August 5, 2026

BSE Limited Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai - 400001.	**National Stock Exchange of India Ltd.,** Exchange Plaza, C/1, G Block, Bandra - Kurla Complex, Bandra (E), Mumbai – 400051.
Scrip ID: KPITTECH **Scrip Code:** 542651	**Symbol:** KPITTECH **Series:** EQ
Kind Attn: The Manager, Department of Corporate Services	**Kind Attn:** The Manager, Listing Department

Dear Sir / Madam,

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

Pursuant to Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the FY 2025-26, which also forms part of the Annual Report for FY 2025-26 and the same is available on the website of the Company at www.kpit.com.

Kindly take the same on your records.

Thanking you,

Yours faithfully,

For **KPIT Technologies Limited**

ASHISH MALHOTRA

Digitally signed by ASHISH MALHOTRA
Date: 2026.08.05 20:04:58 +05'30'

Ashish Malhotra
General Counsel & Company Secretary

Encl: as above

KPIT Technologies Limited
Registered & Corporate Office: Plot No. 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase-III, Maan, Taluka-Mulshi, Hinjawadi, Pune-411057, India.
CIN: L74999PN2018PLC174192

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BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT (BRSR) 2025-26

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Business Responsibility & Sustainability Report (Contd.)

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

SECTION A: GENERAL DISCLOSURES

KPIT is pleased to present the fourth edition of its Business Responsibility & Sustainability Report (BRSR) for the financial year ended March 31, 2026. This report has been prepared in accordance with the National Guidelines on Responsible Business Conduct (NGRBC) and comprehensively includes both financial and non-financial disclosures, emphasizing Environment, Social, and Governance (ESG) factors, as mandated by the Securities and Exchange Board of India (SEBI). The Company has commissioned an independent assurance provider to conduct reasonable assurance on BRSR Core KPIs as per SEBIs Assessment or Assurance requirement. The detailed reasonable assurance report can be found on page no. 173.

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

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

I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of the Listed Entity	L74999PN2018PLC174192
2.	Name of the Listed Entity	KPIT Technologies Limited
3.	Year of incorporation	2018
4.	Registered office address	Plot No. 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase-III, Maan, Taluka - Mulshi, Hinjawadi, Pune-411057.
5.	Corporate Address	Plot No. 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase-III, Maan, Taluka - Mulshi, Hinjawadi, Pune-411057.
6.	E-mail	grievances@kpit.com
7.	Telephone	+91 20 6770 6000
8.	Website	www.kpit.com
9.	Financial year for which reporting is being done	FY 2025-26 (April 1, 2025 - March 31, 2026)
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited (BSE) and National Stock Exchange of India Limited (NSE)
11.	Paid-up capital	₹ 274.143 Crores
12.	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Sachin Tikekar President & Joint Managing Director Ms. Manasi Patil Associate Vice President – Human Resources Mr. Ashish Malhotra General Counsel & Company Secretary +91 20 6770 6000 grievances@kpit.com

Business Responsibility & Sustainability Report (Contd.)

13.	Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	The disclosures made in this report are on a Standalone basis.
14.	Name of assessment or assurance provider	C N K & Associates LLP (Firm registration no. 101961 W/W – 100036)
15.	Type of assessment or assurance obtained	Reasonable assurance on BRSR Core KPIs. For further details refer to the Reasonable Assurance Report on page no. 173.

II. Products/Services

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

Sr. No.	Description of the Main Activity	Description of the Business Activity	% of turnover the entity
1.	Professional, Scientific, and Technical	Architecture, engineering activities, technical testing, and analysis activities	94.24%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Architectural and engineering activities and related technical consultancy	711	94.24%
2.	Technical testing and analysis	712	

III. Operations

18. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of Plants	Number of offices	Total
National	Not applicable	10	10
International	Not applicable	17	17

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of states)	Pan India
International (No. of countries)	17

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

KPIT is serving clients across 14 countries – United States of America, Brazil, Germany, France, United Kingdom, Sweden, Spain, Netherlands, Switzerland, Italy, Mexico, Tunisia, Egypt, Thailand, Japan, South Korea, China, and Vietnam.

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

90%

c. A brief on types of customers:

KPIT Technologies is a leading independent partner specializing in software development and integration, committed to bringing the vision of software-defined vehicles to life. It serves a wide range of clients, including leading mobility and automotive companies such as Original Equipment Manufacturers (OEMs), suppliers, and other ecosystem participants across the globe. KPIT continues to play a pivotal role in driving innovation within the automotive industry.

Business Responsibility & Sustainability Report (Contd.)

In collaboration with major automotive players, KPIT provides advanced technology solutions and services across multiple domains, including Electric and Conventional Powertrains, Advanced Driver Assistance Systems (ADAS) and Autonomous Driving, Digital and Connected Vehicles, Vehicle Networks, AUTOSAR and Middleware, next-generation Vehicle Engineering and Design, as well as Vehicle Diagnostics and Aftersales services. The Company is also in the process of operationalizing and commercializing its breakthrough Sodium-ion technology for applications in mobility and energy storage, along with sustainable electric commercial vehicles (e-CVs).

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
Employees						
1	Permanent (D)	8,969	6,223	69%	2746	31%
2	Other than permanent (E)	718	499	69%	219	31%
3	**Total employees (D + E)**	**9,687**	**6,722**	**69%**	**2965**	**31%**
Workers						
4	Permanent (F)	-	-	-	-	-
5	Other than permanent (G)	308	235	76%	73	24%
6	**Total workers (F + G)**	**308**	**235**	**76%**	**73**	**24%**

b. Differently abled employees and workers:

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

21. Participation/inclusion/representation of women

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

* Includes late Mr. S. B. (Ravi) Pandit ceased to a director with effect from May 8, 2026.

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

	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employee	27%	24%	26%	23%	17%	20%	25%	21%	24%
Permanent worker	Not applicable as KPIT does not have any permanent workers.								

Business Responsibility & Sustainability Report (Contd.)

V. Holding, subsidiary and associate companies (including joint ventures)

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

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holdings/ subsidiary/ associate/ joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	KPIT Technologies (UK) Limited	Subsidiary	100%	No
2	KPIT Technologies Netherlands B. V.	Subsidiary	100%	No
3	KPIT Technologies Holding Inc.	Subsidiary	100%	No
4	KPIT Technologias Ltda	Subsidiary (refer note (i) below)	100%	No
5	KPIT (Shanghai) Software Technology Co. Limited	Subsidiary	100%	No
6	KPIT Technologies GK	Subsidiary	100%	No
7	KPIT Technologies GmbH.	Subsidiary of KPIT Technologies (UK) Limited (refer note (ii) below)	100%	No
8	KPIT Tech (Thailand) Co., Limited	Subsidiary of KPIT Technologies (UK) Limited (refer note (iii) below)	100%	No
9	MicroFuzzy Industrie-Elektronic GmbH	Wholly-owned subsidiary of KPIT Technologies GmbH	100%	No
10	KPIT Technologies Inc.	Wholly-owned subsidiary of KPIT Technologies Holding Inc.	100%	No
11	PathPartner Technology Private Limited	Subsidiary	100%	No
12	PathPartner Technology Inc.	Wholly-owned Subsidiary of PathPartner Technology Private Limited	100%	No
13	SOMIT Solutions Limited	Wholly-owned Subsidiary of KPIT Technologies (UK) Limited	100%	No
14	SOMIT Solutions Inc.	Wholly-owned Subsidiary of SOMIT Solutions Limited	100%	No
15	Technica Engineering Inc.	Wholly-owned subsidiary of KPIT Technologies Inc.	100%	No
16	Technica Engineering GmbH	Wholly-owned subsidiary of KPIT Technologies GmbH	100%	No
17	Technica Electronics Barcelona S.L.	Wholly-owned subsidiary of KPIT Technologies GmbH	100%	No
18	Technica Engineering Spain S.L.	Wholly-owned subsidiary of KPIT Technologies GmbH	100%	No
19	KPIT Technologies S.A.S.	Wholly-owned Subsidiary of KPIT Technologies Netherlands B. V.	100%	No

Business Responsibility & Sustainability Report (Contd.)

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether Holdings/ subsidiary/ associate/ joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
20	Qorix GmbH	Joint Venture	44%	No
21	Qorix India Private Limited	Joint Venture	44%	No
22	N- Dream AG	Subsidiary of KPIT Technologies (UK) Limited.	90%	No
23	KPIT Technologies AB	Wholly-owned Subsidiary of KPIT Technologies (UK) Limited	100%	No
24	KPIT engineering SUARL	Wholly-owned subsidiary of KPIT Technologies GmbH	100%	No
25	Caresoft Global Technologies, Inc.	Wholly-owned subsidiary of KPIT Technologies Inc.	100%	No
26	Caresoft Engineering Services Limited	Wholly-owned subsidiary of KPIT Technologies (UK) Limited	100%	No
27	CAREGLOTECH de RL de CV	Subsidiary of KPIT Technologies KPIT Technologies Inc	100%	No
28	OXI SRL	Wholly-owned subsidiary of KPIT Technologies (UK) Limited.	100%	No

Note –

(i) 99.99% owned by KPIT Technologies Limited, India and 0.1% owned by KPIT Technologies Holding Inc., USA.

(ii) 69.85% owned by KPIT Technologies (UK) Limited and 30.15 % owned by KPIT Technologies Limited, India.

(iii) 98.31% owned by KPIT Technologies (UK) Limited, 0.06% owned by KPIT Technologies Limited, India and 1.63 % owned by KPIT Technologies GmbH, Germany.

VI. CSR details

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

(ii) Turnover (in ₹) - 2,607.86 Cr.

(iii) Net worth (in ₹) - 2,269.37 Cr.

Business Responsibility & Sustainability Report (Contd.)

VII. Transparency and disclosures compliances

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

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes, Shareholders may register their grievances through Smart Online Dispute Resolution Portal link (Smart ODR Portal).	1	-	All the complaints registered on the exchange were resolved during FY 2025-26	1	-	All the complaints registered on the exchange were resolved during FY 2024-25
Communities*	KPIT has a CSR Policy for the communities. It is a guided document for the implementation of CSR projects with effective monitoring and management, achieved by engaging with the communities and implementation partners such as NGOs. We have set up a process with NGOs to collect grievances from the communities / stakeholders of the respective projects. At the end of the financial year each partner NGO submits grievance report to KPIT.	-	-	NA	-	-	NA
Investors (other than shareholders)	Yes, investors may register their grievances through Smart Online Dispute Resolution Portal link (Smart ODR Portal).	-	-	NA	-	-	NA
Customers **	Yes, Grievances are addressed at project level (more information provided in principle 9).	-	-	NA	-	-	NA

Business Responsibility & Sustainability Report (Contd.)

Stakeholder group from whom the complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Employees and workers	Yes.	13	2	-	12	0	All Complaints are resolved
Value Chain Partners **	Yes, KPIT has developed a Supplier Code of Conduct as guidance on supplier management. Suppliers and their employees can report their concern by writing to the Company. KPIT ensures timely resolution of queries and grievances.	-	-	NA	-	-	NA

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

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

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy & Emission Management	Opportunity	The Company acknowledges that energy consumption from computer systems, servers, air conditioning, and utilities contributes to carbon emissions. Transitioning to renewable energy sources and investing in energy-efficient technologies mitigates operational risks associated with carbon-intensive energy use, including regulatory compliance and escalating energy costs. KPIT prioritizes energy and emission optimization to substantially reduce its carbon footprint. Investments in energy-efficient systems and renewable energy solutions align with environmental sustainability efforts and enhance competitiveness in a carbon-conscious market.	Not applicable	Positive Impact

Business Responsibility & Sustainability Report (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Eco-Efficient Water and Waste Management	Risk	Water scarcity poses risks, potentially limiting access to essential water resources needed for cooling systems, facility maintenance, and other operational processes, thereby disrupting daily activities and impacting productivity. Water scarcity may also affect supply chains, particularly if suppliers operate in regions facing water stress, leading to delays or shortages in critical supplies. KPIT has implemented comprehensive water management strategies to address water scarcity risks, including wastewater treatment and reuse, water conservation measures, rainwater harvesting, and waste management.	KPIT has implemented a comprehensive water management program to address water scarcity risks: Wastewater Treatment and Reuse: A sewage treatment plant enables 80% of used water to be reused for flushing and gardening purposes. Water Conservation Measures: Drip irrigation systems in gardens, optimized water line pressure, and prompt leak repair minimize freshwater consumption. Rainwater Harvesting: A terrace water collection system and a dedicated Water Bund (Shet Tale) capture rainwater for gardening, replenish groundwater and reduce reliance on freshwater sources. Waste Management: Due to the nature of the business, KPIT generates limited waste that includes biodegradable waste, municipal solid waste, e-waste, and hazardous waste. To comply with regulations and reduce environmental impact, KPIT strives to reduce the generation and segregate the waste at source.	Negative Impact

Business Responsibility & Sustainability Report (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3	Climate Change	Risk	Addressing climate change presents opportunities for KPIT to innovate and develop sustainable technologies and solutions. By proactively adapting to climate related challenges, KPIT can position itself as a leading player in environmentally conscious IT product/ service provider.	Demonstrating environmental stewardship can attract clients, partners, and investors who prioritize sustainability. Transitioning to low-emission energy sources, operating from energy-efficient green buildings, and using low-carbon fuel transport not only reduce emissions but also yields monetary savings through lower energy costs and operational efficiencies. Additionally, KPIT has initiated GHG inventorization and is developing Decarbonization strategies.	Negative Impact
		Opportunity	Climate change presents policy risks as regulatory authorities increasingly require businesses to disclose and commit to emissions reduction targets. Non-compliance with evolving regulations may result in penalties and hinder KPIT's growth and profitability. Extreme weather events like water scarcity or heavy rainfall pose physical risks to KPIT's business operations and employee safety, impacting productivity and operational continuity.	Business Continuity Planning: The Company establishes business continuity and crisis management plans to ensure preparedness for climate-related disruptions. Committing to reduced emissions and environmentally responsible practices enhances KPIT's brand image and reputation.	Positive Impact
4	Sustainable Procurement	Risk	Sustainable supply chain practices mitigate ESG-related risks that threaten business continuity, such as disruptions from environmental disasters, labor violations, or resource scarcity. Proactively managing these risks through sustainable procurement enhances resilience and reduces vulnerabilities.	KPIT's comprehensive Vendor Code of Conduct encompasses Environmental, Health & Safety, and Human Rights parameters. Suppliers and supply chain partners are required to sign and adhere to Vendor Code of Conduct as a part of contractual agreements.	Negative Impact

Business Responsibility & Sustainability Report (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
		Opportunity	Embracing sustainable procurement presents opportunities for innovation, efficiency gains, and market differentiation.	KPIT not only reduces potential risks associated with unsustainable practices in the supply chain but also leverage procurement as an opportunity to drive positive change, sustainably.	Positive Impact
5	Talent Attraction & Retention	Risk	Addressing talent challenges presents an opportunity to KPIT to align the work culture with global trends in digital transformation. By embracing technological advancements, employee loyalty, productivity, and positioning as an employer of choice in the digital era can be enhanced.	KPIT has a Talent Acquisition Group (TAG) is responsible for hiring the most suitable candidates to provide the best products and services to clients across the industry.	Negative Impact
		Opportunity	Meeting the growing demand for skilled talent poses a significant challenge, especially amidst global shifts towards digital adoption. The imbalance in skilled employees can hinder KPIT's ability to scale operations and deliver innovative solutions, impacting competitiveness and growth.	KPIT is committed to developing the workplace of the future; one that values equality, promotes a culture of transparency and collaboration, and implements an extensive training initiative tailored to each employee's individual development needs. Investing in hiring talent from local communities not only improves retention rates but also signals commitment to community engagement and development. This approach builds goodwill and strengthens the talent pipeline over time, reducing dependency on external recruitment sources. KPIT participates in several competency development and ongoing education programs for the benefit of the staff members.	Positive Impact

Business Responsibility & Sustainability Report (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Employee Wellbeing	Opportunity	Focusing on employee wellness fosters a supportive culture that enhances job satisfaction and productivity at KPIT. This approach reduces turnover, manages stress, and creates a positive work environment, leading to a healthier, more engaged workforce. The result is improved customer relationships through better service and responsiveness, ultimately boosting profitability and business success.	Not applicable	Positive Impact
7	Cybersecurity	Risk	Cybersecurity attacks can result in significant financial losses and damage to KPIT's reputation. A data breach not only impacts customers but also undermines trust and confidence of the brand. Proactive cybersecurity measures are essential to mitigate these risks and safeguard business integrity. Data privacy is paramount for maintaining competitiveness and enhancing KPIT's brand reputation.	KPIT prioritizes cybersecurity through a comprehensive program that includes: Investment and Monitoring: KPIT invests in cybersecurity resources and monitors for emerging threats. Data Security Awareness: The Company promotes data security awareness among employees. Data Protection Policies: KPIT regularly reviews and updates its data protection policies. Incident Response: Established systems and processes are in place to respond to security incidents effectively. KPIT adheres to recognized cybersecurity standards like ISO/IEC 27001. Trusted Information Security Assessment Exchange (TISAX) Certification: This certification demonstrates compliance with the European automotive industry's information security standards. Board Oversight: The KPIT Board receives regular updates on the Company's cybersecurity posture.	Negative Impact

Business Responsibility & Sustainability Report (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Customer Value	Risk	The ability to provide newer, better services and enriching experiences for clients is essential for maintaining competitive advantage. Failure to deliver significant value to customers may result in reduced market share, decreased revenue, and diminished competitiveness within the industry. Focusing on customer-centric solutions and offerings is imperative to ensure customer satisfaction and client retention.	For KPIT, any unrealized opportunity is viewed as a potential risk. To identify and capitalize on opportunities related to sustainability, KPIT engages with clients through Customer Satisfaction Surveys (CSAT) and takes their feedback into account to deliver effective solutions. Additionally, KPIT's dedicated team collaborates with leaders across various sectors to explore ways to enhance stakeholder value. This is achieved by leveraging KPIT's technological capabilities through initiatives like Zero-Defect Delivery (ZDD), cost management, project management effectiveness, responsiveness, and other strategic efforts.	Negative Impact
9	Intellectual Property (IP) Infringement	Risk	The risk of third-party IP infringement by KPIT employees, whether intentional or unintentional, poses potential legal challenges. Infringing on third-party IP rights can result in litigation, substantial penalties, and damage to KPIT's reputation. This could lead to strained business relationships and impact future collaborations and opportunities within the industry. Proactive measures are essential to mitigate these risks and ensure compliance with IP laws and regulations.	KPIT conducts training and awareness courses for its personnel and receives confidentiality undertakings from them. KPIT has developed and implemented an IP infringement policy and framework to guarantee proper access to and use of KPIT, client, partner, and third-party intellectual property while serving clients.	Negative Impact

Business Responsibility & Sustainability Report (Contd.)

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web-link of the policies, if available	https://www.kpit.com/investor-gov/								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes, the policies such as the Code of Conduct, Supplier Code of Conduct, and Vigil Mechanism and Whistleblower are extended to KPIT's value chain partners.								
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Quality Management System (ISO 9001:2015) Business Continuity Management (ISO 22301) Information Security Management (ISO/IEC 27001) ISO14001:2015 Environmental management system ISO 45001:2018 Occupational health and safety management System								
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	KPIT Sustainability Update: Completion of FY 2024-25 GHG Inventory and Decarbonization Roadmap.								
6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	KPIT has completed a comprehensive GHG inventory covering Scopes 1, 2, and 3 for FY 2024-25, encompassing all global entities and operational sites. Furthermore, a standardized process has been established to ensure annual inventory reporting move forward. KPIT has developed a comprehensive decarbonization plan aimed at achieving a 30% reduction in direct and indirect emissions (Scopes 1 and 2) by 2030. Additionally, a high-level strategic roadmap has been established for key Scope 3 categories—including Purchased Goods & Services (Cat 1), Capital Goods (Cat 2), Business Travel (Cat 6), and Employee Commuting (Cat 7)—to target a consistent 30% reduction by 2030								

Sustainable goals	Actions
To reduce consumption of water	We Implemented waterless urinals and high-efficiency aerator nozzles across all India sites to significantly reduce water consumption, Saving approx. 4 lac liters per month.
To replace Chemical based housekeeping agents by Ecofriendly Housekeeping agents	Transitioned to certified, low-toxicity, and eco-friendly housekeeping chemicals for all India locations. Sustainable Stationery: Identified low-plastic stationery alternatives, with a full transition scheduled for FY 2026-27.
Digital Transformation	Successfully transitioned from manual to digital checklists across all major Indian sites, effectively eliminating paper waste and optimizing resource management.
EOHS Certification	Extended ISO 45001 (Health & Safety) and ISO 14001 (Environmental) certifications to Indiranagar locations. Planned inclusion of the Cypress facility into the EOHS certification scope for the upcoming year.

Business Responsibility & Sustainability Report (Contd.)

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Governance, leadership, and oversight									

7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

At KPIT, sustainability continues to be a core pillar of our business strategy and innovation agenda. As we advance in our journey toward building a cleaner, smarter, and safer mobility ecosystem, we remain deeply committed to integrating environmental, social, and governance (ESG) principles into every aspect of our operations.

Over the past year, we have made meaningful progress in strengthening our environmental stewardship. Building on our comprehensive Greenhouse Gas (GHG) inventory, we have further advanced our decarbonization efforts by developing a robust Decarbonization Roadmap. KPIT has formally registered with the Science Based Targets initiative (SBTi) and signed the commitment to align our emissions reduction pathway with climate science. In line with this commitment, we have developed and submitted our Science-Based Targets along with our Decarbonization Roadmap for validation by SBTi. These targets are currently under review and validation, reflecting our continued focus on adopting globally recognized, science-driven approaches to achieve our Net Zero ambitions.

Our flagship sustainability program, EcoVoyage 2030, continues to drive strong employee-led action across the organization. Enabled by the EcoVoyage tool, KPITians are actively taking and registering sustainability actions, building a culture of everyday accountability. In FY26, we recorded 15,000+ actions with ~72% unique participation, reflecting deep and widespread engagement. These efforts are translating into tangible impact, including 38 tons of e-waste and plastic recycled and 2,700+ trees planted across 4 countries. In parallel, we have embedded sustainability into our core engineering offerings. We have strengthened our engagement with customers and partners to co-create sustainable solutions.

From the social perspective, we continue to foster an inclusive, diverse, and purpose-driven workplace. Employee well-being, continuous learning, and equitable growth remain central to our people strategy. We have further expanded our community engagement programs, focusing on education, skill development and environmental conservation.

Governance remains the foundation of our sustainability journey. We are enhancing our ESG governance structures, strengthening board-level oversight, and integrating sustainability metrics into performance evaluation and decision-making processes. Ethical conduct, transparency, and accountability continue to guide our actions.

As we move forward, our focus will be on translating commitments into measurable outcomes, leveraging technology-driven innovation, and creating long-term value for all stakeholders. We are confident that our continued efforts will reinforce KPIT's position as a responsible organization and a leader in advancing sustainable mobility solutions.

Together, we remain committed to shaping a future where business growth is aligned with environmental sustainability and societal well-being.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).	Name: Mr. Sachin Tikekar DIN: 02918460 Designation: President & Joint Managing Director Telephone Number: +91 20 6770 6000 E-mail ID: grievances@kpit.com
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	At KPIT, all the sustainability aspects are overseen by the CSR Committee. The composition of our CSR committee is as follows: 1. Mr. Anant Talaulicar - Chairman 2. Mr. Sachin Tikekar - Member 3. Dr. Nirmala Pandit – Member * *With effect from July 29, 2026

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10. Details of review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	KPIT adheres to the standard practice of regularly reviewing its policies, either on a periodic basis or as required. This process is undertaken by the appropriate board committee or designated individuals or groups. During these assessments, the status and implementation of each policy are carefully evaluated, and any necessary adjustments to the policies and procedures are made to ensure their continued effectiveness and alignment with the Company's operational goals.																	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	The Company complies with all statutory requirements to the extent applicable.																	

		P1	P2	P3	P4	P5	P6	P7	P8	P9
11.	Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	No, KPIT has not carried out independent assessment/ evaluation of the working of its policies by an external agency. However, KPIT does evaluate its policies internally on a regular basis.								

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

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

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SECTION C: PRINCIPLE-WISE PERFORMANCE DISCLOSURE

This section is designed to assist entities in demonstrating how effectively they integrate the Principles and Core Elements into their key processes and decision-making. The information required is classified into two categories: “Essential” and “Leadership.” While disclosure of the essential indicators is mandatory for all entities required to file this report, the leadership indicators may be disclosed on a voluntary basis by entities seeking to advance further in their commitment to social, environmental, and ethical responsibility.

Principle 1: Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent, and accountable.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

KPIT prioritizes operational excellence and sustainable growth, guided by a strong commitment to ethics and integrity. The Company upholds high standards of business conduct across all its operations. A comprehensive governance and risk management framework is in place to ensure structured and effective oversight of business practices. This framework supports ethical decision making and reinforces responsible conduct. KPIT’s Code of Conduct provides clear and detailed guidelines for employees and directors, setting expectations for ethical behavior and compliance with organizational values. To support this, KPIT offers thorough training on its Code and corporate policies, helping employees manage risks and safeguard stakeholder interests.

Essential Indicators

1. **Percentage coverage by training and awareness programs on any of the principles during the financial year:**

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors Key Managerial Personnel	2	The Company equips its Independent Directors with awareness on aspects related to Strategy & growth office, Zero Defect Delivery, KPIT Branding, Technology Deep Dive, Cybersecurity, Biodiversity at KPIT, People Strategy, Enterprise Risk Management, AI Strategy, Previous M&A Scorecard, Client & Market, Sustainability, KPIT Strategy and AOP International business, currency movements and state of the financial markets; Global business evolving over the next 5/ 10 years from the perspective of international trade, automotive industry, and global capital flows; Auto Industry Trajectory & State of Technology.	100%

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Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Employees other than BOD	7	All our employees undergo mandatory trainings on KPIT code of conduct which covers all the principles laid down in BRSR. Other than the above, domain specific trainings and awareness sessions were held during the financial year.	
		• Introduction to Data Protection and Data Security Training (Legal Compliance, Safeguarding Personal Information, Cybersecurity Awareness, Data Breach Prevention, Ethical Considerations)	96.93%
		• Legal Contracting Process (Contract Basics, Legal Review Process, Key Points on NDAs, Service Agreements & SOWs, License Agreements, etc., Critical Clauses, Deviations and Approvals Other considerations)	
		• E-Learning Module for environmental and occupational health and safety	99%
		• Desk Exercises session	
		• Evacuation drill	
		• Training and Awareness sessions on community contribution, customer focus, equal employment opportunities, non-discrimination and harassment, Prevention of Sexual Harassment	97%
		• E-learning module on Insider Trading.	94.74%
Workers		Not applicable, KPIT does not have permanent workers.	

2. **Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):**

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

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

At KPIT, all Directors, Key Managerial Personnel, and employees adhere to a robust standard of ethical business conduct. As a result, in FY26, the Company faced no monetary or non-monetary fines, penalties, settlements, or punitive actions from regulators, law enforcement agencies, or judicial institutions. This underscores KPIT's unwavering commitment to integrity and compliance.

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3. Of the instances disclosed in Question 2 above, details of the Appeal / Revision are preferred in cases where monetary or non-monetary action has been appealed.

Case details	Name of the regulatory / enforcement agencies / judicial institutions
Not applicable	

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

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

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

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

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

	FY 2025-26 (Current Financial Year)		FY 2024-25 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of conflict of interest of the directors	Nil	Not applicable	Nil	Not applicable
Number of complaints received in relation to issues of conflict of interest of the KMP's	Nil	Not applicable	Nil	Not applicable

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.

Not applicable as there have been no cases of corruption and conflicts of interest.

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

	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of Days of account Payable	108.73	108.32

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

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9. Open-ness of Business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investment, with related parties, in the following format:

Parameters	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of purchase*	Purchase from trading houses as % of total purchase	Not applicable*	Not applicable*
	Number of trading houses where purchases are made from		
	Purchases from top 10 trading houses as % of total purchase from trading houses		
Concentrations of sales*	Sales to dealers / distributors as % of total sales	Not applicable*	Not applicable*
	Number of dealers / distributors to whom sales are made		
	Sales to top 10 dealers / distributers as % of total sales to dealers / distributors		
Share of RPTs in	Purchases (purchases with related parties / total purchase)	17.21%	47.95%
	Sales (Sales to related parties / total sales)	90%	91.26%
	Loans and advances (Loans and advances with related parties / total Loans and advances)	-	-
	Investments (Investments to related parties / total Investments made)	99.98%	87.93%

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

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

LEADERSHIP INDICATORS

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

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

2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/ No) If yes, provide details of the same.

KPIT has established a robust governance framework, grounded in its Code of Conduct, to effectively manage and prevent conflicts of interest at the Board level. Directors and employees are required to avoid any financial, business, or personal relationships that may create a conflict with KPIT's interests or interfere with their professional responsibilities.

As per the Code of Conduct, any actual or perceived conflict must be disclosed in writing to the Head of HR with complete transparency. While the existence of a conflict does not automatically restrict the related activity, individuals are required to fully disclose it and recuse themselves from the decision-making process. Furthermore, directors and employees are also expected to report any potential conflicts involving others. All such disclosures are handled with strict confidentiality, ensuring transparency, accountability, and integrity in business practices.

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

KPIT promotes sustainable business practices by deploying innovative green software solutions designed to help clients reduce their environmental impact. These solutions reflect the Company's commitment to minimizing environmental impact through technology. The Company implements a comprehensive Vendor Code of Conduct to ensure sustainable procurement. This Code emphasizes business integrity, fair labor practices, health and safety, and environmental responsibility, reinforcing sustainable practices across the supply chain. KPIT operates its Quality Management System in alignment with ISO 9001:2008 standards, demonstrating its focus on operational excellence and sustainability in product and service delivery. To strengthen sustainability across its operations, the Company evaluates its value chain partners based on BRSR Core principles. This ensures responsible practices are upheld throughout the broader ecosystem. Through these initiatives, KPIT aims to reduce environmental harm while contributing positively to societal well-being and overall stakeholder value.

Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	100%	100%	KPIT continues to develop and deploy innovative technologies aiming to create a positive impact on the environment. During the year, the Company has achieved below milestones: • Commercialized Hydrogen Fuel Cell Technology for Automotive, Marine and Stationary Storage Applications. KPIT's H2 Fuel Cell Technology is helping these segments make progress towards meeting their Net-zero emission goals. • Traction Motor and Controller Technology for Automotive and Marine Application. KPIT's Traction motor technology delivers high efficiency, Compact volume, lower cost and Zero dependency on Rare-earth materials like Permanent Magnets imported from Countries like China etc. • Equipment to perform research and development in the areas of the cutting-edge Fuel Cell Technology and Traction motors.
Capex	100%	100%	

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

Yes, KPIT has formal procedures in place for sustainable sourcing through its Sustainable Procurement Policy. The policy integrates environmental, social, and ethical criteria into all procurement activities and applies globally to all goods and services. It requires suppliers to comply with sustainability standards covering environmental management, social responsibility and ethical governance. Sustainability assessments, supplier evaluations, adherence to a Supplier Code of Conduct, and ongoing monitoring are embedded across the procurement lifecycle to ensure responsible and sustainable sourcing.

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

In FY 2025-26, Inputs were sourced sustainably by embedding sustainability criteria throughout the procurement lifecycle. Suppliers are assessed using sustainability questionnaires and risk assessments and must comply with KPIT's Supplier Code of Conduct. Procurement decisions consider environmental impacts (such as carbon reduction, waste management, chemical compliance, and circular economy principles), social responsibility (health & safety, fair labor practices, prohibition of child/forced labor), and ethical governance (anti-corruption, data privacy, conflict of interest). Preference is given to reusable, repairable, energy-efficient, and compliant products/ services, with ongoing monitoring, periodic reviews, and the right to audit or request third-party certifications to ensure continued compliance.

3. Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

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

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

KPIT is an IT product/service Company and does not manufacture any product, hence the Extended Producer Responsibility (EPR) is not applicable.

LEADERSHIP INDICATORS

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

NIC Code	Name of product / service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by an independent external agency (Yes/No)	Results communicated in the public domain (Yes/ No) If yes, provide the web-link.
Not applicable.					

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along with action taken to mitigate the same.

Name of product / service	Description of the risk/concern	Action taken
Not applicable.		

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3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

Indicate input material	Recycled or reused input material to total material	
	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Not applicable.		

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed
Plastics (including packaging)	Not applicable.					
E-waste						
Hazardous waste						
Other waste						

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category.
Not applicable.	

Business Responsibility & Sustainability Report (Contd.)

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

KPIT is committed to ensuring a secure and supportive environment for its employees, contractors, and value chain partners. The Company implements a robust Environmental, Occupational, Health, and Safety (EOHS) Policy that focuses on enhancing the well-being of all stakeholders. KPIT encourages active engagement and open dialogue on health and safety matters, fostering a culture in which these aspects are prioritized and consistently integrated into everyday practices.

Reinforcing its commitment to an inclusive workplace, KPIT promotes diversity, equal opportunity, and non-discrimination across its operations. These principles are embedded within organizational processes to ensure that all individuals are treated with respect and fairness. Through these initiatives, the Company strengthens the welfare of its workforce and cultivates a culture grounded in diversity, inclusion, and shared value.

Essential Indicators

1. a. **Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	6,223	6,223	100%	6,223	100%	NA	NA	6,223	100%	6,223	100%
Female	2,746	2,746	100%	2,746	100%	2,746	100%	NA	NA	2,746	100%
Total	**8,969**	**8,969**	**100%**	**8,969**	**100%**	**2,746**	**100%**	**6,223**	**100%**	**8,969**	**100%**
Other than Permanent employees											
Male	534	-	0%	15	3%	-	0%	-	0%	-	0%
Female	213	-	0%	2	1%	-	0%	-	0%	-	0%
Total	**747**	**-**	**0%**	**17**	**2%**	**-**	**0%**	**-**	**0%**	**-**	**0%**

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

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day care Facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent workers											
Male	Not applicable. KPIT does not have a permanent workers category.										
Female											
Total											
Other than Permanent workers*											
Male	235	235	100%	235	100%	NA	NA	-	0%	-	0%
Female	73	73	100%	73	100%	-	NA	-	NA	-	0%
Total	**308**	**308**	**100%**	**308**	**100%**	**-**	**0%**	**-**	**0%**	**-**	**0%**

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

Business Responsibility & Sustainability Report (Contd.)

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

Category	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company.	1.03%	0.97 %

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

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

Benefits	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Not applicable	Yes	100%	Not applicable	Yes
Gratuity	100%		Yes	100%		Yes
ESI	6%		Yes	4%		Yes
Others – please specify	-	-	-	-	-	-

Note- KPIT does not have permanent workers.

3. **Accessibility of workplaces:**

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard:

KPIT complies with the requirements of the Rights of Persons with Disabilities Act, 2016. The facilities are accessible to differently abled employees with infrastructure which enables them to have a barrier free access to common facilities.

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

KPIT believes in no discrimination whatsoever because of sex, sexual orientation, race, colour, religious creed, veteran status, national origin, age, disability, marital status or any other characteristic protected by law. All conditions of employment, from hiring to termination, are framed in such a way that they are free of actions that violate statutory regulations or have the effect of being discriminatory. KPIT takes appropriate action to ensure that the rights of individuals to file complaints, furnish information, or participate in an investigation, public hearing, or other activity related to equal employment opportunity matter will be respected and not interfered with in any manner. In case any employee faces an act of discrimination, he/she may approach Head Global HR, who is charged with the responsibility for assuring that complaints are appropriately addressed on a timely basis. Refer KPIT's Code of Conduct.

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

Gender	Permanent employees		Permanent workers*	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00%	85%	Not applicable	
Female	71.54%	69.83%		
Total	**91.28%**	**80.36%**		

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

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

	Yes/No	If Yes, then give details of mechanism in brief
Permanent workers	KPIT does not have any workers under the permanent worker category.	
Other than permanent workers	Yes	Multiple channels are available for workers to report concerns, including email to the agency HR manager, in-person visits to the HR office, submission of yearly feedback forms, and direct reporting to their supervisor, manager, or a representative of the principal employer.
Permanent employees	Yes	
Other than permanent employees	Yes	

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

Category	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Total employees/ workers in the respective category (A)	No. of employees/ workers in the respective category, who are part of the association(s) or Union (B)	% (B / A)	Total employees/ workers in the respective category (C)	No. of employees/ workers in the respective category, who are part of the association(s) or Union (D)	% (D / C)
Total permanent employees	8,554	0	0%	9,418	-	0%
Male	5,771	0	0%	6,383	-	0%
Female	2,783	0	0%	3,035	-	0%
Total permanent workers	-	-	0%	-	-	0%
Male	-	-	0%	-	-	0%
Female	-	-	0%	-	-	0%

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8. Details of training given to employees and workers:

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	6,722	-	-	6,239	92.8%	6,937	6,540	94%	6,161	89%
Female	2,965	-	-	2,826	95.3%	3,251	3,053	94%	2,897	89%
Total	**9,687**	**-**	**-**	**9,065**	**93.6%**	**10,188**	**9,593**	**94%**	**9,058**	**89%**
Workers*										
Male	235	-	-	235	100%	215	215	100%	215	100%
Female	73	-	-	73	100%	63	63	100%	63	100%
Total	**308**	**-**	**-**	**308**	**100%**	**278**	**278**	**100%**	**278**	**100%**

*The Company does not have permanent workers.

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

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees*						
Male	4,960	4,950	99.8%	6,937	6,239	90%
Female	2,484	2,406	96.9%	3,251	2,845	88%
Total	**7,444**	**7,356**	**98.8%**	**10,188**	**9,084**	**89%**
Workers**						
Male	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Female						
Total						

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

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

10. Health and safety management system:

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

Yes, at KPIT Technologies Limited, the safety and well-being of employees are of paramount importance. The Company is committed to fostering a safe and healthy work environment through a structured Occupational Health and Safety (OHS) Management System.

KPIT has obtained certification to the ISO 45001:2018 Occupational Health and Safety Management System standard issued by the International Organization for Standardization, covering its major sites in India and approximately 83% of its total employee base in the country. This certification reflects the Company's strong commitment to maintaining high standards of workplace health and safety.

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To further reinforce this commitment, KPIT has implemented a comprehensive OHS Management System across most of its offices in India. The Company adopts a holistic approach to workplace safety, including the implementation of safe work practices, hazard identification and risk assessment (HIRA), and structured employee training to ensure competence in safe job performance. Safety controls are systematically applied and supported through the provision of appropriate personal protective equipment (PPE), where required.

Regular medical fitness assessments are conducted to monitor employee well-being, and robust emergency preparedness and response protocols are established to manage potential incidents effectively. Clear safety requirements are communicated through Standard Operating Procedures (SOPs), ensuring compliance with applicable health and safety regulations. KPIT also operates a permit-to-work system for high-risk activities and drives continuous improvement through periodic reviews of its OHS framework. Additionally, regular emergency drills are conducted to enhance employee awareness, preparedness, and responsiveness, thereby strengthening the overall safety culture across the organization.

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

At KPIT Technologies Limited, the Company is committed to fostering a safe and healthy work environment for its employees through a robust Environmental, Occupational Health, and Safety (EOHS) Policy. In line with this commitment, KPIT has established a comprehensive Occupational Health and Safety (OHS) Management System across its major office locations, designed to proactively identify, assess, and manage workplace hazards while safeguarding employee well-being.

A key element of this framework is the Hazard Identification and Risk Assessment (HIRA) process, which plays a critical role in minimizing workplace risks. The HIRA process enables the Company to:

- Systematically identify workplace hazards and assess associated risks.
- Evaluate and prioritize risks based on severity and likelihood of occurrence.
- Implement appropriate control measures to mitigate or eliminate identified risks.
- Monitor and review the effectiveness of implemented controls to drive continuous improvement.
- Document outcomes and communicate them transparently to employees, thereby promoting awareness and accountability.

The HIRA process is subject to periodic review and updates to address emerging risks, operational changes, and evolving regulatory requirements, ensuring its continued effectiveness and alignment with the Company's commitment to maintaining high standards of occupational health and safety.

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

At KPIT Technologies Limited, the Company places the highest priority on the safety of its employees and workers by ensuring the timely reporting, investigation, and management of all work-related incidents, including accidents, unsafe conditions, and unsafe acts. Employees are encouraged to report incidents through a dedicated email channel (workplacesafety@kpit.com) and the ASSIST platform, which facilitates comprehensive incident investigation, root cause analysis, and the implementation of corrective and preventive actions aimed at hazard elimination and risk mitigation. These reporting mechanisms and procedures are effectively communicated across the organization to promote awareness and participation.

For workers, the Company has established defined procedures for reporting safety concerns, which are recorded and monitored through an incident tracking system, with cases categorized as open or closed based on resolution status. Incident reports are reviewed on a weekly basis by the Head of Security to ensure timely closure and effective resolution of identified issues. Additionally, any environmental or hazardous concerns are promptly escalated to the relevant management teams for appropriate action, reinforcing the Company's commitment to maintaining a safe and compliant workplace.

Business Responsibility & Sustainability Report (Contd.)

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

At KPIT Technologies Limited, employee well-being is a key priority, supported through the provision of comprehensive non-occupational healthcare services, including doctor consultations, counselling support, and teleconsultation facilities. The Company adopts a people-centric approach that promotes physical, mental, and emotional wellness across its workforce.

A 24/7 in-house ambulance service is maintained to ensure emergency response within approximately 20 minutes. In addition, a qualified medical practitioner conducts on-site visits at Pune locations three times a week and remains available on call for other locations as required. Preventive healthcare initiatives are also undertaken, including oral cancer screening programs for early detection, diet and nutrition coaching, and access to wellness products at discounted rates.

Employees are further supported through a range of health and financial protection benefits, including group medical insurance (Mediclaim), life insurance, and personal accident coverage. The Company recognizes that a healthy workforce is fundamental to organizational success and sustainable growth. In line with this commitment, health awareness and well-being sessions are also extended to workers to promote overall health, safety awareness, and preventive care.

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

<table>
<tr><th>Safety incident/number</th><th>Category*</th><th>FY 2025-26
Current Financial Year</th><th>FY 2024-25
Previous Financial Year</th></tr>
<tr><td rowspan="2">Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hour worked)</td><td>Employees</td><td rowspan="2">Nil</td><td rowspan="2">Nil</td></tr>
<tr><td>Workers</td></tr>
<tr><td rowspan="2">Total recordable work-related injuries</td><td>Employees</td><td>Nil</td><td>Nil</td></tr>
<tr><td>Workers</td><td>Nil</td><td>1</td></tr>
<tr><td rowspan="2">No. of fatalities</td><td>Employees</td><td rowspan="4">Nil</td><td rowspan="4">Nil</td></tr>
<tr><td>Workers</td></tr>
<tr><td rowspan="2">High consequences for work-related injury or ill health (excluding fatalities)</td><td>Employees</td></tr>
<tr><td>Workers</td></tr>
</table>

*Including in the contract workforce

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

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

At KPIT Technologies Limited, the health, safety, and well-being of employees remain a strategic priority, recognizing their critical contribution to the Company's growth and success. KPIT is committed to providing safe and secure working conditions and strives to minimize occupational illnesses and injuries through comprehensive safety management practices and structured training programs. These include regular fire and emergency response drills, electrical safety awareness, and cross-functional training covering workplace hygiene and security protocols to enhance employee preparedness and risk awareness.

For FY 2025–26, the Company's wellness initiatives include:

- Desk exercises Video led by a physician.
- Communications on preventive care during disease outbreaks.
- Imagicaa: Organized an exclusive discount coupon program with complimentary snacks for employees.
- Health Carnival: Conducted a large scale wellness event covering dental, vision, hair and scalp testing, BCA screening, along with fun games and engagement activities.
- TripMitra: Launched Travel Smarter – unlocking exclusive travel benefits for employees.
- SalarySe: Hosted Fin-tastic financial wellness activities, combined with engaging fun sessions and snack offerings.

Business Responsibility & Sustainability Report (Contd.)

- Webinars:
  i. Conducted Breast Cancer Awareness session – myths, mindset & nutrition.
  ii. Organized Cardiac Arrest vs. Heart Attack webinar – know the difference and save a life.
  iii. Hosted The Art of Self-Compassion webinar – Mental Health Awareness Month.
  iv. Conducted Positive Parenting webinar – the art of positive parenting.
  v. Organized IBS Awareness session – understanding lifestyle concerns on the rise.
- Ganesh Chaturthi: Celebrated with Art & Advantage – Akshar Ganesha + Loan Mela.
- Yoga Sessions:
  i. Conducted on campus yoga session.
  ii. Hosted online yoga sessions – breathe, stretch & reconnect.
- Awareness Days:
  i. Celebrated World Health Day with wellness activities.
  ii. Conducted World Liver Day awareness program.
  iii. Organized World Heart Day campaign to raise awareness on heart health.
- Mindfulness Session: Hosted Chakra Science for Mindfulness & Healing on World Health Day.
- Kai Origin 28 Day Challenge: Conducted by The Longevity Lab, this program runs a health and wellness community platform powered by an AI coach and supported by experts, offering credible advice, professional guidance, and peer support through its interactive "Community".

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

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

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	1	-	Addressing AC Issues & BMS Unreachability - International Motor ODC Team (PA 4th Floor) - Impacting Workplace Comfort & Productivity	2	1	Complaint was related to lighting in the parking area
Health & Safety	1	-	The unfortunate event of a dog bite to Employee	2	0	

14. Assessments for the year:

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

* The assessments were conducted by certified internal auditors.

Business Responsibility & Sustainability Report (Contd.)

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

During the reporting period, KPIT Technologies Limited did not record any major health and safety incidents or serious injuries. The Company maintains a structured incident reporting and monitoring framework, wherein security personnel report incidents on a daily basis, and senior management conducts weekly reviews to ensure timely resolution and to address any recurring concerns. Internal assessments conducted during the period did not identify any significant health or safety risks.

KPIT promotes a culture of transparency and proactive reporting by encouraging employees to report concerns through the dedicated email channel (workplacesafety@kpit.com) and the ASSIST platform. These mechanisms enable thorough investigation, root cause analysis, and the implementation of appropriate corrective and preventive actions to mitigate risks and prevent recurrence of incidents.

LEADERSHIP INDICATORS

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

a. **Employees** – Yes

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

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

KPIT ensures timely deduction and deposit of statutory dues.

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

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

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No):

Yes, Transition assistance is provided to employees for transitioning to a new role or to facilitate continued employability for retired employees. Additionally Company Maintain a report of the batch that are being trained the training session's & Minutes of Meeting which consists of the attendance and external party has been invited to deliver a session as and when needed.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions	KPIT ensures compliance with regulatory requirements when engaging with its suppliers. The Company is in the process of establishing a reporting system for its upstream and downstream value chain partners in alignment with BRSR core standards, which also include health and safety and human rights parameters.
Working conditions	

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners:

Not applicable.

Business Responsibility & Sustainability Report (Contd.)

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

KPIT recognizes effective stakeholder engagement as an essential aspect of its business operations. The Company maintains a structured Stakeholders Engagement Policy to guide the process of understanding and addressing the concerns of both internal and external stakeholders. By working collaboratively with stakeholders to identify and manage risks and to resolve concerns in a timely manner, KPIT supports its commitment to long-term sustainable growth. Stakeholders are encouraged to report grievances through the designated channel at ombudsman@kpit.com, enabling transparent and accessible communication for issue resolution. This systematic approach helps cultivate constructive, supportive, and sustainable relationships with all stakeholders involved.

Essential Indicators

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

KPIT places strong emphasis on engaging with key stakeholders across its business value chain, recognizing that regular interaction is essential to understanding their expectations and concerns. The Company's primary stakeholders include employees, shareholders, investors, banks, customers, suppliers, local communities, as well as government and regulatory authorities. Through proactive two-way communication, KPIT identifies and addresses challenges while creating shared value. By viewing stakeholders as integral partners in its business, the Company collaborates closely with them to drive sustainable growth and long-term success. KPIT also considers stakeholder feedback and insights as critical inputs in achieving its objectives and honoring its commitments.

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

Stakeholder group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Newsletters, employee satisfaction surveys and emails, trainings, rewards and recognitions, online meeting with eminent personalities and online team building activities	Weekly/ Monthly/ Quarterly/ Annually/ Need Basis	• Employee Diversity and Inclusion • Employee Engagement • Feedback and grievance Redressal • Career development • Safety and healthy work culture • Training Programs
Shareholders & Investors	No	Analyst calls, Press releases, e-AGM and annual Report, social media, KPIT Website	Quarterly/ Annually/ Need Basis	• Understanding Shareholder • Expectations Educating the investor about the business performance, assets, environment, market, future, etc. of KPIT

Business Responsibility & Sustainability Report (Contd.)

Stakeholder group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
				• Quarterly / Regular communication such as operational performance, business outlook, investor presentation, dividend credit intimations, Annual Reports, notices of General Meetings, other regulatory requirements etc. Investor and analyst calls are conducted regularly. • The Saksham Niveshak Initiative is a 100 day IEPFA campaign aimed at creating shareholder awareness on updating KYC/ bank details and claiming unpaid dividends to ensure regulatory compliance and protect investor interests
Banks/Lenders	No	Personal Visits, emails and phone calls	Quarterly and Need Basis	• Credit worthiness • Financial Performance
Suppliers	No	Personal visits, emails and phone calls, satisfaction surveys	Annually and Need Basis	• Risk assessment • Quality and Business • Continuity Relationship Management
Customers	No	Personal visits, customer satisfaction surveys, emails and phone calls to customers leadership meet, social media	Annually and Need Basis	• Opportunity to improve KPIT's services • Understanding clients and industry challenges • Current trend • Relationship Management
Community	No	CSR Initiatives, Awareness workshops, videos, Community program and employee volunteering	Quarterly and Need Basis	• Understanding opportunities for sustainable development • Development to society Retain KPIT brand and reputation • Feedback and grievance redressal

Business Responsibility & Sustainability Report (Contd.)

Stakeholder group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Government & Regulatory Authorities	No	Association with Industry body/forums, submission of report and returns, written communication with government authorities and stock exchange filings	Monthly/Quarterly and Need Basis	• Regulatory Compliances

Leadership Indicators

1. **Provide the processes for consultation between stakeholders and the board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the board.**

   KPIT is committed to maintaining regular and proactive engagement with stakeholders to ensure alignment of expectations and foster trust. The Board is kept informed through periodic updates and communications from senior management on material matters, enabling effective governance that is responsive to stakeholder expectations on environmental and social issues. This focus on transparent communication supports KPIT's collaborative approach to achieving its business objectives and creating long-term value for all stakeholders.

2. **Whether stakeholder consultation is used to support the identification and management of environmental and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into the policies and activities of the entity.**

   KPIT periodically reviews its material topics, identifying key stakeholder expectations and critical business issues as areas of focus. The Company actively gathers stakeholder feedback and insights, using these interactions to prioritize its environmental, social, and governance (ESG) agenda. Through this structured approach, KPIT ensures that its sustainability initiatives are effectively aligned with and responsive to stakeholder concerns.

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

   KPIT in partnership with Maharshi Karve Stree Shikshan Samstha (MKSSS) and Surajya Sarvangin Vikas Prakalp, undertook a skill training initiative to empower women from vulnerable and marginalized groups. Through a needs assessment conducted in Pune, 125 women were identified for participation in the program. This collaborative effort successfully equipped the participants with essential skills to improve their livelihoods, thereby promoting socioeconomic development within these communities.

Business Responsibility & Sustainability Report (Contd.)

Principle 5: Businesses should respect and promote human rights.

KPIT reaffirms its commitment to safeguarding labor and human rights by implementing stringent requirements as provided in its Code of Conduct and Vendor Code of Conduct. These codes explicitly prohibit child labor and forced labor, mandate the prevention of discrimination and harassment, and promote diversity and inclusion. All vendors are required to ensure full compliance with these standards, in addition to adhering to applicable legal provisions and relevant international principles. KPIT proactively disseminates these expectations to foster comprehensive awareness and compliance across its value chain, thereby reinforcing its commitment to ethical business practices and the protection of human rights.

Essential Indicators

1. **Employees and workers who have been provided training on human rights issues and policy (ies) of the entity, in the following format:**

Category	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	6,722	6,629	99%	6,937	6,540	94%
Other than permanent	2,965	2,909	98%	3,251	3,025	93%
Total employees	**9,687**	**9,538**	**98%**	**10,188**	**9,565**	**94%**
Workers						
Permanent	KPIT does not have permanent workers.					
Other than permanent	-	-	0%	278	-	0%
Total workers	**-**	**-**	**0%**	**278**	**-**	**0%**

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

Category	FY 2025-26 Current Financial Year					FY 2024-25 Previous Financial Year				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	8,969	1,304	16%	7,665	97%	9,418	-	0%	9,418	100%
Male	6,223	933	10%	5,290	59%	6,383	-	0%	6,383	100%
Female	2,746	371	6%	2,375	38%	3,035	-	0%	3,035	100%
Other than permanent	718	-	0%	718	100%	770	-	0%	770	100%
Male	499	-	0%	499	100%	554	-	0%	554	100%
Female	219	-	0%	219	100%	216	-	0%	216	100%
Total employees	**9,687**	**1,304**	**13.47%**	**8,383**	**86.53%**	**10,188**	**-**	**0%**	**10,188**	**100%**
Workers										
Permanent	KPIT does not have permanent workers									
Male										
Female										
Other than permanent	-	-	0%	-	-	-	-	0%	-	-
Male	235	-	0%	235	100%	215	-	0%	215	100%
Female	73	-	0%	73	100%	63	-	0%	63	100%
Total workers	308	-	0%	308	100%	278	-	0%	278	100%

Business Responsibility & Sustainability Report (Contd.)

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

Category	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	13	6,859,203	1	7,207,666
Key Managerial Personnel (KMP)	2	39,337,439	1	53,585,162
Employees other than BoD and KMP	6,215	1,329,630	2,744	1,234,215
Workers	Not applicable			

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Gross wages paid to females as % of total wage	27.24%	27.49 %

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

4. Do you have a focal point (individual/ committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

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

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

KPIT has a human rights policy also. We have launched an anonymous Whistleblower where people can complain about any violations or concerns. Vigil mechanism and Whistleblower policy for receiving and addressing complaints and feedback related to human rights violations and process improvements. Under the Company's Vigil mechanism and Whistleblower Policy, any individual employee or director or any other person working for the company may make a Protected Disclosure regarding human right violations, keeping the organization's interest in mind. The mechanism clearly provides the procedures for raising complaints, receipt and treatment of complaint and investigation process & responsibilities and non-retaliation.

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

	FY 2025-26 Current Financial Year			FY 2024-25 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed During the year	Pending resolution at the end of year	Remarks
Sexual harassment	2	-	Not applicable	-	-	Not applicable
Discrimination at workplace	-	-		-	-	
Child labour	-	-		-	-	
Forced labour / Involuntary labour	-	-		-	-	
Wages	-	-		-	-	
Other human rights-related issues	-	-		-	-	

Business Responsibility & Sustainability Report (Contd.)

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	-
Complaints on POSH as a % of female employees / workers	0.1%	0%
Complaints on POSH upheld	-	-

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

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

No Retaliation policy under code of conduct to protect the complainant. KPIT is dedicated to creating a workplace free from discrimination and harassment. The Company has Whistleblower and Prevention of Sexual Harassment (POSH) policies that allow employees to report issues without fear of retaliation, ensuring confidentiality and anonymity of complainants. In line with the Sexual Harassment of Women at Workplace Act, 2013, and the Employee Code of Conduct, awareness training is provided to all employees, underscoring KPIT's commitment to a respectful and inclusive environment. Further details are available at https://www.kpit.com/investor-gov/.

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

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

10. Assessments of the year

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

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

Employees can raise a complaint anonymously through our reporting tool WhistleB about any kind of harassment incidence to the committee. Events involving breach of Code of Conduct are investigated in a transparent manner. To ensure fairness and objectivity, we have a Disciplinary Committee consisting of senior leaders who review and conclude the cases.

Business Responsibility & Sustainability Report (Contd.)

Leadership Indicators

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

   In FY25-26, KPIT did not receive any complaints regarding human rights violations. KPIT maintains a strong commitment to Human Rights evidenced by a comprehensive policy aligned with its code of conduct also we have launched an anonymous WhistleB tool where people can complain about any violations or concerns. The organization demonstrates adherence through provisions against discrimination, fair remuneration practices compliant with local laws, harassment, and any form of forced or child labor – extending these requirements to its supply chain and apart from our code of conduct which has a robust grievance redressal mechanism, our Whistleblower Policy is a critical means through which stakeholders can raise violations. Communication of relevant policies and laws to employees provides further evidence of commitment and facilitates ongoing compliance. POSH (Prevention of Sexual Harassment), Vigil Mechanism and Whistleblower policy across all the facilities and offices. The Company conducts mandatory training and awareness sessions on POSH and grievance redressal mechanisms for all employees to enhance accessibility and transparency. As part of the onboarding process, vendors are required to comply with the POSH Act, and contractual agreements mandate the establishment and implementation of a human rights policy by vendors.

   KPIT is dedicated to foster a work environment where everyone feels respected, safe, and empowered to speak up against any form of harassment or human rights violation. The Company aims to uphold the highest standards of ethical conduct and promote a culture of accountability and integrity across our organization and partner network through proactive measures and continuous improvement efforts.

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

   KPIT has not conducted Human Rights due diligence, however the issues pertaining to human rights are monitored and addressed.

3. **Is the premise / office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?**

   Yes. The premises/offices of the entity are accessible to differently abled visitors as per the requirements of the Rights of person with Disabilities, Act 2016.

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	KPIT ensures compliance with regulatory requirements when engaging with its suppliers. The Company is in the process of establishing a reporting system on its upstream and downstream value chain partners in alignment with BRSR core requirements which also include health and safety and human rights parameters.
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	

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

   Not applicable

Business Responsibility & Sustainability Report (Contd.)

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

KPIT reaffirms its commitment to environmental stewardship by striving to generate positive impacts on society and the planet for present and future generations. By embedding sustainability considerations into its operations, the Company manages environmental impacts and conserves resources in accordance with its Environment, Occupational Health and Safety Policy, and Vendor Code of Conduct. KPIT continues to identify emission hotspots and is actively working toward reducing emissions. The Company is well positioned to benefit from advancements in clean technology, artificial intelligence and supply chain innovations, and foresees substantial growth opportunities in electrification and AI driven solutions, particularly in India. During FY 2025, KPIT obtained ISO 45001:2015 and ISO 14001:2015 Environmental Management System certifications for four of its nine Indian locations, covering 95% of its workforce.

Essential Indicators

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
For Renewable Sources		
Total electricity consumption (A)	13,009.90	11,418
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	13,009.90	11,418
Total electricity consumption (D)	12,273.79	13,418
Total fuel consumption (E)	1,891.05	1,130
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	14,164.84	14,548
Total energy consumed (A+B+C+D+E+F)	27,174.74	25,966
Energy intensity per rupee of turnover (Total energy consumed / Revenue (in Million INR) from operations)	1.04	1.01
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue (in Million USD) from operations adjusted for PPP)*	21.28	20.92
Energy intensity in terms of physical output**	Not Applicable	Not Applicable
Energy intensity (optional) – the relevant metric may be selected by the entity.	-	-

* The revenue from operations has been adjusted for Purchasing Power Parity ('PPP') based on the PPP conversion rates published by International Monetary Fund ('IMF') which is 20.42 for the current year (FY26) and 20.92 for previous year (FY25). (Source: https://www.imf.org/external/datamapper/profile/IND) Energy intensity per rupee of turnover adjusted for PPP for the previous year has been recalculated and restated using PPP conversion rates published by IMF as required by Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.

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

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

Yes, an independent reasonable assurance has been carried out by C N K & Associates LLP on above indicator. Refer page no. 173 for Reasonable Assurance Report.

Business Responsibility & Sustainability Report (Contd.)

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the performance, achieve, and trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken if any.

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

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,088	741
(ii) Groundwater	3,174.05	29,178
(iii) Third-party water	52,289.17	35,720
(iv) Seawater / desalinated water	0.00	0
(v) Others (Tanker water)	0.00	8,069
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	56,551.22	73,709
Total volume of water consumption (in kilolitres)	55,141	73,709
Water intensity per rupee of turnover (Total water consumption / Revenue (in Million INR)	2.11	2.87
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total water consumption / Revenue (in Million USD) from operations adjusted for PPP)	43.18	59.39
Water intensity in terms of physical output	Not applicable	Not applicable
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

** The revenue from operations has been adjusted for Purchasing Power Parity ('PPP') based on the PPP conversion rates published by International Monetary Fund ('IMF') which is 20.42 for the current year (FY26) and 20.92 for previous year (FY25). (Source: https://www.imf.org/external/datamapper/profile/IND) Waste intensity per rupee of turnover adjusted for PPP for the previous year has been recalculated and restated using PPP conversion rates published by IMF as required by Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.*

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

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

Yes, an independent reasonable assurance has been carried out by C N K & Associates LLP on above indicator. Refer page no. 173 for Reasonable Assurance Report.

Business Responsibility & Sustainability Report (Contd.)

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kiloliters).		
To Surface water	-	-
No Treatment	-	-
With treatment-please specify level of treatment	-	-
To Groundwater	-	-
No treatment	-	-
With treatment – please specify level of treatment	-	-
To Seawater	-	-
No treatment	-	-
With treatment-please specify level of treatment	-	-
Sent to third parties	-	-
No treatment	1,410.66	-
With treatment-please specify level of treatment	-	-
Others	-	-
No treatment	1,052.37	-
With treatment-please specify level of treatment	29,343.57	-
Total water discharged (in kiloliters)	31,806.60	*0

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

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

Yes, an independent reasonable assurance has been carried out by C N K & Associates LLP on above indicator. Refer page no. 173 for Reasonable Assurance Report.

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

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

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	KG	0	-
SOx	KG	10.84	3.71
Particulate matter (PM)	KG	12.89	6.07
Persistent organic pollutants (POP)	KG	Not applicable	Not applicable
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – Please specify.			

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

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

No

Business Responsibility & Sustainability Report (Contd.)

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	787.06	768.52
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available) *	Metric tonnes of CO_2 equivalent	2,351.14 (Market Based) 4,717.48 (Location based)	2,647.36 (Market based) 4,741.11 (Location based)
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue (in Million INR) from operations)	tCO_2e/INR turnover (in Million INR)	0.21	0.13
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue (in Million USD) from operations adjusted for PPP)*	tCO_2e/Million USD (turnover adjusted for PPP)	4.31	2.75
Total Scope 1 and Scope 2 emission intensity in terms of physical output**		Not applicable	Not applicable
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

* The revenue from operations has been adjusted for Purchasing Power Parity ('PPP') based on the PPP conversion rates published by International Monetary Fund ('IMF') which is 20.42 for the current year (FY26) and 20.92 for previous year (FY25). (Source: https://www.imf.org/external/datamapper/profile/IND) Waste intensity per rupee of turnover adjusted for PPP for the previous year has been recalculated and restated using PPP conversion rates published by IMF as required by Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.

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

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

Yes, an independent reasonable assurance has been carried out by C N K & Associates LLP on the above indicator. Refer page no. 173 for Reasonable Assurance Report.

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

KPIT Technologies systematically addresses climate change through strategic initiatives aimed at reducing its environmental footprint across operations.

The Company remains committed to innovation and continuous improvement to lower emissions, reinforcing its contribution to sustainability and climate action. Key initiatives undertaken to reduce greenhouse gas (GHG) emissions include:

1. Renewable Energy Adoption: The Phase 3 office in Hinjewadi, Pune, has integrated a rooftop solar power plant, demonstrating a strong transition toward renewable energy and reduced dependence on conventional power sources. This initiative has contributed to measurable reductions in carbon emissions and supports the organization's long-term sustainability goals.
2. Smart Resource Optimization: Deployment of occupancy sensors in restrooms at the Pune Hinjewadi Phase 3 and Bangalore offices to optimize energy consumption and improve resource efficiency.
3. Green Energy Transition: Transition of green energy at Indira Nagar and at Bangalore offices, resulting in reduced GHG emissions and cost savings, while enhancing operational resilience.
4. Sustainable Transportation: Gradual replacement of diesel and petrol vehicles with electric vehicles through vendor partnerships, strengthening sustainable transport practices.

Business Responsibility & Sustainability Report (Contd.)

5. Energy Efficiency Measures: Installation of parking area light occupancy sensors to minimize unnecessary energy usage.
6. Automation Initiatives: Implementation of air-conditioning (AC) automation systems at Bangalore B1 and 5B offices to improve energy efficiency.
7. Preventive Maintenance: Proactive maintenance of AC outdoor units to prevent refrigerant gas leakage and ensure optimal system performance.

These initiatives reflect the Company's proactive environmental stewardship and its ongoing commitment to mitigating climate-related impacts while enhancing operational efficiency.

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

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	2.919	0.748
E-waste (B)	19.124	5.801
Bio-medical waste (C)	0.944	0.745
Construction and demolition waste (D)	63.600	4.36
Battery waste (E)	1.270	11.111
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	0.014	0.122
Other Non-hazardous waste generated **(H)**. Please specify, if any. (Food, Paper, Cardboard, Metal and Mixed Waste)	75.763	45.534
Total (A + B + C + D + E + F + G + H)	163.634	68.42
Waste intensity per rupee of Turnover (Total waste generated (MT) /Revenue (in Million INR) from operations)	0.0063	0.0004
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)* (Total waste generated (MT) / Revenue (in Million INR) from operations adjusted for PPP)	0.13	0.06
Waste intensity in terms of physical output**	Not applicable	Not applicable
Waste intensity (optional) – the relevant metric may be selected by the entity.	-	-

* The revenue from operations has been adjusted for Purchasing Power Parity ('PPP') based on the PPP conversion rates published by International Monetary Fund ('IMF') which is 20.42 for the current year (FY26) and 20.92 for previous year (FY25). (Source: https://www.imf.org/external/datamapper/profile/IND) Waste intensity per rupee of turnover adjusted for PPP for the previous year has been recalculated and restated using PPP conversion rates published by IMF as required by Industry Standards Note on Business Responsibility and Sustainability Report (BRSR) Core.

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

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	67.99	39.53
(ii) Re-used	16.24	12.95
(iii) Other recovery operations	18.46	-
Total	**102.69**	**52.48**
For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	1.99	0.739
(ii) Landfilling	67.45	4.92
(iii) Other disposal operations	-	3.537
Total	**69.44**	**9.196**

Business Responsibility & Sustainability Report (Contd.)

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

Yes, an independent reasonable assurance has been carried out by C N K & Associates LLP on the above indicator. Refer page no. 173 for Reasonable Assurance Report.

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

KPIT, a global technology and engineering solutions provider, is committed to environmentally responsible waste management practices and minimizes the use of hazardous or toxic chemicals across its operations. The Company's waste streams primarily comprise electronic, electrical, and municipal solid waste, with limited generation of hazardous waste. Structured initiatives focusing on waste reduction, recycling, composting, and responsible disposal are implemented to minimize environmental impact.

The Company is certified under ISO 14001:2015 Environmental Management System across major Indian locations, covering approximately 83% of its workforce. The framework emphasizes the 4R principles—Reduce, Reuse, Recycle, and Recover—to ensure effective waste management. E-waste is systematically monitored and managed through authorized vendors, with electronic equipment being repaired, refurbished, repurposed, or recycled in compliance with applicable regulations. Waste generated within facilities is segregated at source into dry and wet categories. Wet waste is processed through composting to produce manure, while dry waste is directed toward recycling through approved channels.

Specific Waste Disposal Measures

- **Biodegradable Waste:** The Company operates an in-house composting facility capable of processing approximately 100 kg of organic waste per day, which is converted into garden manure for landscaping purposes.
- **Municipal Solid Waste (MSW):** Source-level segregation is practiced, with recyclable materials handed over to authorized recyclers to promote circular resource utilization.
- **E-waste:** Disposal of obsolete electronic equipment is undertaken through certified recyclers in accordance with statutory e-waste management rules.
- **Hazardous Waste:** Limited hazardous waste, such as used printer cartridges and other consumables, is managed through government-authorized agencies in compliance with environmental regulations. Printer cartridges are recycled under OEM take-back programs.

The Company remains committed to continuous improvement in sustainable waste management practices, strengthening resource efficiency, regulatory compliance, and environmental stewardship across its operations.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.) where environmental approvals/clearances are required, please specify details in the following format:

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

12. Details of Environmental Impact Assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA notification no.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web-link
Not applicable. KPIT has not undertaken the construction of new office buildings during FY25-26, thereby obviating the need for the Company to conduct environmental impact assessments related to construction activities.					

Business Responsibility & Sustainability Report (Contd.)

13. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India, such as the Water (prevention and control of pollution) Act, Air (prevention and control of pollution) Act, Environment Protection Act, and rules there under (Y/N). If not, provide details of all such non-compliances, In the following format:

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

Leadership Indicators

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

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

(i) Name of the area: In FY 2025-26, there are three offices located in water stress areas in Bangalore including Indiranagar.

(ii) Nature of operations: Software and IT operations

(iii) Water withdrawal, consumption and discharge:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	2,651.83	24,274
(iii) Third party water	6,752.82	5,963.04
(iv) Seawater / desalinated water	-	-
(v) Others	-	194.70
Total volume of water withdrawal (in kilolitres)	9,404.65	36,670.52
Total volume of water consumption (in kilolitres)		
Water intensity per rupee of turnover (Water consumed / turnover)	0.31	1.19
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into surface water	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(ii) Into groundwater	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(iii) Into seawater	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(iv) Sent to third parties	1,178.58	-
- No treatment	1,178.58	-
- With treatment – please specify the level of treatment	-	-
(v) Others	5,402.26	-
- No treatment	-	-
- With treatment – please specify the level of treatment	5,402.26	-
Total water discharged (in kilolitres)	**6,580.84**	**-**

Business Responsibility & Sustainability Report (Contd.)

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

No

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

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	*	19,549.43
Total Scope 3 emissions per rupee of turnover	Metric tonnes of CO2 equivalent	*	0.76
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tonnes of CO2 equivalent	*	-

* The Company is in process of Inventorisation of Scope 3 for period under review.

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

No

3. With respect to the ecologically sensitive areas reported at Question 11 of essential indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.

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

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge/waste generated, please provide details of the same as well as the outcome of such initiatives:

Sr. No.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along with summary)	Outcome of the initiative
1	Reduce consumption of water	We implemented waterless urinals and high-efficiency aerator nozzles across all India sites to significantly reduce water consumption	Saving approx. 4 lac liters per month
2	To replace Chemical based housekeeping agents by Ecofriendly Housekeeping agents	Transitioned to certified, low-toxicity, and eco-friendly housekeeping chemicals for all India locations	Improved workplace safety, better indoor air quality, and enhanced sustainability compliance across all India locations. The initiative also supported employee well-being, minimized health hazards associated with chemical exposure, and strengthened the organization's commitment toward eco-friendly and responsible operational practices.
3	Digital Transformation	Successfully transitioned from manual to digital checklists across all major Indian sites	Eliminating paper waste and optimizing resource management

Business Responsibility & Sustainability Report (Contd.)

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

   KPIT ensures operational resilience through a robust business continuity management framework aligned with ISO 22301:2019 standards, enabling consistent implementation across the organization. Dedicated subject matter experts manage business continuity plans and regularly conduct drills to support smooth and effective resumption of operations during disruptions.

6. **Disclose any significant adverse impact to the environment arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

   KPIT demonstrates a strong commitment to environmental responsibility, extending this focus across its supply chain. The Company reports minimal environmental impact from its value chain partners, supported by a stringent Vendor Code of Conduct that requires adherence to environmental regulations. All new partners are required to formally accept and comply with this code as part of the onboarding process.

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

   Not applicable

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

   a. **By the listed entity:** None

   b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners**

      KPIT has not generated or procured green credits in the reporting year FY 2025-26.

Business Responsibility & Sustainability Report (Contd.)

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

KPIT engages proactively with trade associations and industry forums, participating in discussions and workshops that address sector specific and stakeholder concerns. The Company's public policy engagement is anchored in its commitment to ethical business practices, sustainability, and social stability. Through collaboration with diverse stakeholder groups, KPIT advocates for sustainability focused areas such as water conservation, climate change, e waste management, education and diversity. The Company believes that responsible advocacy, grounded in ethical principles, contributes to positive societal progress and strengthens its overall impact.

Essential Indicators

1. a. **Number of affiliations with trade and industry chambers/ associations. – 9**

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	World Economic Forum	International
2	ASAM - Association for Standardization of Automation and Measuring Systems	International
3	AUTOSAR – AUTomotive Open System Architecture	International
4	SOAFEE – Scalable Open Architecture for Embedded Edge	International
5	ECLIPSE SDV Foundation	International
6	CII - Confederation of Indian Industry	National
7	NASSCOM - National Association of Software and Service Companies	National
8	ACMA - Automotive Component Manufacturers Association of India	National
9	MCCIA - Mahratta Chamber of Commerce Industries and Agriculture	State

2. **Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.**

Name of authority	Brief of the case	Corrective action taken
KPIT is committed to fair competition and proudly reports a year free of anti-competitive behavior concerns. The Company's Code of Conduct, accessible on its website, reinforces its dedication to fostering an open market and upholding fair trade practices.		

Leadership Indicators

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

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

Business Responsibility & Sustainability Report (Contd.)

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

KPIT's Corporate Social Responsibility (CSR) policy is aligned with the requirements of the Companies Act, 2013, reflecting the Company's strong commitment to community development. Since its inception, CSR has been integral to KPIT's philosophy, underscoring the importance of contributing to societal well being. The Company leverages technology and innovation in its CSR initiatives to support underprivileged communities and to create enduring, positive impact.

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web Link
Not Applicable, as per Rule 8(3) of the Companies (CSR Policy) Rules, 2014, KPIT is not required to conduct SIA, as none of KPIT's CSR projects were eligible for SIA in FY 2025-26. However, KPIT looks forward to conducting SIA during FY 2026-27, if applicable.					

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

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% Of PAFs covered by R&R	Amounts paid to PAFs in the 2022-23 (In INR)
Not Applicable. KPIT has not undertaken any projects for which Rehabilitation & Resettlement is being undertaken.						

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

KPIT has a Corporate Social Responsibility (CSR) Policy which is more than just a commitment – it is a driving force behind creating lasting change in communities. KPIT's core values are focused on education, environment, and employee engagement, aiming to make a tangible impact on society. With a firm belief in the power of technology and innovation, KPIT strives to uplift communities through its Science, Technology, Engineering and Mathematics (STEM) initiatives. Through direct and indirect engagement with ongoing projects, KPIT continuously monitors progress and addresses community needs. KPIT's dedicated CSR committee oversees the implementation of approved projects, providing regular updates to the KPIT Board half-yearly. KPIT is not just making a difference but also building a brighter future for all. Also, we have set up a process with NGOs to collect grievances from the communities / stakeholders of the respective projects. At the end of the financial year each partner NGO submits grievance report to KPIT.

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

	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Directly sourced from MSMEs / small producers	14%	16.21%
Directly from within India	90%	99.03%

Note: Independent reasonable assurance has been carried out by C N K & Associates LLP on the above indicator. Refer page no. 173 for Reasonable Assurance Report.

Business Responsibility & Sustainability Report (Contd.)

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost.

Location	FY 2025-26 Current Financial Year	FY 2024-25 Previous Financial Year
Rural	NA	NA
Semi-Urban	NA	NA
Urban	NA	NA
Metropolitan*	100%	100%

*KPIT has offices in Metropolitan cities of the country.

Note: Independent reasonable assurance has been carried out by C N K & Associates LLP on the above indicator. Refer page no. 173 for Reasonable Assurance Report.

Leadership Indicators

1. Provide details of actions taken to mitigate any negative social impacts identified in the social impact assessments (Reference: Question 1 of essential indicators above):

Not Applicable, as no Social Impact Assessment was carried out during FY 2025-26

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

<table>
<tr><th>S. No.</th><th>State</th><th>Aspirational district</th><th>Amount spent (In ₹)</th></tr>
<tr><td>1</td><td>Andhra Pradesh</td><td>Vizianagaram (Shodh 2026)</td><td rowspan="25">Following are the project-wise CSR spent details during FY25-26
#Chhote Scientists: ₹ 21,092,750/-
#KPIT SPARKLE: ₹ 11,781,496.87/-
#KPIT SHODH: ₹ 33,25,000/-</td></tr>
<tr><td>2</td><td>Andhra Pradesh</td><td>YSR Kadapa (Shodh 2026)</td></tr>
<tr><td>3</td><td>Arunachal Pradesh</td><td>Namsai (Chhote Scientists)</td></tr>
<tr><td>4</td><td>Assam</td><td>Baksa (Chhote Scientists)</td></tr>
<tr><td>5</td><td>Assam</td><td>Barpeta (Chhote Scientists)</td></tr>
<tr><td>6</td><td>Assam</td><td>Darrang (Chhote Scientists)</td></tr>
<tr><td>7</td><td>Assam</td><td>Dhubri (Chhote Scientists)</td></tr>
<tr><td>8</td><td>Assam</td><td>Goalpara (Chhote Scientists)</td></tr>
<tr><td>9</td><td>Assam</td><td>Hailakandi (Sparkle 2026)</td></tr>
<tr><td>10</td><td>Assam</td><td>Udalguri (Chhote Scientists & Sparkle 2026)</td></tr>
<tr><td>11</td><td>Bihar</td><td>Aurangabad (Shodh 2026 & Sparkle 2026)</td></tr>
<tr><td>12</td><td>Bihar</td><td>Banka (Shodh 2026 & Sparkle 2026)</td></tr>
<tr><td>13</td><td>Bihar</td><td>Gaya (Shodh 2026 & Sparkle 2026)</td></tr>
<tr><td>14</td><td>Bihar</td><td>Jamui (Shodh 2026 & Sparkle 2026)</td></tr>
<tr><td>15</td><td>Bihar</td><td>Katihar (Shodh 2026 & Sparkle 2026)</td></tr>
<tr><td>16</td><td>Bihar</td><td>Muzaffarpur (Shodh 2026)</td></tr>
<tr><td>17</td><td>Bihar</td><td>Nawada (Sparkle 2026)</td></tr>
<tr><td>18</td><td>Bihar</td><td>Sheikhpura (Shodh 2026)</td></tr>
<tr><td>19</td><td>Bihar</td><td>Sitamarhi (Shodh 2026)</td></tr>
<tr><td>20</td><td>Jammu & Kashmir</td><td>Baramulla (Sparkle 2026)</td></tr>
<tr><td>21</td><td>Jharkhand</td><td>Dumka (Sparkle 2026)</td></tr>
<tr><td>22</td><td>Jharkhand</td><td>Gumla (Sparkle 2026)</td></tr>
<tr><td>23</td><td>Jharkhand</td><td>Hazaribag (Shodh 2026)</td></tr>
<tr><td>24</td><td>Jharkhand</td><td>Palamu (Shodh 2026)</td></tr>
<tr><td>25</td><td>Jharkhand</td><td>Purbi Singhbhum (Shodh 2026)</td></tr>
</table>

Business Responsibility & Sustainability Report (Contd.)

S. No.	State	Aspirational district	Amount spent (In ₹)
26	Jharkhand	Ranchi (Shodh 2026 & Sparkle 2026)	Following are the project-wise CSR spent details during FY25-26 #Chhote Scientists: ₹ 21,092,750/- #KPIT SPARKLE: ₹ 11,781,496.87/- #KPIT SHODH: ₹ 33,25,000/-
27	Karnataka	Raichur (Shodh 2026)	
28	Madhya Pradesh	Chhatarpur (Shodh 2026)	
29	Madhya Pradesh	Guna (Shodh 2026)	
30	Madhya Pradesh	Rajgarh (Shodh 2026)	
31	Madhya Pradesh	Vidisha (Shodh 2026)	
32	Maharashtra	Osmanabad (Shodh 2026 & Chhote Scientists)	
33	Odisha	Banlangir (Shodh 2026 & Sparkle 2026)	
34	Punjab	Moga (Shodh 2026)	
35	Tamil Nadu	Virudhunagar (Shodh 2026 & Chhote Scientists)	
36	Uttar Pradesh	Chandauli (Shodh 2026)	
37	Uttar Pradesh	Fatehpur (Shodh 2026)	
38	Uttar Pradesh	Sonbhadra (Shodh 2026)	
39	Uttarakhand	Haridwar (Shodh 2026 & Sparkle 2026)	
40	Uttarakhand	Udham Singh Nagar (Shodh 2026)	

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

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

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

No procurement has been carried out from marginalized/ vulnerable groups

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

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

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge:

Not Applicable, as the Company's focus is on standard patents unrelated to traditional knowledge, as well as the absence of any intellectual properties derived from traditional knowledge.

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property-related disputes wherein usage of traditional knowledge is involved.

Name of the authority	Brief the Case	Corrective action taken
Not applicable		

Business Responsibility & Sustainability Report (Contd.)

6. Details of beneficiaries of CSR projects:

S. No.	CSR project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups
1.	Forest Conservation: 4,820 trees were planted. 1. 14 Trees Foundation: 2,630 trees 2. Youth For Seva: 240 trees	Not applicable	Not applicable
2.	Water Conservation: 459 lakh liters of water conserved. 1. Wells, Ponds & Stepwells: 361 lakh ltrs 2. Water Storage Tanks: 1.05 lakh ltrs 3. Ridge to Vally: 70 lakh Ltrs 4. Nalla Desilting: 26 lakh ltrs Total villagers = 16,266	16,266 (Villagers) + 4,000 (cattle)	100
3.	E-Waste Recycling Collected E-Waste: 59 tons Collected Plastic waste: 22 tons Donors: Pune - 14,528 Donors: Bengaluru - 3,370	*17,898	-
4.	Chhote Scientists	254,153	This program covers all categories of students to promote STEM education
5.	KPIT Sparkle	18,000	This program covers all categories of students to promote STEM education
6.	KPIT Shodh	400	This program covers all categories of students to promote STEM education
7.	KPIT STEM Dialogues (Viewers)	**730,000	This program covers all categories of students to promote STEM education
8.	PMDTA- Encouraging Lawn Tennis	10	0
9.	Women Empowerment	125	100
10.	Online Teaching at Schools	336	100
11.	Paper Bag Making	467	0
12.	Blood Donation Drives	1,701	Not Applicable
13.	School Kit Donation Drive	902	100
14.	Support to self-help groups/NGOs	6 NGOs	100
15.	Apex Lab	154	0
16.	Flood Relief Work (Punjab & Maharashtra)	7,851	100
17.	Food Serving at Matruchhaya	70	100
18.	Rakhi Making	402	50
19.	Workshops (Lantern making, Ganesha Making)	188	KPIT has organized awareness sessions for employees to create awareness about environmental issues, to encourage them to opt for sustainable lifestyle at individual level

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

** These are social media views.

Business Responsibility & Sustainability Report (Contd.)

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

KPIT is responding to evolving consumer demand for sustainable products by offering services in the Mobility Sector. These contributions play a significant role in the global transition toward sustainable mobility and reflect KPIT's strong commitment to environmental responsibility. By prioritizing customer feedback, KPIT continuously improves its offerings, strengthens its market position, and enhances user satisfaction. Together, these efforts demonstrate KPIT's dedication to driving sustainable growth and meeting the dynamic needs of the mobility industry.

Essential Indicators

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

KPIT has a defined mechanism to receive, track, and respond to client complaints and feedback across all engagements. Each project has a designated delivery team with clear roles and contact points shared with client stakeholders. Communication is maintained through regular meetings, online collaboration platforms, dashboards, and periodic status updates. Clients can raise queries or issues at any time through email to the assigned team or escalate them to senior personnel or the project leader for timely resolution. KPIT also captures structured feedback for every engagement through a quarterly Customer Satisfaction (CSAT) survey, which provides a real time pulse on delivery, quality, cost management, and responsiveness. Any red flags identified through CSAT or ongoing interactions trigger corrective actions and follow ups with the client. To further strengthen service quality, KPIT follows a Zero Defect Delivery approach supported by defined processes and a first time right mindset, enabling proactive issue prevention and consistent delivery outcomes.

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

<table>
<tr><th></th><th>As a % to total turnover</th></tr>
<tr><td>Environmental and social parameters relevant to the product</td><td rowspan="3">Not applicable, as KPIT is an IT Product/Service industry and does not manufacture any product.</td></tr>
<tr><td>Safe and responsible usage</td></tr>
<tr><td>Recycling and/or safe disposal</td></tr>
</table>

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

<table>
<tr><th rowspan="2"></th><th colspan="2">FY 2025-26 (Current Financial Year)</th><th rowspan="2">Remarks</th><th colspan="2">FY 2024-25 (Previous Financial Year)</th><th rowspan="2">Remarks</th></tr>
<tr><th>Receive during the year</th><th>Pending resolution at end of year</th><th>Received during the year</th><th>Pending resolution at end of year</th></tr>
<tr><td>Data privacy</td><td colspan="3" rowspan="7">KPIT did not receive any consumer complaints related to data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, or unfair trade practices during FY 2025–26.</td><td colspan="3" rowspan="7">KPIT did not have any consumer complaints with respect to data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, or unfair trade practices in FY 2024-25.</td></tr>
<tr><td>Advertising</td></tr>
<tr><td>Cyber-security</td></tr>
<tr><td>Delivery of essential services</td></tr>
<tr><td>Restrictive trade practices</td></tr>
<tr><td>Unfair trade practices</td></tr>
<tr><td>Other</td></tr>
</table>

Business Responsibility & Sustainability Report (Contd.)

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

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

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

KPIT is committed to data privacy and leads in securing the technological landscape with robust security measures ensuring the confidentiality, integrity, and availability of data. The Company enhances its protections against evolving risks with comprehensive cyber insurance. Its global cybersecurity framework includes governance, policies, training, and incident management, supported by privacy impact assessments, data mapping, and third-party oversight for compliance. KPIT maintains high information security standards through certifications like ISO/IEC 27001 and TISAX, focusing on data protection and third-party connections. The Company also adheres to regulatory compliance to uphold client trust and confidence through rigorous security practices. Further, to adopt the evolving cybersecurity requirements as per ISO 21434, we had enhanced our policies, procedures, and practices in our KQMS (KPIT Quality Management System) by involving both internal experts and external industry consultants. In addition, we strengthened the existing functional safety processes to comply with the latest version of ISO 26262. This is deployed on projects where such development and services are delivered. During the year, we went ahead with certification and successfully achieved both Cybersecurity Management System (CSMS) and Functional Safety Management System (FSMS) certifications.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on the safety of products / services.

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

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches

None.

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

Not applicable.

c. Impact, if any, of the data breaches

Not applicable.

Note: Independent reasonable assurance has been carried out by C N K & Associates LLP on above indicator. Refer page no. 173 for Reasonable Assurance Report.

Leadership Indicators

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

Information on KPIT's solution and services is made available through structured and accessible channels. KPIT's official website, www.kpit.com, serves as the primary source for detailed information on its offerings across software-defined vehicles, automotive software engineering, tools, and accelerators. The Company also provides program-specific materials, technical documentation, and solution overviews directly to clients through secure digital platforms and collaboration channels. These mechanisms ensure that stakeholders have clear, accurate, and timely access to information on KPIT's capabilities and areas of engagement.

Business Responsibility & Sustainability Report (Contd.)

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

Not applicable, as KPIT provides engineering services and does not offer consumer-facing products. However, KPIT ensures that all clients receive clear and adequate communication on the scope, usage, and responsibilities associated with its solutions and services. This is done through structured documentation, onboarding sessions, and ongoing engagement with client teams across projects.

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

KPIT has a defined Business Continuity Plan (BCP) framework to ensure uninterrupted engagement and timely communication with clients. The BCP outlines clear steps for service continuity, including multi-level communication channels, technology backup plans, and program-specific procedures. KPIT also supports clients in developing or strengthening their own BCPs through collaborative planning and technical guidance. For strategic accounts, KPIT conducts periodic reviews involving senior leadership to assess ongoing engagements, discuss potential risks, and align on future plans. These reviews ensure that any risks of disruption are identified early and communicated promptly, supported by corrective actions where required.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regards to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity, or the entity as a whole? (Yes/No)

Not applicable, as KPIT is an engineering solutions and services organization and does not manufacture physical products. KPIT provides all relevant information regarding its offerings in line with regulatory and client requirements.

Yes, KPIT carries out structured Customer Satisfaction (CSAT) surveys across its engagements. CSAT is conducted quarterly or at mutually agreed intervals to capture feedback on delivery, quality, cost, responsiveness, project management, and Net Promoter Score (NPS). KPIT further supplements this with qualitative feedback through periodic leadership-to-leadership discussions, enabling deeper insights and timely improvement actions.

Business Responsibility & Sustainability Report (Contd.)

INDEPENDENT REASONABLE ASSURANCE REPORT ON BUSINESS RESPONSIBILITY SUSTAINABILITY REPORT CORE KPIs OF KPIT TECHNOLOGIES LIMITED FOR FY 2025-26

To the Board of Directors

KPIT Technologies Limited

Pune, Maharashtra, India.

We have undertaken to perform a reasonable assurance of KPIT Technologies Limited's (Company) Business Responsibility Sustainability Report (BRSR) Core Key Performance Indicators (KPIs) vide Engagement Letter dated 13th February 2026 in accordance with the criteria stated below. This is included in BRSR of the company for the financial year ended 31st March 2026.

CRITERIA

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

- Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 captioned, "Master circular for compliance with the provisions of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 by listed entities", dated November 11, 2024
- SEBI/HO/CFD/CFD-PoD-1/P/CIR/2025/42 dated 28th March 2025

and clarifications issued for the same.

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

IDENTIFIED SUSTAINABILITY INFORMATION

The identified Sustainability Information for the financial year ended 31st March 2026 is summarized below as per Appendix 1 to this report;

The reasonable assurance was carried out on standalone basis for the period April 1, 2025 – March 31, 2026;

Our reasonable assurance engagement was with respect to the year ended 31st March 2026 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR and, therefore, do not express any conclusion thereon.

MANAGEMENT'S RESPONSIBILITY

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, considering applicable laws and regulations, if any, related to reporting on BRSR Core KPIs, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

INHERENT LIMITATIONS

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

OUR INDEPENDENCE AND QUALITY CONTROL

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

The firm applies Standard on Quality Control (SQC) 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements" issued by the ICAI and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

OUR RESPONSIBILITY

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

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

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

BASIS OF OPINION:

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

- Obtained an understanding of the Identified Sustainability Indicators and related disclosures;
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Indicators;
- Made enquiries of Company's Management, including those responsible for Environment, Social, Governance (ESG), and those with responsibility for managing the Company's BRSR;
- Obtained an understanding and performed an evaluation of the design of the key systems, processes and controls for managing, recording and reporting on the Identified Sustainability Indicators including at the sites and corporate office visited;
- Based on that understanding, the risks that the selected information may be materially misstated and determining the nature, timing and extent of further procedures;
- Checked the consolidation for various sites and corporate offices under the reporting boundary (as mentioned in the BRSR) for ensuring the completeness of data being reported;
- Based on above understanding and the risks that the Identified Sustainability Indicators may be materially misstated, determined the nature, timing and extent of further procedures;
- Performed substantive testing on a sample basis of the Identified Sustainability Indicators at corporate head office, and 9 other sites located at Pune, Bengaluru and Kochi (Chennai was excluded since it works through a co-working space and all the data pertaining to electricity, water, waste is covered by the landlord) to verify that data had been appropriately measured with underlying documents recorded, collated and reported;
- Assessed records and performed testing including recalculation of sample data;
- Reviewed records and performed testing including recalculation of sample data;
- Assessed the level of adherence to the 'Guidance note for BRSR format' issued by Securities and Exchange Board of India (SEBI) followed by the Company in preparing the BRSR Core KPIs;

Business Responsibility & Sustainability Report (Contd.)

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

EXCLUSIONS:

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

- To provide a limited assurance conclusion;
- Operations of the Company other than those mentioned in the "Scope of Assurance" as per the above referred Engagement Letter dated 13th February 2026;
- Aspects of the BRSR and the data/information (qualitative or quantitative) other than the Identified Sustainability Information;
- Data and information outside the defined reporting period i.e., Financial Year 2025-26; and
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

OPINION ON THE REASONABLE ASSURANCE

Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information for the financial year ended 31st March 2026 (as stated in Appendix 1) are prepared in all material respects, in accordance with the criteria.

TERMS ON USE, RESPONSIBILITY AND LIABILITY

Our reasonable assurance report and conclusion have been prepared and addressed to the Board of Directors of KPIT Technologies Limited at the request of the company solely, to assist company in reporting on Company's core KPIs sustainability performance and activities. Accordingly, we accept no liability to anyone other than the company. Our deliverables should not be used for any other purpose or by any person other than the addresses of our deliverables. The firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our deliverables are shown or into whose hands it may come without our prior consent in writing.

For **C N K & ASSOCIATES LLP**
Chartered Accountants
Firm Registration Number: 101961 W/W – 100036

Himanshu Kishnadwala
Partner
Membership Number: 037391

Date: July 29, 2026
Place: Mumbai
UDIN: 26037391AXEBYO6752

Business Responsibility & Sustainability Report (Contd.)

APPENDIX 1: IDENTIFIED SUSTAINABILITY INFORMATION

Sr. No.	Indicator Number	Name of Indicator	Type of Assurance
1	Section C - Principle 6-Q7	Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the given format	Reasonable
2	Section C - Principle 6-Q3	Provide details of the following disclosures related to water withdrawal, in the given format	Reasonable
3	Section C - Principle 6-Q4	Provide the following details related to water discharged	Reasonable
4	Section C - Principle 6-Q1	Details of total energy consumption (in Joules or multiples) and energy intensity, in the given format	Reasonable
5	Section C - Principle 6-Q9	Provide details related to waste management by the entity, in the given format	Reasonable
6	Section C - Principle 3-Q1c	Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the given format	Reasonable
7	Section C - Principle 3-Q11	Details of safety related incidents, in the given format	Reasonable
8	Section C - Principle 5-Q3b	Gross wages paid to females as % of total wages paid by the entity, in the given format	Reasonable
9	Section C - Principle 5-Q7	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the given format	Reasonable
10	Section C - Principle 8-Q4	Percentage of input material (inputs to total inputs by value) sourced from suppliers	Reasonable
11	Section C - Principle 8-Q5	Job creation in smaller towns - Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the given locations, as % of total wage cost	Reasonable
12	Section C - Principle 9-Q7	Provide the following information relating to data breaches: a. Number of instances of data breaches b. Percentage of data breaches involving personally identifiable information of customers c. Impact, if any, of the data breaches	Reasonable
13	Section C - Principle 1-Q8	Number of accounts payables (Accounts Payable * 365) / cost of goods/services procured) in the given format.	Reasonable
14	Section C - Principle 1-Q9	Open-ness of business Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties, in the given format	Reasonable