details of the incident but resolution timelines, further actions required and the parties responsible for final resolution.

Voice of Customer (VOC)

To obtain customer feedback, Birlasoft employs a Voice of Customer (VOC) process to gauge customer perception of its deliverables and services. This process operates at both the project and engagement levels, with reviews conducted every six months to identify actionable insights, with progress tracked to enhance VOC ratings over time.

Under this process, project-level VOC is mandatory during project closure, evaluated on a scale from 1 to 5, along with a WOW rating. Projects with low ratings must conduct a Root Cause Analysis in collaboration with the customer and the VOC is re-initiated after all corrective actions are completed to ensure the client's concerns have been properly addressed.www

As a part of our VOC analysis for FY 2024-25, we also identify organization-wide actionable for improvements in response rates, corrective actions and next steps for key and non-key accounts.

Value Add Programs

Value in Customer's Interest (VINCI)

vinci
Powered by Birlasoft

Value in Customer's Interest at Birlasoft is defined as a product or service that helps us to attract more customers, boosting business growth and capturing value-adds for VOC improvements. Value added services are categorized based on special improvements, such as reusable components, process optimization or automation tool/script with tangible or intangible benefit to the Company. This value adds are often used across different projects, leading to integration of efficient solutions across the organization. The workflow of our VINCI portal is described in the graphic below:

UREKA Idea Management System

UREKA is an Idea Management System at Birlasoft that provides a platform for all Birlasoft employees to share their ideas for continuous improvement. Employees can add any idea, improvement, or suggestion to close gaps at project, function or organization level. This allows the enhanced focus on creative recognition and the integration of innovative solutions across Birlasoft. All Ideas shared through the UREKA portal go through a two-step review:

01 The idea is review by Change Control Board (CCB), where it is reviewed for duplicity and sent to suitable function.

02 The functional SPOC reviews the idea for suitability and marks the ideas as accepted, on hold or rejected.

The primary outcome of this portal is the implementation of efficient solutions that reap benefits across customer engagements. This is a testament to Birlasoft's continuous endeavor to provide excellence in delivery and ensure customer satisfaction, accelerating business growth and fostering long-term relationships.

bRight-An Excellence Exchange Platform

bRight is a forum dedicated to the dissemination of best practices across organization. Its primary objective is to promote the reusability, facilitate the transfer of knowledge, proactively identify and mitigate potential pitfalls, address common challenges, and foster a culture of continuous process improvement.

01 **Monthly Virtual Sessions:** These sessions consist of one-hour virtual meetings aimed at sharing insights and experiences.

02 **Accessible Resources:** Recordings and synopses of the sessions are made available on the bRight portal for future reference.

03 The forum encompasses nine distinct themes, collectively referred to as bRight Themes.

04 For assistance with nominations, Project Software Quality Analyst Representative (SQAR) serves as the primary point of contact.

Making a Difference (MAD)

Making a Difference

The **"Making a Difference"** is a thoughtfully curated **fortnightly communication initiative** aimed at recognizing and celebrating the **outstanding contributions of Delivery Teams** across the organization. This mailer serves as a platform to spotlight instances where teams have gone above and beyond in delivering value to clients, resulting in **noteworthy customer appreciation.** These acknowledgments not only reflect the **dedication, professionalism, and impact** of the teams involved but also reinforce the importance of maintaining high standards in service delivery.

Each edition of the mailer features real examples of success stories, showcasing how Delivery Teams have effectively addressed client needs, solved complex challenges, or delivered exceptional outcomes. These stories are selected based on the **quality of customer feedback,** the uniqueness of the solution provided, and the overall business impact.

In addition to celebrating achievements, the mailer plays a strategic role in **knowledge sharing and capability building.** It acts as **a cross-pollination platform,** where **best practices, innovative approaches, and lessons learned** from various project journeys are shared across teams. This enables other units to learn from successful implementations, adopt proven strategies, and avoid common pitfalls—ultimately fostering a culture of **continuous improvement, collaboration, and operational excellence.**

By consistently showcasing excellence and encouraging the exchange of ideas, the "Making a Difference" Mailer contributes to building a more informed, inspired, and high-performing workforce.

Engaged, Dependable, Challenger, Achiever (EDCA)

EDCA is an **initiative** presented in a **storyboard format,** designed to simplify and explain various **processes and initiatives introduced by the Business Excellence team** at Birlasoft.

This storyboard format captures the reader's attention and makes complex topics more accessible. The dialogue between the characters helps break down the subject matter in a fun, interactive way, ensuring that employees gain a **clear and effective understanding** of the topic being discussed.

This creative approach not only enhances communication but also encourages employees to stay informed and involved in ongoing initiatives.

KIT DI

KIT DI is a thoughtfully designed communication tool that serves as a **more detailed and structured extension of the EDCA mailer.** While EDCA uses a conversational storyboard format to explain processes, KIT DI takes a more formal and instructional approach to present information with greater clarity and depth.

Each edition of KIT DI focuses on a specific **process, tool, or initiative** rolled out by the **Business Excellence team.** The content is organized into **three distinct life-cycle stages,** which are visually represented in a **tabular format.** These stages typically include:

01 Initiation:
This stage introduces the process from its very beginning. It explains the purpose and rationale behind the process—why it was created, what problem it aims to solve, and how it aligns with organizational goals. It sets the foundation by providing context and clarity on the need for the process.

02 Execution:
In this phase, the focus shifts to how the process is carried out. It details the **tools, platforms, and methods** to be used.

03 Closure:
The final stage outlines how to conclude the process effectively. It speak about end results such as publishing results, measuring outcomes, tracking performance, and ensuring that the process delivers the intended value. This structured layout helps employees quickly grasp the full journey of a process—from start to finish—making it easier to understand, adopt, and apply in their day-to-day work.

The primary goal of KIT DI is to **promote awareness and adoption of internal tools** and processes by providing comprehensive insights into their functionality and benefits. By breaking down complex topics into digestible segments, KIT DI empowers employees to engage with Business Excellence initiatives more confidently and effectively.

Testimonials from our Customers

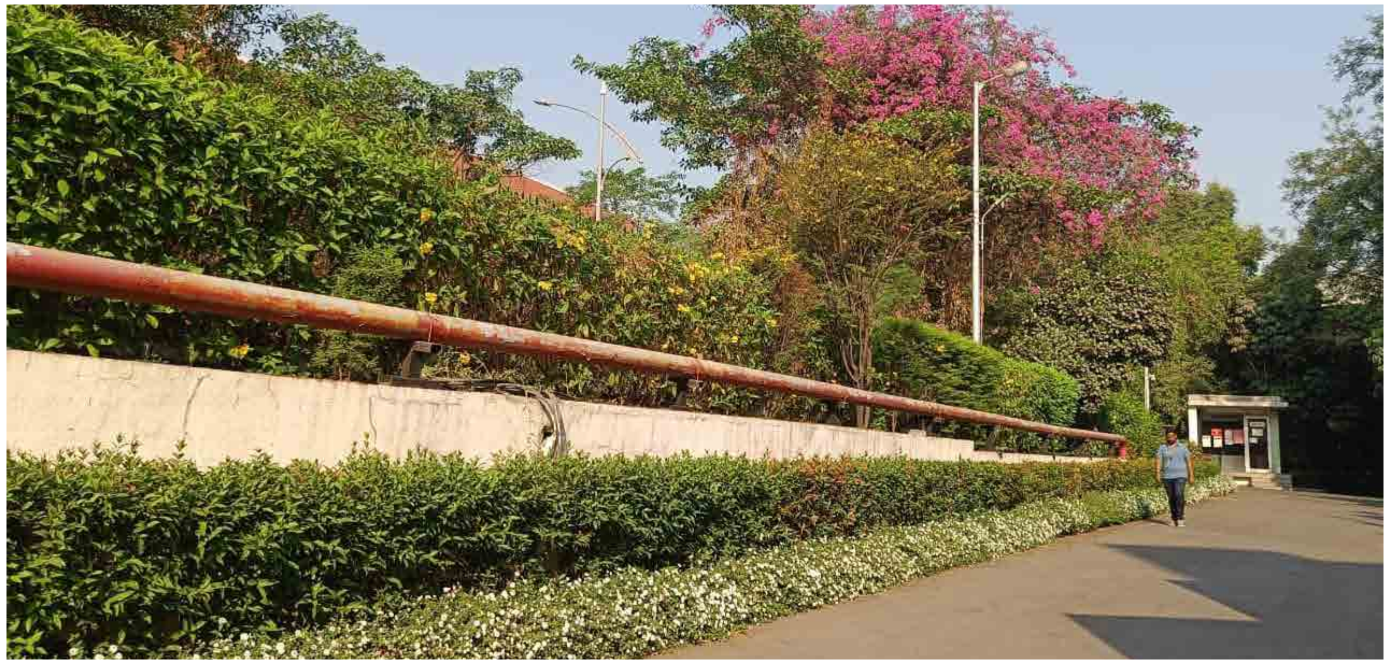
ForwardLine Financial has worked with a dedicated team at Birlasoft for over five years. Birlasoft has a strong pedigree in the lending space having worked with large and small banks over two decades. They do development support and continued improvements of our Loan Management System (LMS). They have a great dedicated team that collaborates with our team based in California during our business hours.

Shailen Mistry,
Chief Technology Officer – ForwardLine Financial

I'm delighted to share Spring Window Fashions perception and journey in the realm of innovation around supply chain and integration of plants of the future. Birlasoft is not only our technology partner, but they share our vision, philosophy and culture in embedding efficiency and innovation throughout in the supply chain ecosystem. Together we are enhancing manufacturing throughput and pushing new boundaries.

Chetan Balsara,
CIO – Springs Window Fashions

More of our customer testimonials can be found on our website: https://www.birlasoft.com/



Annexures

Annexure 1: ESG Data Book

Environment

Energy Consumption Data (in GJ)

Parameters		FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Non-Renewable Sources	Fuel Energy	705	1,020	8,245	8551
	Grid Electricity	17,658	15,518	17,805	18254
	Total Non-Renewable Energy	**18,363**	**16,538**	**26,050**	**26,805**
Renewable Sources	Solar Electricity	1,866	1,761	1,778	1,605
	Wind Electricity	-	-	957	1,031
	Total Renewable Energy	**1,866**	**1,761**	**2,735**	**2,636**
Total Energy Consumed		20,229	18,299	28,785	29,441
Energy Intensity in GJ per Mn INR Turnover		0.99	0.76	1.10	1.11

Note: This data includes energy consumption both within and outside the organization

GHG Emission Data

Scope 1 and Scope 2 Emissions Data

Parameter	Unit	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Total Scope 1 emissions	MT CO_2e	52	76	158	472
Total Scope 2 emissions	MT CO_2e	3,875	3,405	3,570	3,721
Total Scope 1 and Scope 2 Emissions	**MT CO_2e**	**3,927**	**3,481**	**3,728**	**4,193**
Total Scope 1 and Scope 2 emission intensity in terms of physical output	MT CO_2e/ FTE	0.37	0.31	0.29	0.35
Total Scope 1 and Scope 2 emission intensity in terms of turnover	MT CO_2e/ Mn INR	0.19	0.14	0.14	0.16

Scope 3 Emissions Data

Parameter	Unit	FY 2023-24	FY 2024-25
Total Scope 3 emissions	MT CO_2e	4,698	25,607*
Total Scope 3 emission intensity in terms of physical output	MT CO_2e/ Mn INR	0.18	0.96

*During FY 2024-25, Birlasoft undertook Scope 3 emission inventory accounting covering all relevant categories

Water Resources Data

Parameters	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Third party water: Municipal water	12,801	15,252	32,589	33,893
Tanker Water	0	0	2,621	3,432
Others: (20-liter bottles and Water sourced from STP)	0	0	413	838
Total volume of water withdrawal	**12,801**	**15,252**	**35,622**	**38,163**
Total Water discharge	**0**	**0**	**3720#**	**3125#**
Total volume of Water Consumption	12,801	15,252	31,902	35,038
Water Consumption intensity in kL per Mn INR turnover	0.62	0.63	1.21	1.32

#Data for Mumbai location only for FY 2023-24 and FY 2024-25 and rest of the data is for all the locations (owned and lease)

Waste Management Data

Waste Generation Data (in MT)

Parameters		FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Hazardous Waste	E-waste	75	20	44.3	32.59
	Used Batteries	0	0	10.63	5.82
	Waste Oil and DG filters	0	0	1.6	1.47
	Bio-medical waste	0	0	0.02	0.11
	Plastic Waste (Chemical empty Cans, Spray Bottles)	0.16	0.1	0	0
	Construction and Demolition waste	0	4	0	0
	Total Hazardous Waste	**75.16**	**24.10**	**56.55**	**39.99**
Non-Hazardous Waste	Organic Waste- Plant and food waste	0	0	27.51	27.51
	Paper and Wooden Waste	0	0	24.8	0.73
	Ferrous Scrap	0	0	14.24	0.3
	Non-Ferrous Scrap	0	0	0.02	0
	Municipal waste	0	0	23.06	33.57
	Total Non-Hazardous Waste	**0**	**0**	**89.63**	**62.11**
Total Waste Generated		**75.16**	**24.10**	**146.18**	**102.10**

Waste Managed (in MT)

Parameters		FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25
Waste directed to disposal	Incineration	0	0	0	0
	Landfilling	2.73	2.77	0	1.91
	Third party disposal	20.82	0	53.7	28.26
	Total Waste directed to disposal	**23.55**	**2.77**	**53.7**	**30.17**
Waste diverted from disposal	Recycled	10.23	8.14	68.36	71.92
	Re-used	0	0	22.97	0.01
	Total Waste diverted from disposal	**10.23**	**8.14**	**91.33**	**71.93**

Air Quality Data

Parameter	Unit of Measurement	FY 2023-24	FY 2024-25
Oxides of Nitrogen (NOx)	MT	5.86	5.15
Oxides of Sulphur (SOx)	MT	4.97	4.11
Particulate Matter	MT	10.43	8.02

Social

Employee Headcount

	FY 2022-23	FY 2023-24	FY 2024-25
Employee Category-wise breakup			
Permanent Employees	10,201	11,332	10,882
Other than Permanent employees	1,049	1,551	1,048
TOTAL	**11,250**	**12,883**	**11,930**
Age-wise breakup			
Below 30 years	-	3,782	2,782
30-50 years	-	7,835	7,837
More than 50 years	-	471	506
Undisclosed	-	795	805
TOTAL	**11,250**	**12,883**	**11,930**
Gender-wise breakup			
Male	8,484	9,394	8,723
Female	2,766	3,201	2,846
Undisclosed	-	288	361
TOTAL	**11,250**	**12,883**	**11,930**
Region-wise breakup			
APAC & Middle East	-	23	15
India	-	11,122	10,293
Americas	-	1,623	1,506
UK	-	75	76
EU	-	40	40
TOTAL	**11,250**	**12,883**	**11,930**

Employee Turnover & New Hires

FY 2024-25	New Hires	Employee Turnover
Age-wise Breakup		
Below 30 years	1,088	708
30-50 years	1,775	1,121
More than 50 years	69	41
Undisclosed	779	-
TOTAL	**3,711**	**1,870**
Gender-wise Breakup		
Male	2,454	1,382
Female	835	487
Undisclosed	422	1
TOTAL	**3,711**	**1,870**
Region-wise Breakup		
APAC & Middle East	3	2
India	2,874	1,772
Americas	784	92
UK	36	1
EU	14	3
TOTAL	**3,711**	**1,870**

Parental Leave

	Category	FY 2022-23	FY 2023-24	FY 2024-25
Total number of employees that were entitled to parental leave, by gender.	Male	-	-	8,109
	Female	-	-	2,708
Total number of employees that took parental leave	Male	463	509	394
	Female	198	213	207
Total number of employees that returned to work in the reporting period after parental leave ended	Male	463	509	506
	Female	198	213	80
RETURN TO WORK RATE (%)	**Male**	**100%**	**100%**	**100%**
	Female	**100%**	**100%**	**100%**
RETENTION RATE (%)	**Male**	**100%**	**100%**	**85%**
	Female	**100%**	**100%**	**79%**

Employee Performance Review

Category	FY 2022-23	FY 2023-24*	FY 2024-25
Male	100%	100%	94%
Female	100%	100%	94%
Others	100%	100%	60%
Total	**100%**	**100%**	**94%**

*Considering all employees eligible for career development reviews in FY 2023-24 & FY 2024-25.

Ratio of average basic salary and remuneration of women to men

Grade Category	Grades	FY 2022-23	FY 2023-24	FY 2024-25
		Ratio: Female vs Male		
2B to 5B	**Junior**	0.84	0.83	0.82
6A to 7B	**Middle**	0.92	0.89	0.89
8A & above	**Senior**	0.84	1.06	1.18

Health and Safety training

	FY 2022-23	FY 2023-24*	FY 2024-25
Total number of employees undertaking OHS training	1,582	7,153	6,045
Percentage of employees undertaking OHS training	14.06%	63%	56%

*There is a large increase in the number and percentage of employees participating in OHS trainings from FY 2023-24

Employee Participation in Training

	FY 2022-23	FY 2023-24	FY 2024-25
Number of Employees in Skills training	9,428	10,777	10,061
Number of Skills training sessions	3,984	2,923	2,784
Number of Employees attending Mandatory training	9,040	11,187	10,425
Number of Mandatory training sessions	6	6	6

Governance

Direct economic value generated and distributed

S.No.	Parameter* (INR in Million)	FY 2022-23	FY 2023-24	FY 2024-25
1	**Revenue**	24,172.43	26,445.27	26,578.83
2	**Operating Costs**	5,148.63	5,119.76	5,182.91
3	**Employee Wages and Benefits Costs**	16,693.53	18,346.31	18,880.88
4	**Payments to Providers of Capitals****	(1,249.50)	(1,239.65)	(1,795.82)
5	**Payments to Government by Country**	668.34	975.04	898.84
6	**Profits**	2,003.64	2,987.39	2,985.48
7	**CSR Spends**	60.41	63.31	70.44

*As per standalone PL

**Dividend distributed as per SOCE

Financial assistance received from government

S.No.	Parameter (INR Crore)	FY 2022-23	FY 2023-24	FY 2024-25
i.	**Tax relief and Tax credits**	0	0	0
ii.	**Subsidies**	0	0	0
iii.	**Investment grants, research and development grants, and other relevant types of grants**	0	0	0
iv.	**Awards for Innovation**	0	0	0
v.	**Royalty holidays (especially in UK)**	0	0	0
vi.	**Financial assistance from Export Credit Agencies (ECAs)**	0	0	0
vii.	**Financial incentives***	2.16	0.26	11
viii.	**Other financial benefits received or receivable from any government for any operation.**	0	0	0
iX.	**Whether, and the extent to which, any government is present in the shareholding structure.**	160 shares held by Central government	1250 shares held by Central government	8742 shares held by Central government

*Financial incentives from the government for hiring apprentices under the NATS.

Anti-bribery & Anti-corruption Training

	FY 2022-23	FY 2023-24	FY 2024-25
Employees participating in Anti-bribery and Anti-corruption related trainings	11,250	11,254	11,123

Diversity of Board of Directors & KMPs

Board of Directors	Measure	FY 2022-23	FY 2023-24	FY 2024-25
Gender				
Male	Number	4	4	4
Female	Number	3	3	3
Total	**Number**	**7**	**7**	**7**
Age Group				
Below 30 years	Number	0	0	0
30 to 50 years (including 30 and 50)	Number	1	2	2
More than 50 years	Number	6	5	5
Total	**Number**	**7**	**7**	**7**
Disabled (If any, by gender)				
Male	Number	NA	NA	NA
Female	Number	NA	NA	NA

Key Managerial Personnel (KMPs)	Measure	FY 2022-23	FY 2023-24	FY 2024-25
Gender				
Male	Number	2*	1	1
Female	Number	1	2	2
Total	**Number**	**3**	**3**	**3**
Age Group				
Below 30 years	Number	0	0	0
30 to 50 years (including 30 and 50)	Number	0	0	0
More than 50 years	Number	2	3	3
Total	**Number**	**2**	**3**	**3**
Disabled (If any, by gender)				
Male	Number	NA	NA	NA
Female	Number	NA	NA	NA

* Chandrasekar Thyagarajan ceased to be CFO from Feb 2, 2023

Annexure 2: List of Abbreviations

Abbreviations	Meaning
AGM	Annual General Meeting
AI	Artificial Intelligence
ATT	Anti-termite
AWGs	Atmospheric Water Generators
BCMS	Business Continuity Management System
BFSI	Banking, Financial Services, and Insurance
BRSR	Business Responsibility and Sustainability Report
BSE	Bombay Stock Exchange
BU	Business Unit
C2C	Campus to Corporate
CAMUS-SBT	Continuous Advanced Multistage System– Soil Biotechnology
CCB	Change Control Board
CCPA	California Consumer Privacy Act
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CGF	Collective Good Foundation
CHRO	Chief Human Resources Officer
CMT	Communications, Media, and Technology
COBEC	Code of Business Ethics and Conduct
COO	Chief Operating Officer
COSO	Committee of Sponsoring Organizations
CSR	Corporate Social Responsibility
DE&I	Diversity, Equity, and Inclusion
DJSI	Dow Jones Sustainability Index
DPDP Act	Digital Personal Data Protection Act
E&U	Energy and Utilities
EAIA	Environmental Aspect-Impact Assessment
EAP	Employee Assistance Program
EBITDA	Earnings Before Interest, Taxes, Depreciation, and Amortization

Abbreviations	Meaning
EnMS	Energy Management System
EOHS	Environment, Occupational Health & Safety
EOL	End of Life
EOS	End of Support
ERGs	Employee Resource Groups
ERM	Enterprise Risk Management
ESG	Environment Social Governance
ESIC	Employees' State Insurance Corporation
EU	European Union
EVs	Electric Vehicles
FLM	Facilities & Logistics Management
FTE	Full Time Employees
GDPR	General Data Protection Regulation
GenAI	Generative Artificial Intelligence
GHG	Greenhouse Gas
GJ	Giga Joule
GPTW	Great Place to Work
GRI	Global Reporting Initiative
HIA	Hinjawadi Industries Association
HIRA	Hazard Identification & Risk Assessment
HRBP	Human Resources Business Partner
HVAC	Heating, Ventilation, and Air Conditioning
ICTS	Infrastructure and Cloud Technology Services
IoT	Internet of Things
ISMS	Information Security Management System
ISO	International Organization for Standardization
KL	Kilolitres
KMP	Key Managerial Personnel
KPI	Key Performance Indicator
KRA	Key Result Area

Abbreviations	Meaning
KRI	Key Risk Indicator
L&D	Learning & Development
LGBTQ	Lesbian, Gay, Bisexual, Transgender, And Queer
LODR	Listing Obligations and Disclosure Requirements
LSS	Life Sciences and Services
MAC	Manager as Coach
MBR	Monthly Business Review
MCCIA	Mahratta Chamber of Commerce, Industries and Agriculture
MPS	Manage Print Services
MSME	Micro, Small, and Medium Enterprises
MSW	Municipal Solid Waste
MT	Metric Tonne
MTCO2e	Metric Tons of Carbon Dioxide Equivalent
NASSCOM	National Association of Software and Services Companies
NATS	National Apprenticeship Training Scheme
NGO	Non-Governmental Organization
NIST	National Institute of Standards and Technology
NRC	Nomination & Remuneration Committee
NSE	National Stock Exchange
OHS	Occupational Health & Safety
OWC	Organic Waste Composter
PAC	Precision Air Conditioning
PCC	Plain Cement Concrete
PF	Provident Fund
PIA	Privacy Impact Assessments
POSH	Prevention of Sexual Harassment
PPA	Power Purchase Agreement
PPN	Procurement Policy Note

Abbreviations	Meaning
PwMI	Persons with Mental Illness
R&D	Research and Development
RE	Renewable Energy
RMC	Risk Management Committee
SAFe	Scalable Agile Framework of Execution
SASB	Sustainability Accounting Standards Board
SBT	Soil Biotechnology
SEBI	Securities and Exchange Board of India
SECR	Streamlined Energy and Carbon Reporting
SIEM	Security Information and Event Management
SMP	Senior Management Personnel
SOC	Security Operations Centre
SPCB	State Pollution Control Board
SSE	Secure Service Edge
STAR	Special Thanks and Recognition
STP	Sewage Treatment Plant
TSC	Talent Supply Chain
UDHR	Universal Declaration of Human Rights
UNGC	United Nations Global Compact
UNGPBHR	United Nations Guiding Principles on Business and Human Rights
UN SDGs	United Nations Sustainable Development Goals
US	United States
VINCI	Value IN Customer's Interest
VOC	Voice of Customer/Volatile Organic Compound
VRF	Variable Refrigerant Flow
WSR	Weekly Status Report
XDR	Extended Detection and Response
ZLD	Zero Liquid Discharge

Annexure 3: GRI Content Index

Statement of use	Birlasoft Ltd. has reported in accordance with the GRI Standards for the period 1st April 2024 to 31st March 2025.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard/ Other Source	Disclosure	Location	Omission			Page No.
			Requirement(s) Omitted	Reason	Explanation	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	Corporate Overview				14 - 15
	2-2 Entities included in the organization's sustainability reporting	Inside this Report				6 - 7
	2-3 Reporting period, frequency and contact point	Inside this Report				6 - 7
	2-4 Restatements of information	Scope of the Report				6
	2-5 External assurance	Inside this Report Annexure 4: Assurance Statement				7, 190 - 192
	2-6 Activities, value chain and other business relationships	Corporate Overview				14 - 15
	2-7 Employees	Annexure 1: ESG data book				162 - 166

GRI Standard/ Other Source	Disclosure	Location	Omission: Requirement(s) Omitted	Omission: Reason	Omission: Explanation	Page No.
	2-8 Workers who are not employees	N/A		Not applicable	Birlasoft does not identify workers in its workforce as per the nature of business.	
	2-9 Governance structure and composition	Corporate Governance: Board Composition, Committees of the Board				47, 53 - 59
	2-10 Nomination and selection of the highest governance body	Corporate Governance: Board Composition				47
	2-11 Chair of the highest governance body	Corporate Governance: Board Composition				47
	2-12 Role of the highest governance body in overseeing the management of impacts	ESG Governance				55 - 59
	2-13 Delegation of responsibility for managing impacts	ESG Governance				55 - 59
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance Structure				58 - 59
	2-15 Conflicts of interest	Ethical Conduct				60 - 63

GRI Standard/ Other Source	Disclosure	Location	Omission: Requirement(s) Omitted	Omission: Reason	Omission: Explanation	Page No.
	2-16 Communication of critical concerns	Ethical Conduct				60 - 63
	2-17 Collective knowledge of the highest governance body	Corporate Governance: Board Evaluation & Membership				50 - 51
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance: Board Evaluation & Membership				50 - 51
	2-19 Remuneration policies	Corporate Governance: Remuneration of the Board				52
	2-20 Process to determine remuneration	Corporate Governance: Remuneration of the Board				52
	2-21 Annual total compensation ratio	Corporate Governance: Remuneration of the Board				52
	2-22 Statement on sustainable development strategy	Message from the CEO & MD				8 - 11
	2-23 Policy commitments	Ethical Conduct				60 - 63
	2-24 Embedding policy commitments	Ethical Conduct				60 - 63

GRI Standard/ Other Source	Disclosure	Location	Omission			Page No.
			Requirement(s) Omitted	Reason	Explanation	
	2-25 Processes to remediate negative impacts	Ethical Conduct - Grievance Redressal Mechanism				61
	2-26 Mechanisms for seeking advice and raising concerns	Ethical Conduct - Grievance Redressal Mechanism				61
	2-27 Compliance with laws and regulations	Ethical Conduct				60 - 63
	2-28 Membership associations	Industry Association & Affiliation				75
	2-29 Approach to stakeholder engagement	Stakeholder Engagement & Materiality Assessment				24 - 25
	2-30 Collective bargaining agreements	Workforce Development: Upholding Human Rights				111 - 113
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
	3-2 List of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
Biodiversity						
GRI 3: Material Topics 2021	3-3 Management of material topics					

GRI Standard/ Other Source	Disclosure	Location	Omission			Page No.
			Requirement(s) Omitted	Reason	Explanation	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	N/A		Not applicable	Birlasoft operates in urban office settings with no sites in or near protected or biodiversity-sensitive areas.	
	304-2 Significant impacts of activities, products and services on biodiversity	N/A		Not applicable	Birlasoft's being an IT services company have no significant direct impact on biodiversity	
	304-3 Habitats protected or restored	N/A		Not applicable	Birlasoft does not engage in activities involving habitat protection or restoration	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	N/A		Not applicable	No Company operations affect habitats of IUCN Red List or nationally protected species	
Economic performance						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35

GRI Standard/ Other Source	Disclosure	Location	Omission			Page No.
			Requirement(s) Omitted	Reason	Explanation	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Annexure 1: ESG data book				165
	201-2 Financial implications and other risks and opportunities due to climate change	Annual Report 2024-25 pg 117 Stakeholder Engagement & Materiality Assessment				24 - 35
	201-3 Defined benefit plan obligations and other retirement plans	Employee Benefits				118
	201-4 Financial assistance received from government	Annexure 1: ESG data book				165
Market presence						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Annual Report 2024-25 Page 137				
	202-2 Proportion of senior management hired from the local community	Workforce Development				112

GRI Standard/ Other Source	Disclosure	Location	Omission			Page No.
			Requirement(s) Omitted	Reason	Explanation	
Indirect economic impacts						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Community Engagement				145 - 153
	203-2 Significant indirect economic impacts	Community Engagement				145 - 153
Procurement practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain				105
Anti-corruption						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethical Conduct: Anti-Bribery, Anti-Corruption, and Anti-Competitive Behaviour				63
	205-2 Communication and training about anti-corruption policies and procedures	Annexure 1: ESG data book				165

GRI Standard/ Other Source	Disclosure	Location	Omission: Requirement(s) Omitted	Omission: Reason	Omission: Explanation	Page No.
	205-3 Confirmed incidents of corruption and actions taken	Ethical Conduct: Anti-Bribery, Anti-Corruption, and Anti-Competitive Behaviour				63
Anti-competitive behavior						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethical Conduct: Anti-Bribery, Anti-Corruption, and Anti-Competitive Behaviour				63
Tax						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 207: Tax 2019	207-1 Approach to tax	Tax Strategy: Economic Performance				74 - 75
	207-2 Tax governance, control, and risk management	Tax Strategy: Economic Performance				74 - 75
	207-3 Stakeholder engagement and management of concerns related to tax	Tax Strategy: Economic Performance				74 - 75
	207-4 Country-by-country reporting	Annual Report 2024-25 AOC-1 Page 57-58				

GRI Standard/ Other Source	Disclosure	Location	Omission: Requirement(s) Omitted	Omission: Reason	Omission: Explanation	Page No.
Materials						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 301: Materials 2016	301-1 Materials used by weight or volume	N/A		Not applicable	This is not material given the industry in which Birlasoft operates is service-based.	
	301-2 Recycled input materials used	N/A		Not applicable	This is not material given the industry in which Birlasoft operates is service-based.	
	301-3 Reclaimed products and their packaging materials	N/A		Not applicable	This is not material given the industry in which Birlasoft operates is service-based.	
Energy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Climate Action and Energy Management: Driving towards efficiency Annexure 1: ESG data book				159

GRI Standard/ Other Source	Disclosure	Location	Omission: Requirement(s) Omitted	Omission: Reason	Omission: Explanation	Page No.
	302-2 Energy consumption outside of the organization	Climate Action and Energy Management: Driving towards efficiency Annexure 1: ESG data book				159
	302-3 Energy intensity	Climate Action and Energy Management: Driving towards efficiency Annexure 1: ESG data book				159
	302-4 Reduction of energy consumption	Climate Action and Energy Management: Driving towards efficiency				77 - 88
	302-5 Reductions in energy requirements of products and services	Climate Action and Energy Management: Driving towards efficiency				77 - 88
Water and effluents						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35

GRI Standard/ Other Source	Disclosure	Location	Omission: Requirement(s) Omitted	Omission: Reason	Omission: Explanation	Page No.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management				98 - 101
	303-2 Management of water discharge-related impacts	Water Management				98 - 101
	303-3 Water withdrawal	Water Management Annexure 1: ESG data book				160
	303-4 Water discharge	Water Management Annexure 1: ESG data book				160
	303-5 Water consumption	Water Management Annexure 1: ESG data book				160
Emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emission Management Annexure 1: ESG data book				159
	305-2 Energy indirect (Scope 2) GHG emissions	Emission Management Annexure 1: ESG data book				159

GRI Standard/ Other Source	Disclosure	Location	Omission			Page No.
			Requirement(s) Omitted	Reason	Explanation	
	305-3 Other indirect (Scope 3) GHG emissions	Emission Management Annexure 1: ESG data book				160
	305-4 GHG emissions intensity	Emission Management Annexure 1: ESG data book				159 - 160
	305-5 Reduction of GHG emissions	Emission Management				89 - 94
	305-6 Emissions of ozone-depleting substances (ODS)	Emission Management				89 - 94
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emission Management Annexure 1: ESG data book				161
Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management				95 - 97
	306-2 Management of significant waste-related impacts	Waste Management				95 - 97

GRI Standard/ Other Source	Disclosure	Location	Omission			Page No.
			Requirement(s) Omitted	Reason	Explanation	
	306-3 Waste generated	Waste Management Annexure 1: ESG data book				160 - 161
	306-4 Waste diverted from disposal	Waste Management Annexure 1: ESG data book				160 - 161
	306-5 Waste directed to disposal	Waste Management Annexure 1: ESG data book				160 - 161
Supplier environmental assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain				104 - 107
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain				104 - 107
Employment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Workforce Development Annexure 1: ESG data book				111 - 113, 163

GRI Standard/ Other Source	Disclosure	Location	Omission: Requirement(s) Omitted	Omission: Reason	Omission: Explanation	Page No.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Workforce Development: Employee Benefits Employee Wellbeing: Policies & Benefits				118 , 134
	401-3 Parental leave	Annexure 1: ESG data book				163
Labor/Management relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Workforce Development				112
Occupational health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Wellbeing: Employee Health & Safety				135 - 136
	403-2 Hazard identification, risk assessment, and incident investigation	Employee Wellbeing: Employee Health & Safety				135 - 136

GRI Standard/ Other Source	Disclosure	Location	Omission: Requirement(s) Omitted	Omission: Reason	Omission: Explanation	Page No.
	403-3 Occupational health services	Employee Wellbeing				129 - 134
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employee Wellbeing: Employee Health & Safety				135 - 136
	403-5 Worker training on occupational health and safety	Employee Wellbeing: Employee Health & Safety Annexure 1: ESG data book				135 - 136, 164
	403-6 Promotion of worker health	Employee Wellbeing				129 - 134
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Wellbeing: Employee Health & Safety				135 - 136
	403-8 Workers covered by an occupational health and safety management system	Employee Wellbeing: Employee Health & Safety				135 - 136

GRI Standard/ Other Source	Disclosure	Location	Omission Requirement(s) Omitted	Omission Reason	Omission Explanation	Page No.
	403-9 Work-related injuries	Employee Wellbeing: Employee Health & Safety				136
	403-10 Work-related ill health	Employee Wellbeing: Employee Health & Safety				136
Training and education						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Learning & Skill Development				137
	404-2 Programs for upgrading employee skills and transition assistance programs	Learning & Skill Development Annexure 1: ESG data book				137 - 145, 164
	404-3 Percentage of employees receiving regular performance and career development reviews	Annexure 1: ESG data book				164
Diversity and equal opportunity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35

GRI Standard/ Other Source	Disclosure	Location	Omission Requirement(s) Omitted	Omission Reason	Omission Explanation	Page No.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Annexure 1: ESG data book				162, 166
	405-2 Ratio of basic salary and remuneration of women to men	Annexure 1: ESG data book				164
Non-discrimination						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Workforce Development: Upholding Human Rights				116
Freedom of association and collective bargaining						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
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	Workforce Development: Upholding Human Rights				116 - 117
Child labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35

GRI Standard/ Other Source	Disclosure	Location	Omission: Requirement(s) Omitted	Omission: Reason	Omission: Explanation	Page No.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Workforce Development: Upholding Human Rights Sustainable Supply Chain				106, 116 - 117
Forced or compulsory labor						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Workforce Development: Upholding Human Rights Sustainable Supply Chain				106, 116 - 117
Security practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Workforce Development: Upholding Human Rights				117
Rights of Indigenous Peoples						
GRI 3: Material Topics 2021	3-3 Management of material topics					24 - 35
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Community Engagement				146

GRI Standard/ Other Source	Disclosure	Location	Omission: Requirement(s) Omitted	Omission: Reason	Omission: Explanation	Page No.
Local communities						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community Engagement				145 - 151
	413-2 Operations with significant actual and potential negative impacts on local communities	Community Engagement				146
Supplier social assessment						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain				104 - 106
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain				104 - 106

GRI Standard/ Other Source	Disclosure	Location	Omission Requirement(s) Omitted	Omission Reason	Omission Explanation	Page No.
Public policy						
GRI 3: Material Topics 2021	3-3 Management of material topics					24 - 35
GRI 415: Public Policy 2016	415-1 Political contributions	Economic Performance				74 - 75
Customer health and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	N/A		Not applicable	Given that Birlasoft's services are intangible, they do not pose physical health or safety hazards or risks.	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	N/A		Not applicable	Given that Birlasoft's services are intangible, they do not pose physical health or safety hazards or risks.	
Marketing and labeling						
GRI 3: Material Topics 2021	3-3 Management of material topics					
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	N/A		Not applicable	Given that Birlasoft is an IT service company, this indicators will not be applicable to the Company.	
	417-2 Incidents of non-compliance concerning product and service information and labeling	N/A		Not applicable	Given that Birlasoft is an IT service company, this indicators will not be applicable to the Company.	
	417-3 Incidents of non-compliance concerning marketing communications	N/A		Not applicable	Given that Birlasoft is an IT service company, this indicators will not be applicable to the Company.	
Customer privacy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement & Materiality Assessment				24 - 35
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information, Cyber Security, and Data Privacy				70

Annexure 4: Assurance Statement

TÜVINDIA

INDEPENDENT ASSURANCE STATEMENT

To,
The Board of Directors of Birlasoft Limited,
35 & 36, Rajiv Gandhi InfoTech Park,
Phase-1, MIDC, Hinjawadi,
Pune, Maharshtra-411057

Birlasoft Limited (hereafter 'Birlasoft') engaged TÜV India Private Limited ("TUVI") to conduct an independent external assurance of selected non-financial information disclosed in Birlasoft 's Environmental, Social, and Governance (ESG) Key Performance Indicators ("the ESG data"). The assurance was conducted in accordance with the principles of the Global Reporting Initiative (GRI) Standards. The scope of this assurance engagement covered the reporting period from April 1, 2024, to March 31, 2025. TUVI performed a limited assurance in line with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), which is specifically applied to the assurance of non-financial and sustainability reporting.

Management Responsibility

Birlasoft is responsible for monitoring its ESG data and identifying material sustainability issues relevant to its operations. This includes the identification, establishment, and reporting of performance management systems, data governance, and quality control measures. The management of Birlasoft is accountable for the accuracy and completeness of the ESG data, as well as the processes involved in collecting, analysing, and reporting the information disclosed through both web-based and printed formats. This responsibility extends to the maintenance and integrity of the company's website where such information may be presented. Birlasoft 's management is also responsible for preparing the ESG Report with reference to the applied criteria of the Global Reporting Initiative (GRI) Standards. It is incumbent upon Birlasoft to ensure that the Report is free from any material misstatements, whether intentional or unintentional, thereby maintaining the trust and confidence of stakeholders in the disclosed information. Furthermore, Birlasoft is responsible for ensuring the archiving and reproducibility of the disclosed ESG data, making it available to stakeholders upon request.

Scope and Boundary

The assurance engagement conducted by TUVI covered the following key activities:

1. Verification of Report Content and Material Topics: Assessed the application of the Report's content in accordance with material topics identified through a materiality approach, and evaluated the quality of information disclosed, as guided by the principles outlined in the Global Reporting Initiative (GRI) Standards, over the defined reporting period.
2. Review of Governance Policies and Practices: Examined key governance-related policies and practices referenced in the Report, along with related initiatives and performance disclosures.
3. Review Against GRI Standards Requirements: Reviewed the non-financial disclosures presented in the Report for alignment with the applicable requirements of the GRI Standards.
4. Verification of Environmental and Social Data: Verified the reliability of selected disclosures related to environmental and social topics, by sampling and testing supporting data and documentation.
5. Assessment of Specified Information for Stakeholder Relevance: Evaluated the specified ESG information selected for assurance to ensure it reflects material concerns and is meaningful and relevant to the Report's intended stakeholders.

TUVI has verified the below-mentioned disclosures as per GRI Standard 2021

Topic	*GRI Disclosure*
GRI 201: Economic Performance	*201-1, 201-2, 201-3, 201-4*
GRI 202: Market Presence	*202-1, 202-2*
GRI 203: Indirect Economic Impacts	*203-1, 203-2*
GRI 204: Procurement Practices	*204-1*
GRI 205: Anti-corruption	*205-1, 205-2, 205-3*
GRI 206: Anti-competitive behavior	*206-1*
GRI 207: Tax	*207-1, 207-2, 207-3, 207-4*
GRI 302: Energy	*302-1,302-2, 302-3, 302-4, 302-5*
GRI 303: Water and Effluents	*303-1, 303-2, 303-3, 303-4, 303-5*
GRI 305: Emissions	*305-1 , 305-2, 305-3, 305-4, 305-5, 305-6, 305-7*
GRI 306: Waste	*306-1, 306-2, 306-3, 306-4, 306-5*
GRI 308: Supplier Environmental Assessment	*308-1, 308-2*
GRI 401: Employment	*401-1, 401-2, 401-3*
GRI 402: Labor/Management Relations	*402-1*
GRI 403: Occupational Health and Safety	*403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10*
GRI 404: Training and Education	*404-1, 404-2, 404-3*
GRI 405: Diversity and Equal Opportunity	*405-1, 405-2*
GRI 406: Non-discrimination	*406-1*
GRI 407: Freedom of Association and Collective Bargaining	*407-1*
GRI 408: Child Labor	*408-1*
GRI 409: Forced or Compulsory Labor	*409-1*
GRI 410: Security Practices	*410-1*
GRI 411: Rights of indigenous peoples	*411-1*
GRI 413: Local Communities	*413-1, 413-2*
GRI 414: Supplier Social Assessment	*414-1, 414-2*
GRI 415: Public Policy	*415-1*
GRI 418: Customer Privacy	*418-1*

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Note: GRI disclosures reported as 'Not Applicable' are not included in above table.

The reporting boundaries for the above disclosures include 8 locations of Birlasoft across India (Noida, Mumbai, Pune, Chennai, Bangalore, Coimbatore & Hyderabad) and 21 locations outside India (for disclosures limited to Human Capital, Governance, Financial reporting and GHG Emissions). The assurance activities were carried out together with a desk review as per reporting boundary. On-site verification was conducted at Birlasoft Limited, Assotech Business Cresterra, Sector 135, Noida, Uttar Pradesh 201301 – 15/07/2025 and 16/07/2025.

Limitations

TUVI did not perform assurance procedures on any forward-looking statements disclosed in the ESG data, including but not limited to targets, forecasts, expectations, or ambitions. As such, TUVI provides no conclusions or opinions regarding this prospective information. Throughout the assurance process, TUVI encountered no limitations to the agreed scope of the engagement. TUVI was engaged by Birlasoft Limited ('Birlasoft') and is accountable solely to Birlasoft 's management in the context of this assurance engagement. Data verification was conducted on a sample basis, and the responsibility for the authenticity and completeness of the data rests entirely with Birlasoft. TUVI has taken reference of the financial figures from the audited financial reports. TUVI expressly disclaims any liability or co-responsibility for errors or omissions in the reported data, or for any decisions made by third parties based on this assurance statement. This assurance statement does not constitute an endorsement of any environmental or social claims related to Birlasoft 's products, services, manufacturing processes, packaging, or product disposal. TUVI does not authorize the use of this assurance statement for the purpose of greenwashing or to support any misleading claims.

Our Responsibility

The responsibility of TUVI under this assurance engagement is to perform independent limited assurance and to express a conclusion based on the procedures conducted. The engagement was carried out with reference to the agreed scope of work, specifically focused on selected non-financial Environmental, Social, and Governance (ESG) indicators. This engagement did not include an evaluation of the adequacy or effectiveness of Birlasoft 's overall sustainability strategy, governance, or management systems, nor an assessment of the sufficiency of the Report against the overarching principles of the GRI Standards or the ISAE 3000 (Revised) standard, beyond the elements explicitly covered within the defined scope. The ESG data was verified on a sample basis, and the responsibility for the accuracy, completeness, and authenticity of the information remains solely with Birlasoft. The reporting organization is also accountable for the archiving and retention of all related data for a reasonable period to support transparency and traceability. The primary intended user of this assurance statement is Birlasoft; however, the client may use it at their own discretion in accordance with their specific requirements. TUVI does not assume liability or co-responsibility for any inaccuracies or erroneous data reported by Birlasoft and any decisions made by individuals or entities based on this assurance statement. This assurance is provided on the assumption that all data and information made available to TUVI by Birlasoft were complete, accurate, and true to the best of Birlasoft 's knowledge.

Verification Methodology

During the assurance engagement, TUVI applied a risk-based approach, concentrating verification efforts on the Key Performance Indicators (KPIs) disclosed within the ESG Report. The primary objective was to evaluate the reliability of the reported information and the effectiveness of the underlying data management systems, information flows, and internal controls. As part of the engagement, TUVI conducted the following activities:

1. Review of Stakeholder Engagement and Materiality Process: Assessed Birlasoft 's approach to stakeholder engagement and the process for identifying and prioritizing material ESG topics, ensuring alignment with established reporting frameworks and principles.
2. Verification of Disclosures and Internal Controls: Verified selected disclosures and assertions made in the ESG Report, and evaluated the robustness and adequacy of the related data management systems, information flows, and internal control procedures.
3. Document Review and Data Assessment: Examined pertinent documentation, datasets, and other supporting evidence provided by Birlasoft for all reported KPIs. This review was performed on a sample basis, focusing on non-financial information disclosures.
4. Stakeholder Interviews: Engaged with key personnel, including data owners and decision-makers across relevant functions of Birlasoft, during the onsite verification phase to gather insights and corroborate information.
5. Assessment of ESG Policy Implementation: Conducted sample-based evaluations of the implementation of ESG-related policies as described in the Report to verify adherence and effectiveness.
6. Verification of Data Generation and Management Processes: Reviewed, on a sample basis, the procedures for generating, collecting, managing, and reporting both quantitative data and qualitative information included in the ESG disclosures for the reporting period.

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Action Area Planned

The following opportunities for improvement were communicated to Birlasoft. While these suggestions are generally aligned with the company's existing objectives and sustainability initiatives, their implementation could further strengthen Birlasoft 's ESG performance:

1. Health and Safety: Birlasoft may strengthen its health and safety initiatives by going beyond mock drills and awareness programs, incorporating regular training on diverse well being topics, across all its locations.
2. Renewable Energy Mix: To further lower its carbon footprint, Birlasoft may enhance its use of renewable energy through higher adoption of solar/wind power, on-site generation, or green power procurement via RECs and PPAs and transitioning to green buildings for better energy efficiency.

Our Conclusion

In our opinion, and based on the scope of this assurance engagement, the ESG disclosures and related reference information provided by Birlasoft offer a fair representation of the material topics and are aligned with the general content and quality requirements of the applicable Global Reporting Initiative (GRI) Standards. Birlasoft has appropriately disclosed Key Performance Indicators (KPIs) and actions aimed at creating value over the short, medium, and long term. The selected KPIs disclosed by Birlasoft are fairly represented, and the underlying data management processes reflect a commitment to transparency and integrity. TUVI did not perform assurance procedures on forward-looking statements, such as targets, forecasts, expectations, or ambitions presented in the Report. Consequently, no conclusions are drawn on such prospective information. This assurance statement has been prepared in accordance with the terms of our engagement and is limited to the scope and boundaries defined therein.

Disclosures Evaluation: TUVI is of the opinion that Birlasoft's ESG disclosures generally meet the requirements of the GRI Standards. The following reporting elements have been appropriately addressed:

- Universal Standards:
  1) GRI 1: Foundation 2021 – Requirements and principles for using the GRI Standards;
  2) GRI 2: General Disclosures 2021 – Information on Birlasoft's organizational profile, strategy, ethics and integrity, governance, stakeholder engagement, and reporting practices;
  3) GRI 3: Material Topics 2021 – Information on Birlasoft's identification and management of material topics.
- Topic-Specific Standards:
  1) GRI 300 Series (Environmental topics) and
  2) GRI 400 Series (Social topics) – These were applied to report the company's impacts on relevant environmental and social issues. TUVI finds that the material topics and associated Topic-specific Standards are appropriately identified and addressed in Birlasoft's ESG disclosures.

Conclusion of Assurance Procedures: Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the information subject to this limited assurance engagement was not prepared, in all material respects, in accordance with the stated criteria.

Principles Observed in the Assurance Process

Independence: TUVI conducted this engagement in compliance with the International Ethics Standards Board for Accountants (IESBA) Code, which adopts a threats and safeguards approach to independence. The assurance team was selected to avoid risks of self-interest, self-review, advocacy, familiarity, or intimidation, ensuring objectivity throughout the engagement.

Quality Control: TUVI maintains a comprehensive system of quality control, in line with the International Standard on Quality Control (ISQC). The assurance team adhered to the IESBA Code's principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour. All procedures were conducted in accordance with applicable ethical and professional standards.

Statement of Independence and Impartiality

TUVI is an independent and neutral third-party organization providing sustainability assurance services through a team of qualified environmental and social specialists. TUVI affirms its independence and impartiality in relation to this assurance engagement and confirms that no conflict of interest exists. During the reporting year, TUVI did not undertake any other engagements with Birlasoft that could compromise the objectivity, independence, or impartiality of our findings, conclusions, or recommendations. TUVI was not involved in the preparation of any content or data presented in Birlasoft's ESG Report, with the sole exception of this independent assurance statement. Furthermore, TUVI maintains complete neutrality and impartiality with respect to all individuals interviewed during the course of the assurance process.

For and on behalf of TÜV India Private Limited
Date: 06-08-2025
Place: Mumbai, India

TUV INDIA PRIVATE LIMITED TUVINDIA

Project Reference No: 8123978716

www.tuv-nord.com/in

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Annexure 5: List of Hyperlinks

Hyperlink Title	Link
Company Website	https://www.birlasoft.com/
Board of Directors	https://www.birlasoft.com/leadership
Board Familiarization Program	https://www.birlasoft.com/company/investors/familiarization-programmes-imparted-independent-directors
Annual Report 2024-25	https://www.birlasoft.com/sites/default/files/resources/downloads/investors/annual-reports/annual-report-2024-25.pdf
Policies, Reports and Filings	https://www.birlasoft.com/company/investors/policies-reports-filings
Nomination and Remuneration Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/investors/nomination-and-remuneration-policy.pdf
Enterprise Risk Management Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/investors/erm-policy.pdf
Environment Social Governance (ESG) Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/investors/birlasoft-esg-policy.pdf
Code of Business Ethics and Conduct Policy (COBEC) Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/investors/birlasoft-code-of-conduct.pdf
Whistle Blower Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/investors/whistle-blower-policy.pdf
Policy on Prevention of Sexual Harassment (POSH) Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/investors/posh-policy.pdf
Anti–bribery and Anti-corruption Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/investors/anti-bribery-anti-corruption-2023-24.pdf
Group Corporate Tax Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/investors/group-corporate-tax-policy.pdf
Energy Management Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/investors/energy-management-policy.pdf
Carbon Reduction Plan	https://www.birlasoft.com/sites/default/files/resources/downloads/birlasoft-carbon-reduction-plan.pdf
Waste Management Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/waste-management.pdf
Water Management Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/water-management.pdf
Global Supplier Management Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/investors/global-supplier-management-policy-abridged-version-policy.pdf
Supplier Conduct Guidelines	https://www.birlasoft.com/sites/default/files/resources/downloads/supplier-code-of-conduct.pdf

Hyperlink Title	Link
Human Rights Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/human-rights-policy.pdf
Anti-Slavery & Human Trafficking Statement	https://www.birlasoft.com/sites/default/files/resources/downloads/uk-modern-anti-slavery-and-human-trafficking.pdf
Global Diversity Equity and Inclusion (DE&I) Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/investors/global-diversity-equity-inclusion-policy.pdf
Equal Opportunity Employer Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/investors/equal-opportunity-policy.pdf
EOHS Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/investors/eohs-policy-statement.pdf
Corporate Social Responsibility ("CSR") Policy	https://www.birlasoft.com/sites/default/files/resources/downloads/investors/corporate-social-responsibility-policy.pdf
Sustainability Microsite	https://www.birlasoft.com/company/sustainability

birlasoft

For more details on our sustainability related initiatives, policies, goals and targets, and awards, please visit our microsite.