

July 30, 2024

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 2023-24.

Pursuant to Regulation 34(2) (f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for the FY 2023-24, which also forms part of the Annual Report for FY 2023-24 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**

Nida Deshpande
Company Secretary & Compliance Officer

Encl: as above

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

KPIT Technologies Limited (“the Company”), is a leading independent software development and integration partner supporting mobility transition towards a clean, smart, and safe future. With 13,000+ automobelievers across the globe specializing in embedded software, AI, and digital solutions, the Company accelerates clients’ implementation of next-generation technologies for the future mobility roadmap. With engineering centers in Europe, the USA, Brazil, Japan, China, Thailand and India, the Company works with leaders in automotive and mobility and is at the heart of the ecosystem transformation.

SECTION A: GENERAL DISCLOSURES

This is KPIT’s second edition of the Business Responsibility & Sustainability Report (“BRSR”) for the financial year ended, March 31, 2024. This report is prepared in accordance with the National Guidelines on Responsible Business Conduct (“NGRBC”). KPIT has accommodated all pertinent financial and non-financial including Environment, Social, and Governance (ESG) disclosures as mandated by SEBI.

KPIT has aligned its business activities with United Nations Sustainable Development Goals (“UNSDGs”) through the National Guidelines on Responsible Business Conduct (“NGRBC”) principles. The Company has mapped relevant UNSDGs which are closely linked to its business activities through which KPIT strives to contribute to global sustainable development.

To promote shared value creation through sustainable growth, this report provides a thorough disclosure of the Company’s initiatives and performance around business, environmental, social, and governance aspects. The Report continues to strengthen KPIT’s sustainability disclosures with strategic methods to manage external environmental risks and generate value for its stakeholders.

I. Details of the Listed Entity

1.	Corporate Identity Number (CIN) of Company	L74999PN2018PLC174192
2.	Name of the Company	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 2023-24 (1 st April 2023 -31 st March 2024)
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up capital	₹ 274.143 Crores
12.	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Sachin Tikekar President & Joint Managing Director

Ms. Manasi Patil
Director - Human Resources

Ms. Nida Deshpande
Company Secretary & Compliance Officer
+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 assurance provider	Not Applicable
15.	Type of assurance obtained	Not Applicable

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	96.71%

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	96.71%
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	-	9	9
International	-	28	28

*KPIT has nine offices in India across four cities viz Kochi, Pune, Bengaluru, and Chennai. In FY24, two offices have been added in Kochi and Indiranagar (Bengaluru).

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of states)	Pan India
International (No. of countries)	13

KPIT is serving clients across India, through offices in Pune, Bengaluru, Kochi, Chennai.

KPIT is serving clients across 13 countries – the USA, Brazil, Germany, France, United Kingdom, Spain, 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?

93%

c. A brief on types of customers:

KPIT Technologies, a leading independent software development and integration partner to global automotive and mobility ecosystem for making software-defined vehicles a reality. KPIT's clients includes leading mobility and automakers across the globe like Original Equipment Manufacturers (OEMs), suppliers, and ecosystem players. KPIT partners with auto giants through technology solutions and services across domains like Electric

Business Responsibility & Sustainability Report (Contd.)

and Conventional Powertrain, ADAS & Autonomous Driving, Digital and Connected Vehicles, Vehicle Networks, AUTOSAR & Middleware, New-age Vehicle Engineering and Design, and Vehicle Diagnostics Aftersales. With 13000+ 'Automobelievers' across the globe specializing in embedded software, AI, and digital solutions, KPIT accelerates its clients' implementation of next-generation technologies for a cleaner future in mobility.

IV. Employees

20. Details as at the end of Financial Year:

Sr. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
a. Employees and workers (including differently-abled):						
Employees						
1.	Permanent (D)	8,782	6,000	68%	2,782	32%
2.	Other than permanent (E)	198	144	73%	54	27%
3.	Total employees (D + E)	8,980	6,144	68%	2,836	32%
Workers						
4.	Permanent (F)	-	-	0%	-	0%
5.	Other than permanent (G)	179	148	83%	31	17%
6.	Total workers (F + G)	179	148	83%	31	17%

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

21. Participation/inclusion/representation of women

	Total (A)	No. and % of females	
		No. (B)	% (B / A)
Board of Directors	11	1	9%
Key Management Personnel	3	2	67%

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

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

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent employee	25%	21%	24%	30%	23%	28%	31%	27%	30%
Permanent worker	Not applicable as KPIT does not have any permanent workers.								

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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 (earlier ThaiGerTec Co., Limited)	Subsidiary of KPIT Technologies (UK) Limited (refer note (iii) below)	100%	No
9	MicroFuzzy Industrie-Elektronik GmbH	Wholly owned subsidiary of KPIT Technologies GmbH	100%	No
10	KPIT Technologies Inc.	Wholly owned subsidiary of KPIT Technologies Holding Inc.	100%	No
11	PathPartner Technology Private Limited	Subsidiary	80%	No
12	PathPartner Technology Inc. (USA)	Wholly owned Subsidiary of PathPartner Technology Private Limited	80%	No
13	PathPartner Technology GmbH	Wholly owned Subsidiary of PathPartner Technology Private Limited	80%	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)
14	FMS Future Mobility Solutions GmbH	Wholly owned Subsidiary of KPIT Technologies GmbH	100%	No
15	SOMIT Solutions Limited	Wholly owned Subsidiary of KPIT Technologies (UK) Limited	100%	No
16	SOMIT Solutions Inc.	Wholly owned Subsidiary of SOMIT Solutions Limited	100%	No
17	Technica Engineering Inc.	Wholly owned Subsidiary of KPIT Technologies Inc.	100%	No
18	Technica Engineering GmbH	Wholly owned Subsidiary of KPIT Technologies GmbH	100%	No
19	Technica Electronics Barcelona S.L.	Wholly owned Subsidiary of KPIT Technologies GmbH	100%	No
20	Technica Engineering Spain S.L.	Wholly owned Subsidiary of KPIT Technologies GmbH	100%	No
21	KPIT Technologies S.A.S.	Wholly owned Subsidiary of KPIT Technologies Netherlands B. V.	100%	No
22	Qorix GmbH	Subsidiary	100%	No
23	N- Dream AG	Associate	13%	No

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

(ii) 72.73% owned by KPIT Technologies (UK) Limited and 27.27% owned by KPIT Technologies Limited, India.

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

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6 VI. CSR details

- 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 (Yes/No): Yes
- (ii) Turnover (in ₹) - 20,166.02 million
- (iii) Net worth (in ₹) - 16,020.45 million

VII. Transparency and disclosures compliances

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

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 2023-24 (Current Financial Year)		FY 2022-23 (Previous Financial Year)		Remarks
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	
Shareholders	Yes, Shareholders may register their grievances through Smart Online Dispute Resolution Portal link (Smart ODR Portal).	1	-	-	-	Not Applicable
Communities *		-	-	-	-	Not Applicable
Investors (other than shareholders)	Yes, Investors may register their grievances through Smart Online Dispute Resolution Portal link (Smart ODR Portal).	-	-	-	-	Not Applicable
Customers **	Yes, Grievances are addressed at project level (more information provided in principle 9)	-	-	-	-	Not Applicable

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy & Emission Management	Opportunity	<p>KPIT recognizes that energy consumption from computer systems, servers, air conditioning, and utilities contributes to carbon emissions. By transitioning to renewable energy sources and investing in energy-efficient technologies, KPIT mitigates operational risks associated with carbon-intensive energy use, such as regulatory compliance and escalating energy costs.</p>	Not Applicable	Positive Impact
			<p>KPIT’s focus on energy and emission optimization presents opportunities to substantially reduce our carbon footprint. By implementing initiatives aimed at energy efficiency, such as installing efficient systems and leveraging renewable energy solutions, the Company has achieved a reduction in energy consumption. This not only aligns with environmental sustainability but also enhances competitiveness in an increasingly carbon-conscious market.</p>		

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

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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	Opportunity	<p>Addressing climate change presents opportunities for KPIT to innovate and develop sustainable technologies and solutions. By proactively adapting to climate-related challenges, KPIT can position itself as a leading player in environmentally conscious IT product/service provider.</p>	<p>Demonstrating environmental stewardship can attract clients, partners, and investors who prioritize sustainability.</p> <p>Transitioning to low-emission energy sources, operating from energy-efficient green buildings, and using low-carbon fuel transport not only reduce emissions but also yields monetary savings through lower energy costs and operational efficiencies.</p>	Positive Impact
	Risk		<p>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.</p> <p>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.</p>	<p>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.</p>	Negative Impact
4	Sustainable Procurement	Opportunity	<p>Embracing sustainable procurement presents opportunities for innovation, efficiency gains, and market differentiation.</p>	<p>KPIT not only reduces potential risks associated with unsustainable practices in the supply chain but also leverages procurement as an opportunity to drive positive change, sustainably.</p>	Positive Impact

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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)
		Risk	Sustainable supply chain practices help mitigate ESG-related risks that can disrupt business continuity. Issues such as supply chain disruptions due to environmental disasters, labor violations, or resource scarcity can significantly impact operations. Proactive assessment and management of these risks through sustainable procurement practices can enhance resilience and reduce vulnerabilities.	KPIT's comprehensive 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
5	Talent Attraction & Retention	Opportunity	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) that is responsible for hiring the most suitable candidates to provide the best products and services to clients across the industry.	Positive Impact

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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)
		Risk	<p>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.</p>	<p>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.</p> <p>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.</p> <p>KPIT participates in several competency development and ongoing education programs for the benefit of the staff members.</p>	<p>Negative Impact</p>

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Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Employee Wellbeing	Opportunity	<p>Prioritizing employee wellness establishes a culture that supports job satisfaction and productivity. By promoting well-being, KPIT reduces job turnover, manages stress levels, and develops a positive work environment conducive to higher performance and job satisfaction among employees.</p> <p>This proactive approach contributes to reduced healthcare costs and ensures a healthier, more engaged workforce. A healthy, happy, and engaged workforce positively impacts customer relationships through improved service delivery and responsiveness. Ultimately, investing in employee well-being contributes to KPIT's overall profitability and business success.</p>	Not Applicable	Positive Impact

Business Responsibility & Sustainability Report (Contd.)

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7	Cyber Security	Risk	<p>Cybersecurity attacks can result in significant financial losses and damage to KPIT's reputation. A data breach not only impacts customers but also undermines trust and confidence of the brand. Proactive cybersecurity measures are essential to mitigate these risks and safeguard business integrity.</p> <p>Data privacy is paramount for maintaining competitiveness and enhancing KPIT's brand reputation.</p>	<p>KPIT prioritizes cybersecurity through a comprehensive program that includes:</p> <p>Investment and Monitoring: KPIT invests in cybersecurity resources and monitors for emerging threats.</p> <p>Data Security Awareness: The Company promotes data security awareness among employees.</p> <p>Data Protection Policies: KPIT regularly reviews and updates its data protection policies.</p> <p>Incident Response: Established systems and processes are in place to respond to security incidents effectively.</p> <p>KPIT adheres to recognized cybersecurity standards like ISO/IEC 27001.</p>	Negative Impact
			<p>Trusted Information Security Assessment Exchange (TISAX) Certification: This certification demonstrates compliance with the European automotive industry's information security standards.</p> <p>Board Oversight: The KPIT Board receives regular updates on the Company's cybersecurity posture.</p>		

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	<p>The ability to provide newer, better services and enriching experiences for client is essential for maintaining competitive advantage. Failure to deliver significant value to customers may result in reduced market share, decreased revenue, and diminished competitiveness within the industry.</p> <p>Focusing on customer-centric solutions and offerings is imperative to ensure customer satisfaction and client retention.</p>	<p>Any unrealized opportunity is considered as a risk for KPIT. To identify and capitalize the opportunities connected to sustainability, KPIT engages with its clients through Customer Satisfaction Surveys (CSAT) and considers inputs to provide an effective solution for esteemed clients. In addition, KPIT's committed staff engages with the leaders of diverse sectors and discusses how KPIT can add value for its stakeholders by leveraging its technological landscapes through criteria's such as Zero-Defect Delivery (ZDD), cost, project management, responsiveness, and other such initiatives.</p>	Negative Impact
9	Intellectual Property (IP) Infringement	Risk	<p>The risk of third-party IP infringement by KPIT employees, whether intentional or unintentional, poses potential legal challenges. Infringing on third-party IP rights can result in litigations, substantial penalties, and damage to KPIT's reputation. This could lead to strained business relationships and impact future collaborations and opportunities within the industry. Proactive measures are essential to mitigate these risks and ensure compliance with IP laws and regulations.</p>	<p>KPIT conducts training and awareness courses for its personnel and receives confidentiality undertakings from them. KPIT has developed and implemented an IP infringement policy and framework to guarantee proper access to and use of KPIT, client, partner, and third-party intellectual property while serving clients.</p>	Negative Impact

Business Responsibility & Sustainability Report (Contd.)

SECTION B: MANAGEMENT AND PROCESS

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/investors/policies-reports-filings/ *																				
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)	Policies like Code of Conduct, Supplier Code of CONDUCT and Vigil Mechanism and Whistle Blower are extended to KPIT’s value chain partners.																				
4. Name of the national and international codes/certifications/labels/standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, 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).																				
5. Specific commitments, goals, and targets set by the entity with defined timelines, if any.	KPIT is committed to create a shared value with positive impact on Environment & society. Looking ahead, KPIT will embark on materiality assessment to identify the environmental & social issues relevant to its business and stakeholders. Based on the assessment, KPIT will further enhance its systems and processes to monitor and report on its Sustainability performance.																				
6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	KPIT is committed to create a shared value with positive impact on Environment & society. Looking ahead, KPIT will embark on materiality assessment to identify the environmental & social issues relevant to its business and stakeholders. Based on the assessment, KPIT will further enhance its systems and processes to monitor and report on its Sustainability performance.																				
Governance, leadership, and oversight																					
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>)	<p>“Sustainability is being integrated into every facet of our Company to substantially enhance the lives of our stakeholders such as employees, customers, suppliers, and the wider community. Our approach is to focus on sustainability, and we are actively evaluating opportunities to integrate environmental and social aspects into our business operations. During FY23-24, we have successfully developed the first India-Developed Hydrogen Fuel Cell Vessel in alliance with Cochin Shipyard to support the Government of India’s clean and green fuel drive. We are committed to strive for continuous innovations to help the transition towards cleaner, smarter, and safer world of green mobility vault ahead. We extend our gratitude to our people and all our stakeholders for their constant endeavor and support.”</p>																				
8. Details of the highest authority responsible for implementation and oversight of the business responsibility policy/policies	<p>Name: Mr. Sachin Tikekar DIN: 02918460 Designation: President & Joint Managing Director Telephone Number: +91 20 6770 6000 E-mail ID: grievances@kpit.com</p>																				
9. Does the entity have a specified committee of the Board/ Director responsible for decision-making on sustainability-related issues? (Yes / No). If yes, provide details.	<p>In KPIT, all the sustainability aspects are overseen by the CSR Committee. Composition of CSR committee is as follows:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #cccccc;">Sr. No.</th> <th style="background-color: #cccccc;">Name of the Director</th> <th style="background-color: #cccccc;">Position held in CSR Committee</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>Mr. Anant Talaulicar</td> <td>Chairman</td> </tr> <tr> <td>2</td> <td>Mr. S. B. (Ravi) Pandit</td> <td>Member</td> </tr> <tr> <td>3</td> <td>Mr. Sachin Tikekar</td> <td>Member</td> </tr> </tbody> </table>									Sr. No.	Name of the Director	Position held in CSR Committee	1	Mr. Anant Talaulicar	Chairman	2	Mr. S. B. (Ravi) Pandit	Member	3	Mr. Sachin Tikekar	Member
Sr. No.	Name of the Director	Position held in CSR Committee																			
1	Mr. Anant Talaulicar	Chairman																			
2	Mr. S. B. (Ravi) Pandit	Member																			
3	Mr. Sachin Tikekar	Member																			

*Most of the policies in respect of the aforesaid principles have been approved by the Board. The remaining policies are internal policies, which have been approved by the concerned Department Heads. The policies which have been approved by the Board can be viewed on the website of the Company at <https://www.kpit.com/investors/policies-reports-filings/> and the remaining policies are internal documents and are available on intranet for all employees.

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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	As a practice, policies of the Company are reviewed periodically or on a need basis by respective Board Committee or responsible person / group of people. During this assessment, the status of the policy, implementation is reviewed and necessary changes to policies and procedures are implemented.																	
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.	KPIT evaluates working of its policies, internally.								
12. If answer to question (1) above is “No” i.e., not all principles are covered by a policy, reasons to be stated:									

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section demonstrates KPIT’s performance in integrating the Principles and Core Elements with key processes and decisions. The disclosure material is categorized into two parts which are “Essential” and “Leadership” for each principle. While the essential indicators are mandatory to report, the leadership indicators may be voluntarily disclosed by the Company. KPIT has responded to both essential and leadership indicators showing an aspiration to progress to a higher level in its quest to be socially, environmentally, and ethically responsible.

Business Responsibility & Sustainability Report (Contd.)

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



KPIT firmly believes that operational excellence and sustained corporate growth are based on ethics and integrity. As a responsible Company, KPIT maintains the highest standard of business conduct across operations. It has a dedicated effective governance and risk management framework in place. KPIT's Code of Conduct acts as a set of guidelines for all employees and directors, ensuring that all business operations are carried out in an ethical manner. The Company offers all employees and directors thorough training in its code of conduct and corporate policies enabling them to manage risks and protect the interests of all internal and external stakeholders involved.

Essential Indicators

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

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% of persons in respective category covered by the awareness programs
Board of Directors	4	<p>The Company familiarizes its Independent Directors through various programs which include, the industry in which it operates, its business strategy, the vision and values, business model, business ethics, conflict of interest, anti-bribery and anti-corruption along with other ESG related issues at regular intervals.</p> <p>Two sessions on strategy, vision, sustainability with micro and macro level business trends are also conducted.</p>	100%
Key Managerial Personnel and Employees other than BoD and KMPs	6	<p>All our employees undergo mandatory trainings on KPIT code of conduct which covers all the principles laid down in BRSR. Other than the above, domain specific trainings and awareness sessions were held during the financial year.</p> <ol style="list-style-type: none"> 1) Introduction to Data Protection and Data Security Training (Legal Compliance, Safeguarding Personal Information, Cybersecurity Awareness, Data Breach Prevention, Ethical Considerations) 2) Legal Contracting Process (Contract Basics, Legal Review Process, Key Points on NDAs, Service Agreements & SOWs, License Agreements, etc., Critical Clauses, Deviations & Approvals Other considerations) 3) E learning Module for environmental and occupational health and safety 4) Desk Exercises session 5) Evacuation drill 6) E-learning models and awareness sessions on community contribution, customer focus, equal employment opportunities, Non-discrimination and harassment, Prevention of Sexual Harassment, Conflict of Interest, Anti-corruption, and Anti-Bribery. 	93.25%

Business Responsibility & Sustainability Report (Contd.)

- 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/ agencies/ judicial institution	Amount (INR)	Brief of the Case	Has an appeal been preferred? (Y/N)
Penalty/fine					
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				
Punishment				

At KPIT, all Directors, KMPs and employees work with a strong and ethical business conduct. As a result, there have been no instances of monetary / non-monetary fines / penalties / punishment / award / compounding fees / settlement amount / imprisonment / punishment imposed in proceedings with regulators / law enforcement agencies / judicial institutions in the FY 24.

- 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.**

KPIT strictly follows "Zero Tolerance" against corruption and bribery. KPIT's Code of Conduct and Vendor Code of Conduct comprehensively addresses anti-corruption and anti-bribery measures, unequivocally asserting the Company's stance of non-tolerance towards such practices. The Company 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 for KPIT or in connection with business operations. At KPIT, integrity is at the core of everything KPIT does, and remains steadfast in commitment to ethical business practices. All the policies including code of conduct can be found here <https://www.kpit.com/investors/policies-reports-filings/>.

- 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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

Business Responsibility & Sustainability Report (Contd.)

KPIT has not observed or received any incident of disciplinary action by law enforcement agencies against KPIT's Directors, Key Management Personnels (KMPs), Employees, or Workers for charges related to bribery or corruption. This is the outcome of KPIT's strong governance system with strict policies related to anti-bribery and anti-corruption.

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

	FY 2023-24 (Current Financial Year)		FY 2022-23 (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 were no complaints of conflict of interest.

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

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of Days of account Payable	121.76	110.80

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

Parameters	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of purchase *	Purchase from trading houses as % of total purchase		
	Number of trading houses where purchases are made from	Not Applicable	
	Purchases from top 10 trading houses as % of total purchase from trading houses		
Concentrations of sales *	Sales to dealers / distributors as % of total sales		
	Number of dealers / distributors to whom sales are made	Not Applicable	
	Sales to top 10 dealers / distributors as % of total sales to dealers / distributors		
Share of RPTs in	Purchases (purchases with related parties / total purchase)	3.90%	0.07%
	Sales (Sales to related parties / total sales)	91.27%	86.52%
	Loans and advances (Loans and advances with related parties / total Loans and advances)	0.00%	0.00%
	Investments (Investments to related parties / total Investments made)	95.40%	95.83%

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

Business Responsibility & Sustainability Report (Contd.)

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	<p>Principle 3 and 6: Compliance requirements related to Environmental, Occupational Health, and Safety (EOHS) have been integrated into the vendor onboarding process.</p> <p>Training sessions and awareness programs have been conducted for third-party staffs working within KPIT premises.</p>	100% of value chain partners 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.

Yes, KPIT has a robust governance system which is guided by its Code of Conduct. Based on this Code of Conduct, all the directors and employees have a duty to avoid financial, business, or other relationships that might risk the interests of KPIT or might cause a conflict with the performance of their duties. Directors and employees should avoid conflict between their personal interests and those of KPIT Technologies.

KPIT's Code of conduct states that "if a director / employee feels that he/she has a conflict, actual or potential, the same must be reported with all pertinent details in writing to the HR Head. A conflict does not necessarily mean the proposed activity will be prohibited. The responsibility of the directors and the employees is to fully disclose all aspects of the conflict to the manager and remove oneself entirely from the decision-making process. Additionally, if a director / employee observes any situation involving another director / employee that he/she believes in good faith to be a conflict of interest, he/she must report the situation to the Head of HR. Reports from directors and employees will be handled as confidentially as possible."

Business Responsibility & Sustainability Report (Contd.)

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



As a technology and software company, KPIT has demonstrated its commitment to sustainable business practices by deploying green software products and offerings to clients to reduce the environmental impact. The Company has also implemented an extensive Vendor Code of Conduct for all vendors to ensure sustainable procurement practices through the value chain. The vendor code of conduct covers strict supplier selection criteria relating to business integrity, labor practices, associate’s health and safety, and environmental management. This initiative aims not only to minimize negative environmental impacts but also contributes to societal betterment while generating value for stakeholders. As an integral part of the Quality Management System, KPIT proudly adheres to ISO 9001:2008 standards, further reinforcing the Company’s dedication to excellence and sustainability.

Essential Indicators

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year	Details of improvements in environmental and social impacts
R&D	100%	100%	<p>As part of ongoing efforts at KPIT, the Company is focused on developing and deploying innovative technologies aimed at reducing environmental impact and fostering social progress. During the year, KPIT has achieved significant milestones as listed below:</p> <ol style="list-style-type: none"> Fuel Cell Technology: The Company has successfully delivered two commercial systems: <ul style="list-style-type: none"> One system was provided to the Indian Defense Ministry for high-altitude backup power applications. Another system was supplied to Cochin Shipyard, powering India’s inaugural Hydrogen Fuel Cell Inland Vessel. Sodium-ion Battery Technology: The Company has launched the Na-ion battery technology and currently, the Company is engaged in developing pilot projects with interested customers and is actively seeking partners to license technology for large-scale manufacturing. Biomass-based Hydrogen Generation: The Company has commenced the scale-up of this technology in collaboration with an industry partner. <p>The successful development and deployment of these technologies align with KPIT’s commitment to reduce fossil fuel dependency and significantly lowering CO2 emissions. These efforts underscore the dedication to make a positive impact on the environment and contribute to societal well-being.</p>
Capex	100%	100%	

Business Responsibility & Sustainability Report (Contd.)

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

Yes. The Company has focused on integrating sustainability at each stage of business operations. KPIT has Vendor Code of Conduct as a guidance document for sustainable sourcing for overall procurement of goods and services. Vendors must adhere to the Vendor Code of Conduct which lists multiple clauses towards environmental, social, and fair business practices.

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

100% of the office stationery materials have been sourced from authorized suppliers in FY 2023-24. The Company has a robust vendor due diligence and assessment mechanism in place. During the vendor onboarding process, the Company ensures vendors compliance with the regulatory guidelines and laws. Only authorized vendors are engaged for the sourcing of goods and services. The Company encourages vendors to have an environment management system, health, and safety management system in place. In addition, vendors should respect human rights throughout their direct and indirect operations.

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/services Company. However, the Company ensures compliance and efficient management of the waste generated on its premises. For more information, refer to Principle 6.
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/services 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		

Business Responsibility & Sustainability Report (Contd.)

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 2023-24 Current Financial Year	FY 2022-23 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 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Re-used	Recycled	Safely disposed	Re-used	Recycled	Safely disposed

Plastics (including packaging)

E-waste

Hazardous waste

Other waste

Not Applicable

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

Indicate Product Category	Reclaimed products and their packaging materials as % of total products sold in respective category.
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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 endeavors to provide a safe and secure working environment for its employees, vendors, contractors, and other value chain partners by applying the highest standard of occupational health and safety. The Company has developed the Environmental, Occupational, Health and Safety Policy (EOHS) and the Vendor Code of Conduct to consistently enhance the well-being of its employees and value chain partners respectively. KPIT promotes active participation and consultation on issues with respect to EOHS among its employees and other stakeholders. The Company has also implemented measures to promote diversity, equal opportunity, and non-discrimination throughout its operations.

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	6,000	6,000	100%	6,000	100%	NA	NA	6,000	100%	6,000	100%
Female	2,782	2,782	100%	2,782	100%	2,782	100%	NA	NA	2,782	100%
Total	8,782	8,782	100%	8,782	100%	2,782	100%	6,000	100%	8,782	100%
Other than Permanent employees											
Male	144	-	0%	144	100%	-	0%	-	0%	-	0%
Female	54	-	0%	54	100%	-	0%	-	0%	-	0%
Total	198	-	0%	198	100%	-	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, as KPIT has other than permanent workers only.										
Female											
Total											
Other than Permanent workers*											
Male	148	-	0%	148	100%	-	0%	-	0%	-	0%
Female	31	-	0%	31	100%	-	0%	-	0%	-	0%
Total	179	-	0%	179	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:

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Cost incurred on well-being measures as a % of total revenue of the Company.	0.31%	0.39%

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

Benefits	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%		Yes	100%		Yes
Gratuity	100%	Not applicable	Yes	100%	Not applicable	Yes
ESI	0%		Yes	0%		Yes
Others – please specify	-	-	-	-	-	-

KPIT’s employee benefit schemes include gratuity, provident fund, and Employees’ State Insurance (ESI). The employee and employer contribution to the provident fund is as prescribed under applicable laws. The benefit of ESI covers employees with salary bracket of less than 21,000 ₹/Month and rest of the employees are facilitated with medical/ health insurance.

3. Accessibility of workplaces

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

Yes, KPIT prioritizes accessibility for differently abled employees and workers as mandated by the Rights of Persons with Disabilities Act, 2016. The Company has implemented a range of measures to enhance accessibility, such as installing wheelchair ramps, ensuring easy elevator access, providing dedicated handicapped-accessible restrooms, and offering electric buggies for transportation from the gate to office areas. These initiatives are part of KPIT’s commitment to ensuring that everyone can navigate and utilize our premises effectively, promoting inclusivity and equal opportunity.

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.

Yes, KPIT has a comprehensive Code of Conduct which covers commitment to equal employment opportunity. KPIT guarantees a workplace free from discrimination on the grounds of sex, sexual orientation, race, color, religious creed, veteran status, age, disability, marital status, or any other legally protected characteristics. The Company upholds this commitment through all aspects of employment, ensuring that all practices adhere to legal regulations and promote fairness and equality. KPIT takes proactive measures to safeguard the rights of individuals to file complaints, provide information, or participate in any equal employment opportunity-related activities without interference. Should any employee experience discrimination, they are encouraged to approach the Head of HR, who is entrusted with promptly addressing and resolving complaints in accordance with the commitment to fairness and equality. Refer KPIT’s Code of Conduct: <https://www.kpit.com/investors/policies-reports-filings/>

Business Responsibility & Sustainability Report (Contd.)

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	92%		
Female	100%	87%	Not applicable	Not applicable
Total	100%	90%		

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	Details of the mechanism in brief
Permanent workers	KPIT does not have any workers under the permanent worker category.	KPIT maintains a robust Code of Conduct and a Whistleblower Policy, providing clear guidelines for employees to raise grievances. KPIT prioritizes transparency and accountability, fostering an environment where employees feel empowered to speak up and report concerns without fear of reprisal. For more details refer to the following link: https://www.kpit.com/investors/policies-reports-filings/
Other than permanent workers	Yes	
Permanent employees	Yes	
Other than permanent employees	Yes	

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

Category	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	8,782	-	0%	7,953	-	0%
Male	6,000	-	0%	5,455	-	0%
Female	2,782	-	0%	2,498	-	0%
Total permanent workers	-	-	0%	-	-	0%
Male	-	-	0%	-	-	0%
Female	-	-	0%	-	-	0%

Business Responsibility & Sustainability Report (Contd.)

8. Details of training given to employees and workers:

Category	FY 2023-24 Current Financial Year					FY 2022-23 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 (Permanent employees and other than permanent employees)										
Male	6,144	6,144	100%	4,003	65%	5,615	554	10%	3,615	64%
Female	2,836	2,836	100%	1,774	63%	2,575	286	11%	1,622	63%
Total	8,980	8,980	100%	5,777	64%	8,190	840	10%	5,237	64%
Workers (Other than permanent workers)										
Male	148	148	100%	148	100%	133	104	78%	105	79%
Female	31	31	100%	31	100%	31	17	55%	19	61%
Total	179	179	100%	179	100%	164	121	74%	124	76%

The Company does not have permanent workers.

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

Category	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees (Permanent Employees) *						
Male	5,034	4,857	96%	3,971	3,568	90%
Female	2,325	2,185	94%	1,803	1,657	92%
Total	7,359	7,042	96%	5,774	5,225	90%
Workers (Other than permanent workers) **						
Male						
Female	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Total						

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

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

Business Responsibility & Sustainability Report (Contd.)

10. Health and safety management system:

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

Yes, KPIT has implemented a comprehensive Occupational Health and Safety (OHS) Management System in most of the offices in India to ensure employee well-being. The OHS Management System incorporates various elements, including:

- Clear recommendations for safe work practices are included in KPIT's policies and procedures.
- The ability to detect and reduce hazards at work proactively is made possible by Hazard Identification and Risk Assessment (HIRA).
- Employee training equips employees with the right skills and relevant expertise in their jobs proactively.
- Safety measures are implemented to maintain a secure work environment.
- Providing appropriate personal protective equipment to protect workers.
- Medical Fitness Assessments support the tracking of workers' health via physical examinations.
- Being ready for emergencies enables the Company to handle potential incident-prone circumstances with efficiency.
- KPIT implemented Standard Operating Procedures (SOPs) on safety-related issues and informed the staff through various sources.
- Complied with all applicable health and safety rules as required by law.
- The Permitting System ensured that safety procedures are followed for specific tasks.
- Continuous review and improvement of the OHS Management System for enhanced employee well-being

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

KPIT is dedicated to ensuring employee safety and well-being through a comprehensive Environmental, Occupational Health and Safety (EOHS) policy and has implemented OHS management system across all its offices. HIRA is a process that the Company utilizes to systematically identify hazards at work, evaluate risks, prioritize them, implement control measures, maintain vigilant tabs on their efficacy, document conclusions and communicate to the workforce to prevent workplace accidents.

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

Yes. For employees: KPIT prioritizes safety incident reporting and management to ensure all work-related incidents, including accidents, unsafe conditions, and unsafe acts. These are promptly reported and addressed with appropriate corrective actions. To facilitate transparent reporting, the Company has established the dedicated email ID 'workplacesafety@kpit.com' and implemented the ASSIST platform, enabling all KPIT employees to report incidents efficiently. KPIT's platform supports comprehensive incident investigation and corrective actions aimed at hazard elimination and incident prevention. These practices are communicated to all employees.

For workers: KPIT has procedures in place that allow workers to report concerns and safety related issues which eliminate unwarranted situations. Every reported incidence is recorded on an incident tracker sheet. Every event that has been reported is classified as either closed or open. Head of security staff oversees handling incident reports on weekly basis. Any incident that has been identified or has occurred during the week is addressed thoroughly in these reports. Furthermore, any environmental or hazardous issues are promptly reported to the management.

Business Responsibility & Sustainability Report (Contd.)

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

Yes, KPIT facilitates employees with non-occupational medical and healthcare services like doctor consultations, counselling sessions and teleconsultations. Also, KPIT understands the vital role that the employees’ physical and mental well-being play in corporate success and long-term growth objectives. Hence, KPIT prioritizes a people-first approach, offering counseling and education on physical, mental, and emotional wellness to the staff. Additionally, the Company provides comprehensive benefits such as life insurance, mediclaim, and personal accident cover to the full-time employees, furthering KPIT’s commitment to their overall wellness and security. KPIT believe that a healthy workforce is key to achieving the Company’s goals. Also, KPIT extends health and wellbeing sessions for workers.

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

Safety incident/number	Category*	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hour worked)	Employees	Nil	Nil
	Workers		
Total recordable work-related injuries	Employees		
	Workers		
No. of fatalities	Employees		
	Workers		
High consequence work-related injury or ill-health (excluding fatalities)	Employees		
	Workers		

*Including in the contract workforce

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

KPIT prioritizes the health, safety, and overall well-being of the employees, recognizing their paramount importance to the performance and growth goals. The Company is dedicated for providing safe working conditions and reducing illnesses and injuries through comprehensive safety training programs. KPIT’s initiatives include routine fire safety, emergency mock drills, electrical safety, cross-functional training on hygiene and security policies.

Additionally, KPIT focuses on the mental, physical, and financial well-being of its employees by conducting sessions led by prominent guest speakers and KPIT leaders. Themes covered include stress management, burnout, self-care, healthy eating, mindfulness, mental health awareness, and high-intensity interval training. The Company’s robust annual calendar offers a wide range of activities across all geographies, in collaboration with wellness partners, to ensure the health and well-being of its employees.

In the year 2023-24, the Company has implemented various programs to ensure the health and safety of its employees:

- Wellness calendar with focus on nutrition, wellness, stress management, mental health, meditation, e.g., ‘Laughter Yoga Workshop’ ‘Healthcare programs’, ‘Preventive Care During Monsoon’, Summer and winter etc.
- Live virtual ‘Health Studio’ with doctors and teleconsultation, exclusively for women employees of KPIT.
- Specially organized financial wellbeing webinar along with consultation.
- Extensive webinars on mental and emotional health.
- Continuous awareness among employees through leadership videos, myWorld banners and communication.
- Desk exercise session on floor by general physician.
- Communication with all employees and third-party staff on preventive care during contagious disease.

Business Responsibility & Sustainability Report (Contd.)

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

	FY 2023-24 (Current Financial Year)			FY 2022-23 (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	-	Complaint was related to lighting in the parking area	5	-	None
Health & Safety	-	-	None	3	-	None

14. Assessments for the year

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

*The assessments were conducted by certified internal auditors.

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

KPIT has not observed any serious health and safety concerns or injuries throughout the reporting period. Every day, the Company's internal system makes sure that security professionals at every office smoothly report any or all events. Senior management then reviews these reports once a week. Top management closely monitors and diligently addresses any re-occurring health and safety issues. The Company's internal assessments have not identified any significant risks or concerns. The Company's email ID, "workplacesafety@kpit.com" and ASSIST platform facilitate transparent reporting and support incident investigation and corrective action to prevent future occurrences.

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).

- Employees – Yes
- Workers – Yes, the Company ensures compliance with respect to the labor laws and ensures all the benefits are provided to the workers as per the regulatory provisions as per 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.

Business Responsibility & Sustainability Report (Contd.)

- 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 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Employees	-	-	-	-
Workers	-	-	-	-

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

Yes, KPIT offers a specific transition assistance program to support employees in managing career endings resulting from termination of employment. Additionally, KPIT provide skill upgradation trainings and conducts performance development reviews to assess and enhance employee skills during their tenure with the Company, reflecting KPIT's commitment to supporting employees at every stage of their careers.

- 5. Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions	KPIT is extending the health and safety-related assessments to its value chain partners and looking forward to conducting the assessment in future.
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 that effective stakeholder engagement is an essential component of its business operations. To ensure this, the Company has developed a Stakeholders Engagement Policy outlining guidance to understand and address the grievances of its internal and external stakeholders. KPIT actively collaborates and involves its stakeholders in managing risks and resolving conflicts at an early stage, ensuring long-term sustainable growth for the business. Any internal and external stakeholders can report their grievances through email to ombudsman@kpit.com. KPIT strongly believes that by adopting a structured approach for engaging involving stakeholders, will help build a supportive and sustainable relationship with all stakeholders.

Essential Indicators

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

KPIT prioritizes engaging with key stakeholders who are integral to the business value chain. The Company recognizes the importance of regular engagement with the stakeholders to understand their aspirations and concerns. The Company's key stakeholders include employees, shareholders and investors, banks / lenders, customers, suppliers, local communities, Government and regulatory authorities.

Through active engagement, KPIT fosters effective two-way communication, identifying and resolving any difficulties, and creating shared value. The Company considers both internal and external stakeholders as essential business partners, collaborating closely to drive sustainable growth and success. KPIT values the input and feedback of all stakeholders for working together to achieve goals and fulfill the commitments of the Company.

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

Stakeholder group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Newsletters, employee satisfaction surveys and emails, trainings, rewards and recognitions, online meeting with eminent personalities and online team building activities	Weekly/ Monthly/ Quarterly/ Annually/ Need Basis	<ul style="list-style-type: none"> Employee Diversity and Inclusion Employee Engagement Feedback and grievance redressal Career development Safety and healthy work culture Training Programs
Shareholders & Investors	No	Analyst calls, Press releases, e-AGM and annual report, social media, KPIT Website	Quarterly/ Annually/ Need Basis	<ul style="list-style-type: none"> Understanding Shareholder expectations Educating the investor about the business performance, assets, environment, market, future, etc. of KPIT

Business Responsibility & Sustainability Report (Contd.)

Stakeholder group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/ half-yearly/ quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
				<ul style="list-style-type: none"> Quarterly / Regular communication such as Operational performance, business outlook, investor presentation, dividend credit intimations, Annual Reports, notices of General Meetings, other regulatory requirements etc. Investor and analyst calls are conducted regularly.
Banks/Lenders	No	Personal Visits, emails and phone calls	Quarterly and Need Basis	<ul style="list-style-type: none"> Credit worthiness Financial Performance.
Suppliers	No	Personal visits, emails and phone calls, satisfaction surveys	Annually and Need Basis	<ul style="list-style-type: none"> Risk assessment. Quality and Business Continuity Relationship Management
Customers	No	Personal visits, customer satisfaction surveys, emails and phone calls customer leadership meet, social media	Annually and need basis	<ul style="list-style-type: none"> Opportunity to improve KPIT’s services Understanding clients and industry challenges Current trend Relationship Management
Community	Yes	CSR Initiatives, Awareness workshops, videos, Community program and employee volunteering	Quarterly and Need Basis	<ul style="list-style-type: none"> Understanding opportunities for sustainable development Development to the society Retain KPIT brand and reputation Feedback and grievance redressal
Government & Regulatory Authorities	No	Association with Industry body/forums, submission of report and returns, written communication with government authorities and stock exchange filings	Monthly/ Quarterly and Need Basis	<ul style="list-style-type: none"> Regulatory Compliances

Business Responsibility & Sustainability Report (Contd.)

Leadership Indicators

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

KPIT firmly believes that maintaining regular, and proactive engagement with all the stakeholders is crucial for aligning expectations and fostering trust and confidence.

Depending on the type of identified material issue for the stakeholder, the board is regularly updated on various developments through periodic reports and direct communication from senior management members responsible for specific stakeholder aspirations and concerns. This ensures that the governance structures remain informed and responsive to meet the expectations of all the stakeholders with respect to environment and social aspects. KPIT's commitment towards transparent and effective communication is key as the Company works collaboratively to achieve the business objectives and create long-term value for all stakeholders.

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

KPIT has conducted its Materiality Assessment in FY 2022-23, the basis of which KPIT has highlighted the key aspirations and concerns of stakeholders and the business as material issues. The Company always seeks stakeholder feedback and recommendations during business operations. All expectations during the interaction with the stakeholders are considered to identify, and prioritize environmental, social, and governance (ESG) issues. This approach ensures that KPIT's sustainability efforts address the concerns of its stakeholders.

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

KPIT, in collaboration with Maharshi Karve Stree Shikshan Samstha (MKSSS) and Surajya Sarvangin Vikas Prkalp, Pune-based NGOs, identified women from vulnerable/marginalized stakeholder groups through a needs assessment conducted in Pune and Satara. The Company has implemented a skill training program to help 270 identified women sustain themselves in earning a living.

Business Responsibility & Sustainability Report (Contd.)

Principle 5: Businesses should respect and promote human rights.



KPIT upholds and advocates for the protection of labor and human rights across its operations. The Company has published the detailed guidelines in its Code of Conduct and Vendor Code of Conduct covering aspects of human rights including but not limited to prohibition of child and force labor, non-discrimination and harassment, diversity, equality, and inclusion. All vendors are required to adhere to the Vendor code of conduct before entering any business relationship with KPIT. In addition, all vendors and suppliers are expected to abide by rules, regulations and laws, international conventions, and principles applicable to their operations. KPIT ensures that the principles outlined in these policies are communicated to all stakeholders involved in the daily operations.

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:

KPIT prioritizes ethics and integrity from the onset of an employee’s journey with the Company. During their induction, all permanent employees receive comprehensive training on the code of conduct, which includes guidelines and the Company’s stance on human rights. Additionally, new hires undergo Prevention of Sexual Harassment (POSH) related training to ensure a safe and respectful workplace environment. Furthermore, periodic refresher training sessions are provided to all existing employees to reinforce the commitment to upholding human rights and maintaining a positive workplace culture. KPIT believes in empowering the employees with the knowledge and resources necessary to uphold the values and contribute to a conducive work environment for all.

Category	FY 2023-24 Current Financial Year			FY 2022-23 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	8,782	8,782	100%	7,953	7,953	100%
Other than permanent	198	0	0%	237	-	0%
Total employees	8,980	8,782	98%	8,190	7,953	97%
Workers						
Permanent	-	-	0%	-	-	0%
Other than permanent	179	-	0%	-	-	0%
Total workers	179	-	0%	-	-	0%

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

Category	FY 2023-24					FY 2022-23				
	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	8,782	-	0%	8,782	100%	7,953	-	0%	7,953	100%
Male	6,000	-	0%	6,000	100%	5,455	-	0%	5,455	100%
Female	2,782	-	0%	2,782	100%	2,498	-	0%	2,498	100%
Other than permanent	198	-	0%	198	100%	237	-	0%	237	100%
Male	144	-	0%	144	100%	160	-	0%	160	100%
Female	54	-	0%	54	100%	77	-	0%	77	100%
Total employees	8,980	-	0%	8,980	100%	8,190	-	0%	8,190	100%

Business Responsibility & Sustainability Report (Contd.)

Category	FY 2023-24					FY 2022-23				
	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)
Workers										
Permanent	KPIT does not have permanent workers.									
Male										
Female										
Other than permanent	179	-	0%	179	100%	164	-	0%	164	100%
Male	148	-	0%	148	100%	133	-	0%	133	100%
Female	31	-	0%	31	100%	31	-	0%	31	100%
Total workers	179	-	0%	179	100%	164	-	0%	164	100%

3. Details of remuneration/salary/wages

a. Median remuneration/wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	10*	7,688,170	1	4,568,380
Key Managerial Personnel (KMP)*	-	-	2	9,533,979
Employees other than BoD and KMP	5,996	1,276,501	2,780	1,184,366
Workers	Not Applicable			

* MD and CEO both are BoD and KMP hence counted in Board of Directors category.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Gross wages paid to females as % of total wage.	27%	26%

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 has dedicated Human Resource Business Partner (HRBP) allocated to each function where employees can raise their concern. In addition to this, KPIT has a robust Vigil Mechanism and Whistleblower policy. Mr. Anil Patwardhan is designated as ombudsman; he reports to the Chairman of Audit Committee.

All internal and external stakeholders can report their grievances through email to ombudsman@kpit.com.

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

KPIT has Vigil Mechanism and Whistleblower policy in place to address human rights and other business conduct related issues. This Policy provides clear guidelines for addressing grievances related to human rights violations.

Under this policy any individual employee, director, or other person associated may make a Protected Disclosure concerning human rights violations, keeping the Company's best interest in mind. The Vigil and Whistleblower mechanism outlines procedures for raising complaints, receiving, and treating complaints, the investigation process, responsibilities, and non-retaliation measures. Upon investigating the issue, the Audit Committee of the Board may approve the report and accordingly the ombudsman can initiate the necessary actions. Additionally, a dedicated HRBP is allocated to each function where employees can raise their concern.

Business Responsibility & Sustainability Report (Contd.)

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

	FY 2023-24 Current Financial Year			FY 2022-23 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed During the year	Pending resolution at the end of year	Remarks
Sexual harassment	-	-	Not Applicable	1	-	There is a complaint which is duly taken care by the POSH committee and necessary actions were taken
Discrimination at workplace	-	-		-	-	Not Applicable
Child labour	-	-		-	-	
Forced labour / Involuntary labour	-	-		-	-	
Wages	-	-		-	-	
Other human rights-related issues	-	-		-	-	

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	-	1
Complaints on POSH as a % of female employees / workers	0%	0.03%
Complaints on POSH upheld	-	1

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

KPIT is dedicated to maintaining a workplace environment that is free from discrimination and sexual harassment. KPIT has implemented Whistleblower and Prevention of Sexual Harassment (POSH) Policies to empower employees to raise legitimate concerns and report without fear of retaliation or retribution. All complaints related to discrimination and harassment are handled with the utmost confidentiality.

In compliance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, as well as the Whistleblower Policy and employee Code of Conduct, KPIT provides awareness training to all employees. This training reinforces the Company's commitment to promoting a respectful and inclusive workplace for everyone. Refer Link of Code of Conduct, POSH Policy www.kpit.com/investors/policies-reports-filings/. Further, as a matter of policy, we keep the complainants' name anonymous.

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

Yes, KPIT prioritizes transparency and accountability in business partnerships by communicating and sharing the commitments to respect human rights with all the business partners. The Company ensures that the partners have familiarized themselves with and agreed to adhere to the Vendor Code of Conduct, which incorporates essential aspects of human rights.

Business Responsibility & Sustainability Report (Contd.)

KPIT's Vendor Code of Conduct includes provisions addressing issues such as anti-corruption/anti-bribery, child labor, forced labor, and other human rights considerations. Moreover, the Company incorporates clauses related to these matters into the contracts with value chain partners, reinforcing the commitment to ethical business practices and respect for human rights across the value chain.

KPIT strives to uphold the highest standards of corporate responsibility and contributes to a more sustainable and equitable world by proactively engaging with business partners and integrating human rights principles into the agreements. The Company believes that fostering ethical conduct and respect for human rights is fundamental to building enduring and mutually beneficial relationships with all stakeholders.

10. Assessments of the year

	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child labour	
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	0%
Wages	
Others – please specify	

KPIT has not carried out any human rights assessment during FY 2023-24 for its offices. However, the Company has implemented stringent policies to avoid social and human rights risk.

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

Not applicable.

Leadership Indicators

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

In FY 2023-24, KPIT has not received any complaints / incidents regarding human rights violations. However, the Company remains committed to ensure the effectiveness and implementation of the established human rights, Prevention of Sexual Harassment (POSH), Vigil Mechanism and Whistle Blower policy across all the 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 fostering 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 the Company and partner network through proactive measures and continuous improvement efforts.

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

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

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

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

Business Responsibility & Sustainability Report (Contd.)

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 has not assessed value chain partners on the mentioned parameters. However, KPIT ensures that value chain partners should adhere with the Vendor Code of Conduct and the regulatory compliances.
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.



As a responsible Company, KPIT undertakes every possible effort to save the planet for now and the future. KPIT strongly believes in creating greater positive impact on society and environment by integrating sustainability factors into its business operations. KPIT's commitment is underpinned by its policies such as the Environment, Occupational Health and Safety Policy and the Vendor Code of Conduct focusing on environmental impact management, resource conservation, and climate protection. Recently, KPIT has developed 'Hydro Fuel Cell Technology' to cater to the high demand of green vehicles to further reduce the reliance on fossil fuel vehicles. KPIT has also implemented Environmental Management System across its offices and, is currently in the process of getting ISO 45001:2015 and ISO 14001:2015 certifications for its four out of nine offices in India.

Essential Indicators

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
For Renewable Sources		
Total electricity consumption (A)	7,890	3,375
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	7,890	3,375
From non-renewable sources		
Total electricity consumption (D)	13,146	15,082
Total fuel consumption (E)	264	-
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	13,410	15,082
Total energy consumed (A+B+C+D+E+F)	21,300	18,457
Energy intensity per rupee of turnover (Total energy consumed / Revenue (in Million INR) from operations)	1.06	1.22
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue (in Million INR) from operations adjusted for PPP)*	24.17	27.85
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 PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88 (Source: <https://data.worldbank.org/indicator/PA.NUS.PPP>).

**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.

No

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.

Business Responsibility & Sustainability Report (Contd.)

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third-party water	40,647	31,484
(iv) Seawater / desalinated water	-	-
(v) Others (Tanker water)	4,531	5,210
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	45,178	36,694
Total volume of water consumption (in kilolitres)	45,178	36,694
Water intensity per rupee of turnover (Total water consumption / Revenue (in Million INR))	2.24	2.42
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue (in Million INR) from operations adjusted for PPP*)	51.26	55.36
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 PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88 (Source: <https://data.worldbank.org/indicator/PA.NUS.PPP>).

** Water 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.

No

4. Provide the following details related to water discharged:

Parameter	FY 2023-24	FY 2022-23
Water discharge by destination and level of treatment (in kiloliters).		
To Surface water		
No Treatment		
With treatment-please specify level of treatment		
To Groundwater		
No treatment		
With treatment – please specify level of treatment		
To Seawater		
No treatment	Nil	Nil
With treatment-please specify level of treatment		
Sent to third parties		
No treatment		
With treatment-please specify level of treatment		
Others		
No treatment		
-With treatment-please specify level of treatment		
Total water discharged (in kiloliters)	*0	*0

*All the generated wastewater (29,963 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.

No

Business Responsibility & Sustainability Report (Contd.)

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

KPIT actively optimizes water consumption through various conservation initiatives. The Company has installed Sewage Treatment Plants (STPs) at its owned and operating facilities, where wastewater undergoes treatment and is reused for flushing and gardening purposes. This approach ensures that no liquid discharge occurs outside its facilities, contributing to a Zero Liquid Discharge (ZLD) practice. Specifically, KPIT has treated and reused water for various purposes such as for flushing, gardening, and other domestic purposes.

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
NOx	-	-	-
SOx	KG	3.27	3.13
Particulate matter (PM)	KG	2.94	2.53
Persistent organic pollutants (POP)		Not applicable	Not applicable
Volatile organic compounds (VOC)			
Hazardous air pollutants (HAP)			
Others – Please specify.			

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

No

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	688.29	506.03 *
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	2,614.63	3,229.55 *
Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue (in Million INR) from operations)	tCO ₂ e/INR turnover (in Million INR)	0.16	0.25 *
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 INR) from operations adjusted for PPP)**	tCO ₂ e/INR turnover adjusted for PPP	3.75	5.64
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 value of Scope 1 emissions and Scope 2 emissions for FY 2022-23 have been recalculated and restated due to certain change in methodology of computation in order to maintain a consistent approach with current year.

** The revenue from operations has been adjusted for PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88 (Source: <https://data.worldbank.org/indicator/PA.NUS.PPP>).

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

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

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

Yes, KPIT is proactively engaged in addressing climate change by implementing strategic measures and controls to minimize environmental impact. While the environmental footprint of KPIT's operations is comparatively small, the Company remains committed to innovation and continuous improvement to further reduce its carbon footprint across all business activities. This commitment underpins the Company's dedication to sustainability and contributing positively to climate change solutions. KPIT has undertaken several projects as mentioned below aimed at reducing greenhouse gas emissions.

1. KPIT has achieved over 13% reduction in energy intensity by transitioning to a private cloud platform, incorporating technologies like Hyper-converged Infrastructure (HCI) and Virtual Desktop Infrastructure (VDI) compared to conventional computers.
2. The adoption of Cisco Unified Computing Systems (UCS) within the private cloud platform allows for high-memory capacity, supporting numerous virtual machines per blade server. This reduces the need for physical equipment, thus lowering energy requirements for powering and cooling.
3. KPIT replaced desktop computers (consuming around 150 watts) with energy-efficient thin clients (consuming only 30 watts). Thin clients are computers that utilize resources stored inside a central server as compared to a hard drive. This switch resulted in energy savings and emissions reduction.
4. KPIT implemented solutions like Cisco Telepresence, Microsoft Teams, and Cisco WebEx to minimize travel across locations. These technologies enable efficient audio/video conferencing and collaborations, reducing the need for physical travel.
5. KPIT installed and commissioned a solar plant in Pune phase 3 office, with a capacity of 536 kilowatts along with rooftop solar of 200 kW totaling-736kW. With this initiative KPIT has consumed 4402 GJ of solar energy with corresponding saving of 875.40 MT CO2.

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

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total waste generated (in metric tonnes)		
Plastic waste (A)	0.22	2.81
E-waste (B)	-	12.35
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	-	-
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	0.13	0.10
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	12.10	9.21
Total (A+B + C + D + E + F + G + H)	12.45	24.47
Waste intensity per rupee of Turnover (Total waste generated (MT) /Revenue (in Million INR) from operations)	0.001	0.002

Business Responsibility & Sustainability Report (Contd.)

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
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) *	0.014	0.037
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 PPP based on the latest PPP conversion factor published for the year 2022 by World Bank for India which is 22.88 (Source: <https://data.worldbank.org/indicator/PA.NUS.PPP>).

** 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	12.44	25.35
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	12.44	25.35

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

Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

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

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, as a global technology and service provider, is committed to environmentally responsible practices and does not use hazardous or toxic chemicals in its processes. Waste generated from offices and facility operations primarily includes electronic, electrical, and municipal solid waste, with minimal production of hazardous waste.

For waste management, below initiatives demonstrates KPIT's commitment to sustainable waste management practices, emphasizing recycling, composting, and responsible disposal to minimize environmental impact:

1. KPIT's environmental management system includes robust waste management procedures with a focus on the 4 R's — reduce, reuse, recycle, and recover. Currently, the Company is in the process of obtaining ISO 14001:2015 (Environmental Management System) certification.
2. KPIT carefully monitors and manages e-waste, ensuring that end-of-life electronic hardware such as laptops, printers, and batteries are recycled, repaired, or repurposed through approved vendors.
3. Waste is segregated into dry and wet categories within the Company's facilities. Wet waste is composted to produce manure for gardening, while dry waste is sent to responsible recyclers.

Business Responsibility & Sustainability Report (Contd.)

4. Specific Waste Disposal:

Biodegradable Waste: The Company operates a composting plant processing up to 100 kg of biodegradable waste daily, generating compost used as garden manure.

Municipal Solid Waste (MSW): Solid waste is segregated at the point of generation, with recyclable materials sent to authorized vendors for recycling.

E-waste: Defunct computers, monitors, servers, and electronic items are sent to authorized recyclers for proper disposal.

Hazardous Waste: Hazardous materials such as lead-acid batteries and waste lube oil are disposed of through government-approved agencies in compliance with Ministry of Environment and Forests (MoEF) guidelines. Additionally, used printer cartridges are returned to the manufacturer under the 'Planet HP Take Back Program' for recycling.

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 is a technology-based Company and does not have operations in or around ecologically sensitive areas.

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

Name and brief details of project	EIA notification no.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant web link
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Not Applicable. No new office building construction has taken place at KPIT, so KPIT has not undertaken any environmental impact assessments for construction projects.

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:

Not applicable

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 FY2023-24, there are three offices located in water stress areas in Bangalore.
- (ii) Nature of operations: Software and IT operations
- (iii) Water withdrawal, consumption and discharge:

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	3,597	4,140
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	3,597	4,140
Total volume of water consumption (in kilolitres)	3,597	4,140

Business Responsibility & Sustainability Report (Contd.)

Parameter	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Water intensity per rupee of turnover (Water consumed / turnover)	0.18	0.27
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into surface water	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(ii) Into groundwater	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(iii) Into seawater	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify the level of treatment	-	-
Total water discharged (in kilolitres)	-	-

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

No

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

Parameter	Unit	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	*	1,930
Total Scope 3 emissions per rupee of turnover		*	0.12
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		*	

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

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

No.

Business Responsibility & Sustainability Report (Contd.)

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.

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	Implemented the transition to green energy at Bengaluru location	<p>KPIT is committed to reducing its environmental impact and has implemented a Green Energy Initiative. Under this initiative, KPIT procures wheeling energy from MSPL, a wind energy generator. Wheeling refers to the purchase of electricity from a remote generator and its transmission over the power grid to the consumer’s location. By procuring wind energy, KPIT reduces its reliance on fossil fuels and contributes to a cleaner energy mix.</p> <p>The Green Energy Initiative commenced on September 1, 2023, for KPIT’s two offices in Bengaluru.</p>	<p>Due to the Green Energy Initiative, KPIT achieved CO2 savings of 19,212,701.54 kg in FY 2023-24. This reduction in greenhouse gas emissions demonstrates KPIT’s commitment to environmental sustainability.</p>

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

KPIT prioritizes operational resilience through a robust business continuity management framework certified by ISO 22301:2019 standards. This integrated framework ensures consistent deployment across the Company. Subject matter experts oversee business continuity plans and conduct drills to facilitate seamless resumption in case of 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’s commitment to environmental responsibility extends to its supply chain. The Company reports minimal environmental impact from its value chain partners. This is achieved through a stringent Vendor Code of Conduct that mandates compliance with environmental regulations. All new partners must sign 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

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.



As an active member of multiple trade organizations and industry groups, KPIT participates in forums and working committee workshops to address issues affecting industry, business, products, customers, and other concerns relating to the wider stakeholder group. The Company demonstrates enduring support for ethical business practices, sustainability, social stability, and respect for human rights through its public policy advocacy efforts. KPIT collaborates with stakeholders to promote advocacy of sustainability challenges such as conservation of water, climate change, e-waste, education, and diversity. KPIT believes that by actively engaging in an advocacy effort and adhering to ethical principles, the Company can contribute to positive societal change and create greater impact.

Essential Indicators

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

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1	World Economic Forum (WEF)	International
2	Autonomous Vehicle Computing Consortium (AVCC)	International
3	Association for Standardization of Automation and Measuring Systems (ASAM)	International
4	Automotive Open System Architecture (AUTOSAR)	International
5	Charging Interface Initiative (CharIN)	International
6	Scalable Open Architecture for Embedded Edge (SOAFEE)	International
7	Confederation of Indian Industry (CII)	National
8	National Association of Software and Service Companies (NASSCOM)	National
9	Automotive Component Manufacturers Association of India (ACMA)	National
10	Maratha Chamber of Commerce Industries and Agriculture (MCCIA)	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.**

KPIT maintains an unwavering commitment to fair competition, with zero allegations of anti-competitive behavior on record in the reporting year. The Company's Code of Conduct is available on the website which reinforces the dedication to fostering an open as well as competitive market denouncing any involvement in unfair trade practices.

KPIT always emphasizes ethical and responsible conduct. This includes refraining from seeking proprietary information or engaging in any unlawful or unethical practices to gain a competitive advantage.

Business Responsibility & Sustainability Report (Contd.)

Immediate disclosure to the Head of HR is highly encouraged if any employee inadvertently obtains confidential information related to competitors. This ensures that transparency and integrity remain paramount in all business dealings. KPIT is committed to upholding the highest standards of ethical conduct and fair competition.

Name of authority	Brief of the case	Corrective action taken
Not Applicable		

Leadership Indicators

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

KPIT is an active participant and contributor within various industry alliances and consortia such as NASSCOM, ACMA, and MCCIA, among others. Additionally, the Company is engaged in technology-specific consortia like AUTOSAR, ASAM, and CharIN. The Company’s leaders and subject matter experts play pivotal roles in these forums, sharing insights, exchanging views, and discussing a wide range of topics. These discussions encompass future roadmaps, technological advancements, adoption strategies, experiences, government policy interventions, standards, and specifications. Through these interactions, KPIT remains at the forefront of innovation and collaboration within the industry. Refer the Public Advocacy policy link www.kpit.com/investors/policies-reports-filings/.

Business Responsibility & Sustainability Report (Contd.)

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



KPIT's Corporate Social Responsibility (CSR) policy adheres to the guidelines outlined in the Companies Act, 2013 and is aligned to have a stronger commitment towards the communities around. Corporate Social Responsibility (CSR) has been an integral part of KPIT's Philosophy since its inception. The Company believes in giving back to communities as a moral responsibility towards society, and this has been pivotal to KPIT's growth story. Being a socially responsible Company, KPIT continues to create a long-lasting impact through its technology and innovation driven CSR activities helping the less fortunate sections of society.

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
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Not Applicable. As per Rule 8(3) of the Companies (CSR Policy) Rules, 2014, KPIT is not required to conduct SIA, for any of its CSR projects for FY 2023-24. However, KPIT looks forward to conducting SIA during FY 2024-25, 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)
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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.

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

	FY 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Directly sourced from MSMEs / small producers	87.96%	90.13%
Directly from within India	11.74%	10.87%

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 2023-24 Current Financial Year	FY 2022-23 Previous Financial Year
Rural	NA	NA
Semi-Urban	NA	NA
Urban	NA	NA
Metropolitan*	100%	100%

(Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan)

*KPIT has offices in Metropolitan cities of the country.

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 SIA were carried out during FY 2023-24.

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

S. No.	State	Aspirational district	Amount spent (In ₹)
1	Andhra Pradesh	Visakhapatnam (Sparkle 2024)	Following are the project-wise CSR spent details during FY 2023-24
2	Karnataka	Raichur (Sparkle 2024)	
3	Madhya Pradesh	Vidisha (Sparkle 2024)	# Chhote Scientists: INR 7,012,995
4	Punjab	Moga (Sparkle 2024)	# KPIT SPARKLE: INR 9,847,696
5	Tamil Nadu	Virudhunagar (Sparkle, Shodh 2024)	# KPIT SHODH: INR 1,990,000
6	Arunachal Pradesh	Namsai (Chhote Scientists)	
7	Rajasthan	Sirohi (Chhote Scientists)	
8	Maharashtra	Osmanabad (Chhote Scientists)	

We are conducting these programs in 900 schools across eight states in India. The information in the table is provided with respect to the aspirational districts. However, the amount spent is the total amount spent on the respective programs.

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

No. While procuring goods/services from Micro, small and medium enterprises (MSME) vendors, KPIT treats them at par with non-MSME vendors. However, KPIT follows more preferential payment norms for MSME vendors. Most of the procurement includes high-end hardware, software, tools, etc. that are procured from OEMs/local partners and rest of the routine services for managing facilities, infrastructure etc. are availed through established vendors.

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

Not Applicable

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

Not Applicable. As KPIT is an IT service provider, its major procurement is for IT-related goods and services which are sourced through large multinational OEMs and distributors. However, it is the endeavor of KPIT to procure locally, sustainably and from marginalized /vulnerable suppliers for the administrative and canteen requirements. KPIT prefers local suppliers of goods and services to help create economic opportunities in the communities in which it operates.

Business Responsibility & Sustainability Report (Contd.)

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

Not Applicable, as the Company do not have any intellectual property based on traditional knowledge.

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

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

6. Details of beneficiaries of CSR projects:

S. No.	CSR project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups*
1.	Water Conservation Program and Vanarai bandhara (Bund) Construction	650 villagers from Malegaon, Mulshi, Pune and Nalwat Village, Taluka Velha, Pune, Maharashtra	100%
2.	Waste Management *	12,196	-
3.	Best Out of E-Waste Competition #	300	-
4.	Tree Plantation – Wildlife Research and Conservation Society (WRCS)- (2,000 trees were planted in FY 2023-24)	Not Applicable	Not Applicable
5.	Tree Plantation - 14 Trees Foundation (660 trees were planted in FY 2023-24)	Not Applicable	Not Applicable
6.	Chhote Scientists	89,899	This program covers all categories of students to promote STEM education
7.	vSolve Competition	440	This program covers all categories of students to promote STEM education
8.	KPIT Sparkle	19,766	This program covers all categories of students to promote STEM education
9.	KPIT Shodh	130	This program covers all categories of students to promote STEM education
10.	KPIT STEM Dialogues §	1,003	This program covers all categories of students to promote STEM education
11.	Pune Metropolitan District Tennis Association (PMDTA) - Encouraging Lawn Tennis	15	-
12.	Maharshi Karve Stree Shikshan Samstha & Swarjya (MKSSS) – Women Empowerment	270	100%
13.	Blood Donation Drives	1,374	Not Applicable
14.	Book Donation Drive	100	100%
15.	Cultural Events for children	358	100%
16.	School Kit Drive	2,190	100%
17.	Awareness on Plastic Usage at Bannerghatta National Park	600	Awareness was given to every visitor of the park on that day
18.	Support to self-help groups/NGOs	850	100%

Business Responsibility & Sustainability Report (Contd.)

S. No.	CSR project	No. of persons benefited from CSR projects	% of beneficiaries from vulnerable and marginalized groups*
19.	Support to self-help groups/NGOs	3,087	100%
20.	Annadaan Campaigns	450	100%
21.	Awareness Programs (Blood Donation, Workshops, Padma Samvaad, Talks on Carbon Footprint, Toxin-free lifestyle & Waste Management)	1,716	KPIT has organized awareness sessions for employees to create awareness about environmental issues, to encourage them to opt for sustainable lifestyle at individual level
22.	Cleanup Drives (River & Beach)	42 volunteers were engaged in 2 drives	KPIT has collected 28 bags of garbage during these cleanup drives (around 200kgs of garbage)

* By Waste management initiative, KPIT has collected and processed 54 tons of E-Waste & 30 tons of Plastic waste through around 12,196 participants.

Organized competitions for students to create awareness about e-waste.

\$ 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.



Considering the paradigm shift in consumer preferences for sustainable products and services, especially for Electrical Vehicles (EV), KPIT is actively contributing to the mobility industry by providing green technology, software, and services to various auto makers across the globe. The EV revolution is not only transforming the automotive industry but also reinforcing KPIT's environmental stewardship. KPIT is committed to continually innovating to enhance the customer experience by seeking constructive input from customers. The Company incorporates the feedback from the customer into the ongoing efforts to strengthen the position and elevate user satisfaction.

Essential Indicators

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

KPIT has established a robust mechanism for receiving and addressing client complaints. Each project within its contractual agreements includes comprehensive information regarding the designated team responsible for addressing queries and complaints, along with their respective contact details. Additionally, the hierarchical structure of responsibility is clearly delineated.

Clients and relevant stakeholders within the client's organization are encouraged to communicate queries or complaints to the designated team via email. Should any dissatisfaction arise, clients can escalate the matter to the next level of responsible personnel or the project lead.

Most of the queries are resolved at the project level, with a swift turnaround time for responses. Upon each project's conclusion, the KPIT team solicits customer feedback through a structured customer feedback form (CSAT). This CSAT form assesses various aspects, including project delivery, quality, cost management, project management effectiveness, responsiveness, value-added services for clients, and recommendations for improvement. Additionally, it invites suggestions aimed at enhancing KPIT's service delivery to ensure the highest level of client satisfaction.

KPIT has Zero Defect Delivery (ZDD) initiative in place to ensure delivery of the highest quality services. Achieving ZDD and excellence at every touch point is one of KPIT's key mission since this impact's clients' software quality, time to market, and investments. KPIT has brought in first-time right mindset with a rigorous emphasis on process implementation and its tight adherence.

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

	As a % to total turnover
Environmental and social parameters relevant to the product	Not Applicable, as KPIT is a service industry and do not manufacture any product.
Safe and responsible usage	
Recycling and/or safe disposal	

Business Responsibility & Sustainability Report (Contd.)

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

	FY 2023-24 (Current Financial Year)		Remarks	FY 2022-23 (Previous Financial Year)		Remarks
	Receive during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy			KPIT did not have any consumer complaints with respect to data privacy, advertising, cybersecurity, delivery of essential services, restrictive trade practices, or unfair trade practices in FY 2023-24			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 2022-23
Advertising						
Cyber-security						
Delivery of essential services						
Restrictive trade practices						
Unfair trade practices						
Other						

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

	Number	Reason for Recall
Voluntary recalls	0	0
Forced recalls	0	0

KPIT is not a manufacturing company hence there are no recalls on account of safety issues.

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.

Yes, KPIT has a Data privacy policy and the Company stands at the forefront of safeguarding the technological landscape with a comprehensive suite of security measures. The Company's commitment to confidentiality, integrity, and availability of systems and data is unwavering.

KPIT has fortified its defenses against evolving risks, including the expansion of device surfaces, by securing robust cyber insurance coverage. KPIT's global cyber security framework is precisely crafted, spanning governance, policies, training, and incident management. KPIT's approach includes proactive measures such as privacy impact assessments, data mapping, and third-party oversight to ensure compliance across geographies.

To ensure the highest standards of information security, the Company maintains certifications in accordance with leading international standards such as Information Security Management (ISO/IEC 27001) and TISAX. TISAX is an European automotive industry-standard information security assessment catalog, focusing on key aspects of information security such as data protection and connections to third parties. Also, KPIT adheres to various statutory and regulatory compliance standards to safeguard the confidentiality, integrity, and availability of data provided to each client. KPIT is committed to upholding the trust and confidence of the clients by maintaining the highest levels of security and compliance across the operations.

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 instances relating to advertising, and delivery of essential services; cyber security and data privacy of customers, re-occurrence of instances of product recalls, or penalty / action taken by regulatory authorities on safety of products / services.

7. Provide the following information relating to data breaches:

- a. Number of instances of data breaches
None

Business Responsibility & Sustainability Report (Contd.)

- b. Percentage of data breaches involving personally identifiable information of customers
Not Applicable
- c. Impact, if any, of the data breaches
Not Applicable

Leadership Indicators

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

KPIT Technologies is a global partner to the automotive and mobility ecosystem for making software-defined vehicles a reality. It is a leading independent software development and integration partner helping mobility move towards a clean, smart, and safe future. KPIT has a long-term relationship and engagement with its client, as a part of which it provides services, tools, platform, and accelerators (TPAs) based on specific client programs. A summary of all KPIT solutions, services and products is available on its website www.kpit.com

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

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

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

KPIT has a Business Continuity Plan (BCP) in place to ensure continual engagement and communication with all the stakeholders amongst its clients. The BCP is a comprehensive plan with multilevel communication with clients, backed by a technology engagement plan covering detailed steps across various aspects of each program, that helped clients with their own BCP, anticipating challenges in their business while addressing them with technological solutions.

Clients have appreciated the swiftness of KPIT's response, quality control, data protection and the level of support to ensure business continuity. With the select strategic clients, KPIT has a periodic review with client's senior management and KPIT leadership, to review and assess all aspects and future of the engagement. Such forums are utilized to understand the future roadmap from clients and share KPIT's update on its solutions and services.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

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

5. 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)

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