MPHASIS LIMITED

Business Responsibility and Sustainability Report 2026

Mphasis
The Next Applied

Accelerating AI at Scale

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Statement from the CEO

Dear Stakeholders,

It is with great pride and a deep sense of purpose that I present our Business Responsibility and Sustainability Report (BRSR) for FY2025-26, reflecting Mphasis' steadfast commitment to sustainable growth, responsible innovation, and the creation of enduring value for all our stakeholders.

At Mphasis, the application of technology for sustainability is not merely a strategic priority, it is a fundamental principle that informs our governance, operations, and decision-making processes. Our conviction remains unwavering: innovation and digital transformation are critical enablers in addressing the evolving environmental and social challenges of our time. Guided by our core philosophy of being Hi-tech, Hi-touch, and Hi-trust, we continue to embed sustainability across every dimension of our business, setting industry benchmarks by addressing real-world challenges with intent and impact.

This year's report is a testament to the tangible progress we have made, and I am delighted to share the milestones that underscore our purpose-driven growth.

Strengthening Our Climate Commitment

Our commitment to the Science Based Targets initiative (SBTi) for greenhouse gas (GHG) reduction represents a pivotal step in aligning Mphasis with the global movement toward meaningful climate action. By anchoring our emissions reduction strategy in the latest climate science and the goals of the Paris Agreement, we are ensuring that our environmental ambitions are both rigorous and credible. I am particularly proud that our CDP score has improved from C to B, a meaningful advancement that reflects the maturity and transparency of our climate disclosure and action framework.

Our ESG Performance

At Mphasis, we believe that strong ESG performance is a vital benchmark of our commitment to responsible business practices, and this year, the numbers tell a compelling story that validates the depth and consistency of our efforts. Our S&P Global ESG Score stands at 73, sustaining our position among the highest-rated companies in the Information Technology category within the S&P Global Corporate Sustainability Assessment. We are equally proud to have been featured in the S&P Global Sustainability Yearbook 2026, a distinction reserved for top-performing companies within their respective industries, a recognition that underscores the consistency and credibility of our sustainability journey. EcoVadis score of 55/100, further reinforcing our commitment to transparency, responsible operations, and continuous improvement. We continue to maintain an A (Average) MSCI Rating, reflecting robust performance across corporate governance, human capital development, and carbon emission planning. Our CRISIL ESG Score has risen to 64, continuing its upward trajectory from 59 in 2021, a clear indicator of sustained and progressive improvement. Our Morningstar Sustainalytics ESG Risk Rating has improved significantly to 15.56, placing us firmly in the low-risk category and reinforcing the resilience of our sustainability strategy. Additionally, we achieved an NSE ESG Rating of 73, further affirming our standing as a leader in responsible corporate conduct. Together, these achievements are not merely accolades; they are affirmations of the culture of accountability, transparency, and continuous improvement that defines Mphasis, and they fuel our determination to raise the bar even higher in the years ahead.

Technology as a Force for Good

As a responsible and forward-thinking corporate citizen, Mphasis is uniquely positioned at the intersection of technology and sustainability. Our focus on delivering AI-powered value to businesses worldwide continues to accelerate, and we remain committed to harnessing the transformative potential of artificial intelligence, cloud computing, and digital platforms, not only to drive business outcomes but also to enable sustainable solutions for our clients and communities.

Social Impact and Inclusion

Our commitment to social responsibility extends beyond environmental stewardship. We continue to foster a diverse, equitable, and inclusive workplace, invest in human capital development, and engage meaningfully with the communities we serve. These efforts reflect our belief that true corporate success must be measured not only by financial performance but also by the positive difference we make in people's lives.

Statement from the CEO

Assurance and Transparency

In keeping with our commitment to the highest standards of disclosure, this report is prepared in accordance with Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and forms part of our Annual Report. We have appointed Bureau Veritas as our independent assurance provider, reinforcing the credibility and reliability of the information presented herein. The details of our sustainability goals, progress, and targeted initiatives are available on our website at www.mphasis.com.

Looking Ahead

As I look to the future, I am energized by the possibilities that lie ahead. The challenges facing our world, from climate change to social inequality, are complex and urgent, but I firmly believe that companies like Mphasis have both the responsibility and the capability to be catalysts for transformative change. We will continue to push boundaries, deepen our sustainability commitments, and strive for excellence in everything we do.

Together with our employees, clients, partners, and communities, we are shaping a more sustainable, equitable, and resilient future. Thank you for your continued trust and partnership on this journey.

Sincerely,
Nitin Rakesh
CEO & Managing Director, Mphasis

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2026

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1	Corporate Identity Number (CIN) of the Company	L30007KA1992PLC025294
2	Name of the Company	Mphasis Limited
3	Year of incorporation	1992
4	Registered office address	Bagmane World Technology Center, Marathahalli Outer Ring Road, Doddanakundi Village, Mahadevapura, Bengaluru- 560 048, India
5	Corporate office address	Bagmane World Technology Center, Marathahalli Outer Ring Road, Doddanakundi Village, Mahadevapura, Bengaluru- 560 048, India
6	E-mail	investor.relations@mphasis.com
7	Telephone	+91 080 67504613/1500
8	Website	www.mphasis.com
9	The financial year for which reporting is being done	FY 2025-26
10	Name of the stock exchange(s) where shares are listed	The National Stock Exchange of India Limited (NSE) BSE Limited (BSE)
11	Paid-up capital	₹ 1,908.20 million
12	Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Mr. Mayank Verma Senior Vice President and Company Secretary Telephone: +91-08067504613 E-mail id: mayank.verma1@mphasis.com
13	Reporting boundary	Disclosures made in this report are on a standalone basis and pertain to Mphasis Limited.
14	Name of assurance provider	Bureau Veritas (India) Pvt Limited
15	Type of assurance obtained	Reasonable Assurance of BRSR Core Indicators (ISAE 3000)

II. Products/services

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

S. No	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Computer programming activities	Computer programming activities (IT consultancy, Information, and communication services, etc.)	100%

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

S. No	Description of the main activity	NIC Code	% of turnover contributed
1	Computer programming activities	6201	100%

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	0	15	15
International	0	30	30

**Please note these facilities/offices and locations include Mphasis Ltd and all its subsidiaries.*

Mphasis has offices in:

- National locations: National Location – Bangalore (5), Chennai (2), Hyderabad (3), Mangalore (1), Mumbai (1), Noida (1) & Pune (2)
- International locations: Argentina, Australia, Canada (2), China (2), France (2), Germany, Mexico (2), Saudi Arabia, Singapore, Taiwan, The Netherlands, UK (3) & USA (12)

19. Markets served by the entity:

a. Number of locations:

Locations	Number
National (No. of states)	5
International (No. of countries)	20

- National locations: Bengaluru, Chennai, Hyderabad, Mangalore, Mumbai, Noida, and Pune.
- International locations: Australia, Argentina, Belgium, Canada, China, Costa Rica, France, Germany, Ireland, Jordan, Kingdom of Saudi Arabia, Malaysia, Mexico, Netherlands, Poland, Singapore, Spain, Taiwan, the United Kingdom, and the United States of America.

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

Mphasis Limited's export sales percentage is 90% for FY26.

c. A brief on types of customers

We serve customers from diversified industry sectors such as banking, capital markets, insurance, hospitality, healthcare, travel & transportation, energy & utilities, manufacturing, life sciences, logistics, consumer products and airlines. We provide application services, blockchain, business process services, cybersecurity, devops automation services, infrastructure services, next-gen data, and Salesforce consulting and COE services.

Note: More information on our customers is available on our company website: www.mphasis.com

IV. Employees

20. Details as of the end of the financial year:

a. Employees and workers (including differently abled)

S.No	Particulars	Total (A)	Male		Female		Others	
			No. (B)	% (B/A)	No.(C)	% (C/A)	No.(D)	% (D/A)
Employees								
1.	Permanent (D)	23,452	15,289	65.19%	8,159	34.79%	4	0.02%
2.	Other than permanent (E)	636	442	69.50%	194	30.50%	-	%
3.	Total employees (D + E)	24,088	15,731	65.31%	8,353	34.68%	4	%
Workers								
4.	Permanent (F)	Not Applicable						
5.	Other than permanent (G)							
6.	Total workers (F + G)							

*Please note that until FY 2024-25, the organization reported workforce data under two separate categories; "Employees" and "Workers" for our BRSR report. However, as an IT sector organization, our entire workforce is classified as "Employees" as per the organization's employment structure, and no individuals fall under the "Workers" category as defined under the BRSR guidelines. Accordingly, effective this reporting year onwards (FY 2025-26), all workforce-related data will be comprehensively captured and reported under the "Employees" category, ensuring accurate and streamlined reporting aligned with our actual workforce composition.

b. Differently abled employees and workers

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
Differently abled employees						
1.	Permanent (D)	105	76	72.38%	29	27.61%
2.	Other than permanent (E)	7	5	71.42%	2	28.57%
3.	Total differently abled employees (D + E)	112	81	72.32%	31	27.67%

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently abled workers					
4.	Permanent (F)	Not Applicable				
5.	Other than permanent (G)					
6.	Total differently abled workers (F + G)					

* Please note that until FY 2024-25, the organization reported workforce data under two separate categories; "Employees" and "Workers" for our BRSR report. However, as an IT sector organization, our entire workforce is classified as "Employees" as per the organization's employment structure, and no individuals fall under the "Workers" category as defined under the BRSR guidelines. Accordingly, effective this reporting year onwards (FY 2025-26), all workforce-related data will be comprehensively captured and reported under the "Employees" category, ensuring accurate and streamlined reporting aligned with our actual workforce composition.

21. Participation/inclusion/representation of women

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	11	1	9%
Key Management Personnel (Including Chief Executive Officer and Managing Director)	3	0	0%

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

Particulars	FY 2025 - 26			FY 2024-25			FY 2023-24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	33.53%	37.74%	34.99%	27.15%	26.33%	26.93%	27.51%	30.85%	26.31%
Permanent Workers	-	-	-	48.64%	46.02%	47.16%	21.68%	24.00%	22.71%

* Please note that until FY 2024-25, the organization reported workforce data under two separate categories; "Employees" and "Workers" for our BRSR report. However, as an IT sector organization, our entire workforce is classified as "Employees" as per the organization's employment structure, and no individuals fall under the "Workers" category as defined under the BRSR guidelines. Accordingly, effective this reporting year onwards (FY 2025-26), all workforce-related data will be comprehensively captured and reported under the "Employees" category, ensuring accurate and streamlined reporting aligned with our actual workforce composition. Hence, turnover data for permanent workers is not applicable to the organization.

V. Holding, Subsidiary and Associate Companies (including joint ventures)

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ 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	BCP Topco IX Pte. Ltd	Holding*	30.55%	Yes
2	Mphasis Software and Services (India) Private Limited	Subsidiary	100%	Yes
3	Msource (India) Private Limited	Subsidiary	100%	Yes
4	Mrald Services Private Limited	Subsidiary	100%	Yes
5	Mphasis Arabia Limited	Subsidiary	100%	Yes
6	Mphasis (Shanghai) Software and Services Co. Limited	Subsidiary	100%	Yes
7	Mphasis Digi Information Technology Services (Shanghai) Limited	Subsidiary	100%	Yes
8	Mphasis Pte Limited	Subsidiary	100%	Yes
9	Mphasis Philippines Inc.	Subsidiary	100%	Yes
10	Mphasis Lanka (Private) Limited	Subsidiary	100%	Yes
11	Mphasis Consulting Limited	Subsidiary	100%	Yes

S. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding/ 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)
12	Mphasis UK Limited	Subsidiary	100%	Yes
13	Datalytyx Limited	Subsidiary	100%	Yes
14	Datalytyx MSS Limited	Subsidiary	100%	Yes
15	Dynamyx Limited	Subsidiary	100%	Yes
16	Mrald Limited	Subsidiary	100%	Yes
17	Mrald Services Limited	Subsidiary	100%	Yes
18	eBECS Limited	Subsidiary	100%	Yes
19	Mphasis Belgium BV	Subsidiary	100%	Yes
20	Mphasis Deutschland GmBH	Subsidiary	91%	Yes
21	Mphasis Ireland Limited	Subsidiary	100%	Yes
22	eBECS Business Solutions (Ireland) Limited	Subsidiary	100%	Yes
23	Mphasis Europe B.V.	Subsidiary	100%	Yes
24	Mphasis Poland sp.z.o.o.	Subsidiary	100%	Yes
25	Mphasis Wyde SASU	Subsidiary	100%	Yes
26	Mphasis Corporation	Subsidiary	100%	Yes
27	Mphasis Infrastructure Services Inc.	Subsidiary	100%	Yes
28	Mphasis Wyde Inc.	Subsidiary	100%	Yes
29	Wyde Corporation	Subsidiary	100%	Yes
30	Stelligent Systems LLC	Subsidiary	100%	Yes
31	Digital Risk, LLC	Subsidiary	100%	Yes
32	Digital Risk Mortgage Services, LLC	Subsidiary	100%	Yes
33	Digital Risk Services LLC	Subsidiary	100%	Yes
34	Investor Services, LLC	Subsidiary	100%	Yes
35	Blink Interactive, Inc.	Subsidiary	100%	Yes
36	Mphasis Solutions Services Corporation	Subsidiary	100%	Yes
37	Sonnick Partners LLC	Subsidiary	100%	Yes
38	Shift US Holdings LLC	Subsidiary	100%	Yes
39	Wyde Solutions Canada Inc.	Subsidiary	100%	Yes
40	Silverline Canada Holdings, Inc.	Subsidiary	100%	Yes
41	Mphasis Brazil Ltd	Subsidiary	100%	Yes
42	Mphasis Australia Pty. Ltd	Subsidiary	100%	Yes
43	Msource Mauritius Inc.	Subsidiary	100%	Yes

**BCP Topco IX Pte. Ltd is the holding company as per Section 2(87)(i) of the Companies Act, 2013*

VI. CSR details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013 : Yes

(ii) Turnover (in ₹) : 96,528.89 million

(iii) Net worth (in ₹) : 64,743.02 million

VII. Transparency and disclosures compliances

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

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	FY 2025 - 26		FY 2024 - 25	
		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
Communities	Yes, www.mphasis.com/home/corporate/contactus.html	0	0	0	0
Investors (other than shareholders)	Yes, (investor.relations@mphasis.com)	0	0	0	0
Shareholders	Yes, (investor.relations@mphasis.com)	0	0	3	0
Employees and workers	Yes, Mphasis maintains a Whistleblower Policy to facilitate stakeholders in reporting observed unethical practices, regardless of their legality, to the whistleblower custodian while maintaining anonymity if preferred. Various reporting channels are provided for actual or suspected fraud or violations of the company's Code of Conduct or Ethics Policy, including email to whistleblower@mphasis.com, written submissions to the whistleblower drop box at respective company locations, and reporting via the whistleblower hotline.	12	0	5	0
Customers	Yes, for our customers we have a 'Contact us' form on the company website, which we use to receive feedback or requests for responses. We also have a documented process for soliciting customer feedback at a predefined interval (half yearly).	0	0	0	0
Value Chain Partners	Yes, various reporting channels are provided for actual or suspected fraud or violations of the company's Code of Conduct or Ethics Policy, including email to whistleblower@mphasis.com, written submissions to the whistleblower drop box at respective company locations, and reporting via the whistleblower hotline. For value chain partners, we also have a 'Contact us' form on the company website, which we use to receive feedback or requests for responses.	0	0	0	0
Other (please specify)	Yes, Mphasis maintains an authorized corporate investigation team tasked with providing support to all relevant functionaries in conducting thorough and professional investigations into the majority of complaints. This investigation team comprises qualified investigators.	0	0	0	0

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.

S. 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	Data privacy/ Cyber / IT System Security and Resilience	R	1. As a leading provider of IT services, Mphasis must have policies, procedures, and systems in place to safeguard data and increase resistance to cyberattacks because the IT services industry is consistently one of the most targeted industries. World Economic Forum's Global Cybersecurity Outlook 2024 emphasizes the increasing cybersecurity risks, particularly due to the rapid adoption of AI technologies. "The risks include phishing, ransom ware, and social media manipulation through deepfakes, which present serious challenges to sector 2. Poor data and systems management can seriously harm Mphasis's reputation and can cause doubt among stakeholders and staff about the company's ability to protect private data. Furthermore, a data breach can also have serious financial repercussions.	1. A dedicated Global Data Privacy Officer (GDPO) is appointed to oversee, manage, and maintain Data Privacy Compliance and Program Governance in accordance with global data privacy laws, standards, regulatory requirements, and internal policies. The GDPO is responsible for managing and responding to Data Subject Request Rights (DSRRs), addressing individual grievances related to processing of their personal data, and overseeing the investigation and remediation of personal data breaches, where applicable. 2. The Data Privacy Office (DPO) at Mphasis conducts internal audits at least annually to assess and monitor whether required data privacy controls are effectively implemented. Mphasis DPO facilitates Audits conducted by external parties to validate the effectiveness of the data privacy controls deployed. A mandatory Annual Data Privacy training course is made available to all the employees to raise awareness on safeguarding their information and company-wide security / privacy practices. 3. Mphasis is certified under the Privacy Information Management System (ISO/IEC 27701:2019), demonstrating our commitment to data privacy and/or data protection, accountability, governance and compliance with applicable global privacy laws and regulations.	**Negative**

S. 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)
				Mphasis operates a mature, risk-driven Information Security and Business Continuity Management framework, certified against ISO/IEC 27001 and ISO 22301 standards. The effectiveness of controls is independently assessed on an annual basis through SOC 1 Type 1 and SOC 2 Type 2 audits. Further strengthening its governance posture, Mphasis has obtained HITRUST r2 certification—the highest level of assurance under the HITRUST framework—demonstrating alignment with globally recognized security, privacy, and regulatory requirements.	
2	Business Ethics	R&O	Businesses must be transparent, accountable, and ethical to gain stakeholders' trust. By following ethical guidelines, IT companies can safeguard customer data and privacy, ensure fair treatment of employees and stakeholders, maintain transparency in operations and management, foster innovation and social responsibility and can mitigate the risk of insider trading.	1. The Board of Directors along with the Chief Ethics and Compliance Officer provides oversight and promotes responsible governance practices across the Company. 2. The Board Committees ensure adherence to the highest standards of corporate governance by setting internal policies on responsible business conduct which has been effective. Such policies include Code of Business Conduct (CoBC), Anti-bribery and Anti-corruption Policy, Anti-Slavery Policy, Prevention of Insider Trading and the Whistleblower Policy. 3. The Company whistle-blower mechanism enables all our stakeholders to report any suspicious eventualities that come to their attention, by writing to whistleblower@mphasis.com. Written complaints can also be dropped into the whistle-blower drop box present at the company's location.	**Positive**

S. 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	Customer centricity/ satisfaction	R&O	1. The clarity, accuracy, and transparency of marketing statements, service descriptions, terms, and processes are crucial in building a strong relationship between customers and companies.2. Customers need precise and sufficient information to make informed purchasing decisions. For Mphasis, this involves providing reliable information about their services.	The Company has a well-defined process to proactively measure the levels of customer satisfaction and obtain feedback from various perspectives, including, the satisfaction of the customer with the present work, growth of the account, and innovative and cost-effective solutions offered by the Company. Customer satisfaction (CSAT) surveys are conducted biannually with both Operational and Strategic stakeholders of the customer. For a CSAT score less than 3.5, a service improvement plan is established by the delivery team, and actions are agreed upon with the customer and tracked to closure. CSAT Score is measured on a scale of 1 to (5 being the highest). The CSAT scores are closely reviewed and monitored by the Company Board.	**Positive**
4	Protection of human rights	R	As part of Mphasis' human rights due diligence process, the Company identified that human rights risks can potentially occur across the Company's value chain – discrimination, excessive working hours, pay parity, etc., External stakeholders that are subject to human rights risks include external employees, customers and suppliers. A focus on human rights builds greater transparency and accountability, benefiting stakeholders by promoting ethical business relationships, reducing risks, and enhancing long-term sustainability.	We are committed to ensuring human rights are respected and upheld across our operations. Our publicly available Human rights statement, CoBC, Anti-bribery and Anti-corruption Policy and Anti-Slavery Policy encourage our people to conduct business lawfully, ethically and in the best interest of Mphasis. These policies explicitly forbid violations of human rights. Mphasis takes responsibility to address workplace issues such as working hours, child labor, forced labor, non-discrimination, health and safety, and the environment. Mphasis has a grievance redressal mechanism related to the policy/policies to address stakeholders' grievances related to the policies and the human rights issues.	**Negative**

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate Positive or negative implications)
5	Climate change	R&O	Greenhouse gas (GHG) emissions resulting from fossil fuel use in our direct operations contribute to global warming. Failure to reduce GHG emissions could result in increased mean surface temperatures, leading to wider systemic impacts such as sea level rise, extreme weather-related events, coral bleaching, climate related migration, social inequality and hinder food security. Consequently, these impacts can disrupt our operations and supply chain. Given the growing focus on corporate responsibility in addressing climate change, inability to effectively manage the GHG emissions may expose the business to regulatory scrutiny, loss of brand reputation and misalignment with customer expectations. However, climate change also presents opportunities for Mphasis to innovate and offer climate/carbon-related solutions to its customers. These solutions not only help combat climate change but also create new markets and revenue streams for the company. Adopting climate-positive practices can strengthen relationships with environmentally conscious stakeholders and position the company as a leader in the green IT sector.	Some of the steps taken by Mphasis to address the risks posed by Climate Change include: - Our formal commitment to the Science Based Targets Initiative (SBTi). We plan to comprehensively inventorize our GHG emissions and set targets in the coming year. - Increasing share of renewable energy in energy mix - Inventorization of GHG emissions (Scope 1, Scope 2, Scope 3 (partly) - Commitment for 5% energy reduction YoY and 1% Carbon Footprint reduction YoY - Release of Climate Whitepaper, aligned with Task Force on Climate-related Financial Disclosures (TCFD) requirements - The use of energy-efficient equipment and adoption of energy saving initiatives at all Mphasis facilities.	**Negative**

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2026

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	YES								
b. Has the policy been approved by the Board? (Yes/No)	YES								
c. Web Link of the Policies, if available									
Principle 1: Ethics, transparency	Whistle Blower Policy Code of Business Conduct Anti Bribery and Anti Corruption								
Principle 2: Product and service responsibility	EHS Policy Mphasis Sustainable Supply Chain Management Policy Mphasis Supplier Code of Conduct								
Principle 3: Human resources	POSH Global POSH India								
Principle 4: Responsive to stakeholders, particularly the marginalized	Code of Business Conduct Supplier code of Conduct								
Principle 5: Respect for human rights	Anti Slavery Policy Mphasis Limited Human Rights Statement								
Principle 6: Environmental responsibility	EHS Policy								
Principle 7: Public policy advocacy	Code of Business Conduct								
Principle 8: Inclusive growth	CSR Policy Mphasis Sustainable Supply Chain Management Policy								
Principle 9: Customer engagement	Privacy Policy								
2. Whether the entity has translated the policy into procedures. (Yes/No)	YES								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	YES								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.									
Principle 1: Ethics, transparency	ISO 27701 for Privacy Information Management System (PIMS), ISO 42001 for Artificial Intelligence Management System and ISO 22301 for Business Continuity								
Principle 2: Product and service responsibility	ISO 9001 for Quality Management system.								
Principle 3: Human resources	ISO 45001 for Occupational health and safety management system.								
Principle 4: Responsive to stakeholders, particularly the marginalized	Stakeholder engagement mechanisms aligned with UNGC principles and ESG governance practices (if applicable)								
Principle 5: Respect for human rights	Aligned to International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, United Nations Global Compact (UNGC)								
Principle 6: Environmental responsibility	ISO 14001 for Environmental management system, Leadership in Energy and Environmental Design (LEED Platinum)								
Principle 7: Public policy advocacy	UNGC Principles, OECD Guidelines for Multinational Enterprises, ISO 37001 (if implemented), Anti-Bribery & Anti-Corruption Frameworks								

Principle 8: Inclusive growth	UN Sustainable Development Goals (SDGs), Community Investment and CSR Frameworks
Principle 9: Customer engagement	ISO 9001 (Quality Management System), Customer Satisfaction and Service Excellence Frameworks
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	
Principle 1: Ethics, transparency	50% of service contracts to meet sustainability benchmarks by 2027
Principle 2: Product and service responsibility	• Increase diversification in procurement from diverse suppliers by 20% in 3 years
Principle 3: Human resources	**Diversity, Equity & Inclusion Commitments*:** • As part of our DEI commitment, the Company aims to maintain a workforce gender representation of 65% Male and 35% Female employees across its operations, while ensuring fair and merit-based recruitment, retention, career development, and leadership opportunities for all employees. **Community Involvement Commitments:** • Increase employee volunteer hours by 15% by 2027.
Principle 4: Responsive to stakeholders, particularly the marginalized	• The Company aims to maintain a minimum 0.5% representation of Persons with Disabilities (PwD) in its workforce.
Principle 5: Respect for human rights	Target an annual increase of 0.25 percentage points in completion rates of Human Rights training from FY2027 onwards, supported by regular progress monitoring and review Foster inclusive leadership and equitable opportunities for growth across the organization 15% of managers trained on mental health sensitization by FY'27 100% of employees covered under professional mental health counselling programs by FY'27
Principle 6: Environmental responsibility	• Emissions Reduction and Energy Management Commitments: ❖ Reduce GHG emissions (Scope 1 & 2) 1% annually. ❖ Achieve carbon neutrality by 2035. ❖ Decrease carbon footprint by 1% each year. ❖ Energy consumption to sustain below 1.75Kwh per sq. ft. • Waste Management ❖ Achieve 100% waste disposal to only certified and government authorized vendors.
Principle 7: Public policy advocacy	No targets
Principle 8: Inclusive growth	• Maintain 15% consistent women representation on the Board (currently we are at 9%) • Increase women in top management to 14% by FY'27 • Increase women representation in the organization to 35% by FY'27
Principle 9: Customer engagement	Customer Satisfaction Commitments*: Maintain an average CSAT Score of 4.5 / 5 or above *Please note that all social and governance targets are for the Mphasis Group.
6. Performance of the entity against specific commitments, goals and targets along with reasons in case the same are not met.	• Emissions Reduction and Energy Management: ❖ In FY 2026, Scope 1 emissions decreased by 39.8%and Scope 2 emissions decreased by 3.78% ❖ Carbon footprint decreased by 7.03%. ❖ Energy consumption decreased by 3.77%. • Customer satisfaction: ❖ CSAT score in FY 2026 is /4.45 • Diversity, Equity & Inclusion* ❖ Representation of Women Board of Directors in FY 2026 is 09%. ❖ The gender ratio in FY 2026 was 35:65 (F: M). ❖ 19.80% of suppliers belong to the diverse supplier category. ❖ 0.34% of persons with disability in the workforce in FY 2026

	• Sustainable Procurement ❖ Procurement from diverse suppliers is at 11.42% ❖ 100% waste disposal is done through certified and government authorized vendors. ❖ 100% of our service contracts meet sustainability benchmarks *Please note that the social and governance performance is for the Mphasis Group, and the numbers mentioned here are not specific to India alone.
Governance, leadership and oversight	
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) Please refer to the 'Statement from the CEO'	
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Nitin Rakesh Chief Executive Officer and Managing Director (CEO and MD) DIN:00042261
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.	Yes. The decisions on sustainability-related matters are taken jointly by the Chairperson of the Board of Directors, the CEO & MD, and two Directors of the Company. ESG matters are overseen by two committees: the CSR Committee, which governs ESG strategy, policies, disclosures, and initiatives, ensuring alignment with business priorities and the Risk Governance and Management Committee (RGMC) which monitors ESG and climate-related risks and ensures their integration into the enterprise risk framework. Together, the two Board committees provide comprehensive oversight of sustainability-related issues, and they are discussed as part of the Board's agenda, at least annually. At a management level, the Company's ESG Steering Committee is responsible for the execution of Mphasis' ESG Strategy.

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)
Performance against above policies and follow up action	Reviewed by concerned departments/ business heads and by Committee of the Board on periodic basis	
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Reviewed by concerned departments/ business heads and by Committee of the Board on periodic basis	

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.

No. However, the policies are reviewed during the entity-level controls as part of the internal Financial Control audit conducted by an external agency.

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

Not applicable

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2026

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1 Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. **Percentage coverage by training and awareness programmes 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	% age of persons in respective category covered by awareness programmes
Board of Directors	1	The awareness programme focused on key industry trends, emerging market dynamics, and evolving business models. It enhanced the Board's understanding of sector developments and supported informed strategic decision-making aligned with long-term business objectives. Further, matters related to significant regulatory developments, risk, compliance and legal matters are regularly discussed and deliberated upon in board meetings and committee meetings	100%
Key Managerial Personnel	4	Mphasis's Information Security Management System (ISMS), Data Privacy (PIMS), Insider Trading and CoBC serves to guide our actions, which are governed by integrity, honesty, fair dealing, and compliance with all applicable laws	100%
Employees other than BoD and KMPs	3	Mphasis's Information Security Management System (ISMS), Data Privacy (PIMS) and CoBC serves to guide our actions, which are governed by integrity, honesty, fair dealing, and compliance with all applicable laws	100%
Workers	Not Applicable		

All Mphasis employees are trained on the Code of Business Conduct. The mandatory certification on CoBC is designed to provide a framework against which conduct, and behavior can be measured. It covers in detail the expected code as but is not limited to the equal opportunity employer, data and people privacy, conflict of interest, insider trading, bribery, and improper payment, compliance and sanction obligations, intellectual property, Business Continuity Management System (BCMS), human rights, safe and secure work environment, POSH, etc.

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):

   No prosecution was initiated, and no penalties were imposed by any statutory authorities under the Companies Act 2013, Depositories Act 1996, SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015, Securities Contracts (Regulation) Act 1956, and other SEBI Regulations, as amended from time to time, against/on the Company, its directors and officers. For other details, you may refer to the Corporate Governance report filed with the Stock Exchanges.

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

   Not applicable.

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

   Yes, Mphasis has an Anti-Bribery and Anti-Corruption Policy, reflecting our zero-tolerance stance towards unethical practices. Committed to ethical conduct, the policy mitigates associated risks and upholds our code of conduct, ensuring integrity across all levels of the company.

   Link to the policy: ABAC Policy

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

Particulars	FY 2025-26	FY 2024-25
Directors	Nil	Nil
KMPs		
Employees		
Workers		

6. **Details of complaints with regard to conflict of interest:**
There are no complaints received in relation to the conflict of interest between directors and KMPs in the current as well as in the previous financial year.

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.

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

Particulars	FY 2025-26	FY 2024-25
Number of days of accounts payables	33.14	26.98*

*The number has been revised and restated. The figure disclosed last year inadvertently reflected consolidated operations and has now been corrected to reflect standalone operations.

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 & investments, with related parties in the following format:

Parameter	Metrics	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	NA	NA
	b. Number of trading houses where purchases are made from	NA	NA
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	NA	NA
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	NA	NA
	b. Number of dealers / distributors to whom sales are made	NA	NA
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	a. i) Purchases (Purchases with related parties / Total Purchases)	36,412.09	35,278.16
	ii) Total Purchases	40,561.81	40,034.96
	iii) Purchases (Purchases with related parties / Total Purchases)	89.77%	88.12
	b. i) Sales (Sales to related parties)	12,266.08	5,460.69
	ii) Total Sales	94,671.23	92,710.47
	iii) Sales (Sales to related parties / Total Sales)	12.96%	5.89%

Parameter	Metrics	FY 2025-26	FY 2024-25
	c. i) Loans & advances given to related parties	0	0
	ii) Total loans & advances	41.88	305.84
	iii) Loans & advances (Loans & advances given to related parties / Total loans & advances)	0%	0%
	d i) Investments in related parties	20,830.20	20,830.20
	ii) Total Investments made	31,499.90	36,465.67
	iii. Investments (Investments in related parties / Total Investments made)	66.12	57.12%

Note: Most of our purchases are services, so trading house concept may not apply to us for sales and services.

Leadership Indicators

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

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
02	**Supplier code of conduct:** Ethical Dealings, Environment, Legal dealings, Modern slavery, Child labor, PoSH, Supplier social responsibility including Health and safety, Intellectual property, Confidentiality, Use of Mphasis assets and electronic resources, Consequences of termination, Violations of this code of conduct, Feedback, Whistle blower policy. **Sustainable supply chain management policy:** General obligations, Compliance with laws, Human rights, POSH, Expectations from our suppliers for sustainable growth, Supplier assessment, Supplier performance evaluation.	100%

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.**

   The Company has implemented comprehensive mechanisms to identify, prevent, and appropriately manage any conflicts of interest involving Board members. These include:

   a) Declaration of Interest: Board members are required to disclose, at the time of appointment and on a periodic basis thereafter, any financial interests, associations, or relationships that may influence their judgment, in accordance with applicable statutory obligations.

   b) Code of Conduct: Our Company's Code of Business Conduct (CoBC) provides comprehensive guidelines for our directors, ensuring compliance with legal standards and regulations. This includes strict prohibitions against bribery and corruption, as well as directives for managing conflicts of interest ethically. The CoBC is publicly accessible, and we strongly encourage all employees and Board members to adhere to its principles. It serves as a detailed framework for conducting business with the highest integrity.

   c) Related Party Policy: The Company follows a Related Party Policy, overseen by the Audit Committee and Board, in accordance with the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, and the Companies Act, 2013, to regulate transactions involving related parties.

   Link to CoBC

   Link to RPT Policy

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe

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

Particulars	FY 2025-26	FY 2024-25	Details of improvements in environmental social impacts
R&D	0.00%	0.00%	NA
Capex	0.33%	13.07%	As part of our sustainability and energy optimization initiative, we replaced outdated R22-based AC units and CFL lighting with energy-efficient VRF systems using R410A refrigerant and LED fixtures. The Energy consumption is monitored on daily basis through the company developed energy management system software.

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

   Yes, Mphasis implements a sustainable sourcing strategy in line with our Sustainable Supply Chain Management Policy, emphasizing environmental and social considerations in our procurement processes. As part of our supplier selection procedure, we employ a comprehensive registration form that suppliers must complete. This helps us ensure a thorough assessment and proper evaluation of the following ESG (Environmental, Social, and Governance) criteria when acquiring IT assets:

   - Vendor diversity
   - MSMED status.
   - Yearly revenue.
   - Quality certification.
   - POSH policies.
   - ISO certification.
   - Policy on anti-slavery and human trafficking
   - Environmental management
   - Policy on the prohibition of child labor.

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

   100% of our suppliers undergo the sustainable procurement procedure of Mphasis

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.**

Plastic (including packaging)	Plastic waste is sent to ITC for recycling. Mphasis has implemented a "Say No to Plastic" program aimed at reducing waste and minimizing its impact on the local community and climate. This initiative requires small changes in daily routines, both at home and at work. The leadership team, administration SPOCs, and the CEO have committed to banning single-use plastics in all offices, encouraging employees to support the goal of becoming a plastic-free organization. Additionally, all Mphasis facilities now use 100% biodegradable plastic garbage bags for collecting and disposing of wet waste, significantly reducing the amount of disposable plastic waste.
E-waste	Disposed of as per E-Waste (Management) Rules, 2022 through authorized e-waste recyclers
Hazardous Waste	Disposed of as per Battery Waste Management Rules, 2022.
Other Waste	Plastic waste is sent to ITC paper mills for recycling, while food waste is directed to organic waste compost managed by the builder. Mphasis has introduced a visitor management tool to cut down on paper use and waste from security visitor management. Additionally, the company's transport tool, ETMS, has been integrated with a mobile app to further reduce paper consumption by maintaining and monitoring trip details digitally.

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 Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

   Yes, EPR is applicable and yes, it is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards.

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?**

   Not applicable to Mphasis

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.**

   Not applicable to Mphasis

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).**

   Not applicable to Mphasis

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tons) reused, recycled, and safely disposed, as per the following format:**

Particulars	FY 2025-26			FY 2024-25		
	Re-Used	Recycled	Safely Disposed	Re-Used	Recycled	Safely Disposed
Plastics (including packaging)	0	0.51	0	0	1.71	0
E-waste	0	25.03	0	0	30.41	0
Hazardous waste	0	12.59	2.08	0	21.19	2.15
Other waste	0	86.78	48.62	0	90.96	49.17

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

   Not applicable to Mphasis

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

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	15,289	15,289	100	15,289	100	NA	NA	15,289	100	15,289	100
Female	8,159	8,159	100	8,159	100	8,159	100	NA	NA	8,159	100
other	4	4	100	4	100	0	0	0	0	4	100
Total	**23,452**	**23,452**	**100**	**23,452**	**100**	**8,159**	**34.8**	**15,289**	**65.19**	**23,452**	**100**
Other than permanent employees											
Male	NA										
Female											
Other											
Total											

*At Mphasis, we understand the challenges of balancing work and family. To support our working parents, we have partnered with one of the most trusted daycare centers – 'Klay' to provide Safe, Nurturing, and Engaging Environments – Ensuring their little ones are in safe hands while they focus on the career. This initiative is part of our commitment to fostering a family-friendly workplace, making it easier for our staff to manage both their professional and personal responsibilities.

Note: Not applicable for "Other than permanent employees".

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 (E)	% (F/A)
Permanent workers											
Male	Not Applicable										
Female											
Others											
Total											
Other than permanent workers											
Male	Contractors who hire workers (Other than permanent workers) on a temporary or non-permanent basis offer benefit such as health and accident insurance coverage, parental leave, and other amenities to the workers.										
Female											
Total											

*Please note that until FY 2024-25, the organization reported workforce data under two separate categories; "Employees" and "Workers" for our BRSR report. However, as an IT sector organization, our entire workforce is classified as "Employees" as per the organization's employment structure, and no individuals fall under the "Workers" category as defined under the BRSR guidelines. Accordingly, effective this reporting year onwards (FY 2025-26), all workforce-related data will be comprehensively captured and reported under the "Employees" category, ensuring accurate and streamlined reporting aligned with our actual workforce composition.

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

	FY 2025-26	FY 2024-25
i) Cost incurred on well-being measures	372,596,510	444,523,889.58
ii) Total revenue of the company	94,671,235,548	92,710,473,940
iii) Cost incurred on wellbeing measures as a % of total revenue of the company	0.393	0.479%**

**The number has been revised and restated. The figure disclosed last year inadvertently reflected consolidated operations and has now been corrected to reflect standalone operations.

***Mphasis has spent on the following wellbeing measures:**

- Sports and Cultural Activities
- Insurance Claims

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

Benefits	FY 2025-26			FY 2024-25		
	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%	100%	Yes	100%	100.00%	Yes
Gratuity	100%	100%	Yes	100%	100.00%	Yes
ESI	4.37%	13.86%	Yes	24.20%	24.20%	Yes
Others – please specify	100%	100%	Yes	100%	100.00%	Yes

*Based on the revised Code on Wages, employee classification has been considered under Levels 1 and 2 as workers. The ESIC eligibility threshold has been increased to ₹21,000, resulting in a reduction in the number of coverable employees. As per March payroll data, out of a total workforce at Mphasis Limited, ESIC-covered employees constitute 4.37%.

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, our premises and offices are accessible to employees and workers with disabilities, in alignment with the requirements of the Rights of Persons with Disabilities Act, 2016. We have taken measures to ensure physical accessibility, including ramps, elevators, accessible restrooms, and barrier-free pathways. Additionally, we continue to enhance our digital accessibility by incorporating screen reader-friendly platforms and other assistive technologies to create an inclusive work environment.

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, our organization has an Equal Opportunity Policy that aligns with the Rights of Persons with Disabilities Act, 2016. We are committed to fostering an inclusive workplace by ensuring non-discrimination, providing reasonable accommodation, and maintaining accessible infrastructure and digital platforms. Our internal designated Diversity officer acts as a Liaison officer to oversee the implementation of the policy and address concerns related to disability inclusion.

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%	62.81%	0	0
Female	100%	54.89%	0	0
Total	100%	58.85%	0	0

*Please note that until FY 2024-25, the organization reported workforce data under two separate categories; "Employees" and "Workers" for our BRSR report. However, as an IT sector organization, our entire workforce is classified as "Employees" as per the organization's employment structure, and no individuals fall under the "Workers" category as defined under the BRSR guidelines. Accordingly, effective this reporting year onwards (FY 2025-26), all workforce-related data will be comprehensively captured and reported under the "Employees" category, ensuring accurate and streamlined reporting aligned with our actual workforce composition.

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.**

Particulars	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Not Applicable
Other than Permanent Employees	Grievance redressal for contract employees is managed by their respective hiring or contractor agencies.
Permanent Employees	Employees and workers can submit complaints regarding policy violations to their direct manager, HR Business Partner, or the Inclusion and Diversity office via email at inclusion.diversity@mphasis.com. Reporting instances of workplace harassment, especially sexual harassment, should be directed to posh@mphasis.com for swift investigation under the Prevention of Sexual Harassment (PoSH) policy. The whistle-blower policy allows stakeholders to report violations of the Code of Business Conduct (CoBC) via email to whistleblower@mphasis.com or through a written complaint placed in the whistle-blower drop box at company premises. Confidentiality is maintained throughout investigations, and retaliation against reporters is strictly prohibited.
Other than Permanent Employees	

*Please note that until FY 2024-25, the organization reported workforce data under two separate categories; "Employees" and "Workers" for our BRSR report. However, as an IT sector organization, our entire workforce is classified as "Employees" as per the organization's employment structure, and no individuals fall under the "Workers" category as defined under the BRSR guidelines. Accordingly, effective this reporting year onwards (FY 2025-26), all workforce-related data will be comprehensively captured and reported under the "Employees" category, ensuring accurate and streamlined reporting aligned with our actual workforce composition.

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

The Company does not have any employee/worker associations. However, Mphasis recognizes the right to freedom of association, subject to local laws and regulations, as long it does not violate the company's policies and mandates, which seek to ensure our independence, in line with the regulatory requirements of our business.

8. **Details of training given to employees and workers:**

Category	FY 2025-26					FY 2024-25				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No.(F)	% (F/D)
Employees										
Male	15,289	4,471	29.24	12,695	83.03	8,988	3,920	43.61	8,862	98.60
Female	8,159	2,797	34.28	6,006	73.61	3,281	0	0	3,081	93.90
Others	4	0	0	1	25.00					
Total	**23,452**	**7,268**	**30.99**	**18,702**	**79.74**	**12,269**	**3,920**	**31.95**	**11,943**	**97.34**

Category	FY 2025-26					FY 2024-25				
	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)
Workers										
Male	-	-	-	-	-	6,075	N/A	N/A	4,186	68.91
Female	-	-	-	-	-	4,884	N/A	N/A	3,104	63.55
Other	-	-	-	-	-	7	N/A	N/A	7	100%
Total	**-**	-	-	**-**	**-**	**10,966**	**N/A**	**N/A**	**7,297**	**66.54**

*Please note that until FY 2024-25, the organization reported workforce data under two separate categories; "Employees" and "Workers" for our BRSR report. However, as an IT sector organization, our entire workforce is classified as "Employees" as per the organization's employment structure, and no individuals fall under the "Workers" category as defined under the BRSR guidelines. Accordingly, effective this reporting year onwards (FY 2025-26), all workforce-related data will be comprehensively captured and reported under the "Employees" category, ensuring accurate and streamlined reporting aligned with our actual workforce composition.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	8988	8988	100%	For the year 2025-26 performance and career development reviews of employees are under process.		
Female	3281	3281	100%			
Others	0	0	0%			
Total	12269	12269	100%			
Workers						
Male	6075	6075	100%	Not Applicable		
Female	4884	4884	100%			
Others	7	7	100%			
Total	10966	10966	100%			

*Please note that until FY 2024-25, the organization reported workforce data under two separate categories; "Employees" and "Workers" for our BRSR report. However, as an IT sector organization, our entire workforce is classified as "Employees" as per the organization's employment structure, and no individuals fall under the "Workers" category as defined under the BRSR guidelines. Accordingly, effective this reporting year onwards (FY 2025-26), all workforce-related data will be comprehensively captured and reported under the "Employees" category, ensuring accurate and streamlined reporting aligned with our actual workforce composition.

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, the coverage of such a system?

- Yes, Mphasis has a Health and Safety Management System, guided by the company's Environmental, Health, and Safety (EHS) Policy. This policy addresses EHS-related concerns involved with our business operations. The company is certified with ISO 14001:2015 and ISO 45001-2018 on the Environment management System and Occupational Health and Safety Management standard.
- Educating suppliers to follow the Supplier code of conduct and relevant Health and safety standards.

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

In accordance with ISO standards risk and opportunity register available, in which all work-related hazards are identified.

c. **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes, Mphasis has a procedure in place, the purpose is to identify work-related hazards that can be controlled.

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

Yes. All employees of the company are covered under the company's health insurance policy and at all the company facilities paramedical facilities are available for the employees and workers. We also have a Practo Plus Enterprise service, available free of cost to all employees, enabling Doctor on Call service, discounted pharmacy and health checkups - including the employees' immediate family members too. Employees can also avail free counselling services through 1 to 1Help.net.

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

Safety Incident/Number	Category	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employee	Nil	Nil
	Worker		
Total recordable work-related injuries	Employee		
	Worker		
No. of fatalities	Employee		
	Worker		
High-consequence work-related injury or ill-health (excluding fatalities)	Employee		
	Worker		

*Contract workforce included

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

Mphasis has taken numerous measures to ensure a safe and healthy workplace, some of which are listed below:

- **EHS Activities and Training:** Various EHS activities like health check-ups, awareness camps, and wellness camps are organized, first aid, fire safety, and chemical safety training are provided across all facilities, The entity participates in EHS award categories, supports external EHS audits, and conducts regular EHS calls for PAN India facilities.
- **Fire Drills and Safety Measures:** Fire drills and safety training occur every six months at each facility. Self-temperature checks are conducted using temperature scanners installed at all entrances.
- **Sanitation Measures:** Pedal-based sanitizers are placed at entry/exit points, cafeterias, restrooms, and other common areas, Fogging/ Fumigation with Viroff 206/Virex II 256 disinfectants is carried out weekly in all facilities.
- **Communication and Awareness:** (EHS Corporate communication emails are sent on important EHS days to enhance awareness among employees.
- ISO 45001-2018 certified - Mphasis Ltd is certified for ISO 45001-2018 standard.

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

	FY 2025- 26			FY 2024-25		
	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	Nil					
Health &Safety						

14. **Assessments for the year**

	% of offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	65%

Working conditions	65%

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.**

    Not applicable

Leadership Indicators

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

    A - Yes
    B - Yes

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

    The Company confirms that its supply chain partners have abided by the necessary legal and regulatory requirements by managing and submitting statutory dues. Mphasis mandates that its partners comply with the company's ethical guidelines, principles of business responsibility, and core values. When Mphasis issues a purchase order, the vendor is paid the amount plus GST, which is then the vendor's responsibility to remit to the government. The Mphasis Tax team oversees this procedure, as the company is not entitled to claim the GST amount from the government until the vendor has completed the deposit.

    Furthermore, contractors are required to ensure compliance with local laws. Proof and declarations of statutory dues payments must be presented at the time invoices are submitted. Additionally, all contractors providing manpower to Mphasis are required to undergo a quarterly review to ensure compliance with relevant labor laws.

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:**

    Not applicable, as there are no work-related injuries in FY 25-26 and FY 24-25.

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. We are formulating Mphasis collective - a trust to help needy employees. Specific transition assistance program for retired or terminated employees as the employees are mostly highly skilled and compelling requirement for transition assistance.

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

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety conditions	100% of Value chain partners were informed about the Health and Safety practices and working conditions. Mphasis requires its value chain partners to comply with relevant/applicable regulations on health, safety, and working conditions as mandated by the Company as well as the applicable regional standards. While there is currently no specific evaluation of partners' health and safety practices suppliers are obligated to adhere to Mphasis' sustainability policies, which include maintaining healthy working conditions and prohibiting human rights violations. The policies can be found on Mphasis' website under the "Corporate Governance" section. (https://www.mphasis.com/home/corporate/Working conditions investors.html). Additionally, the company has a zero tolerance for human rights violations.
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.**

    Nil

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2026

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders Essential Indicators

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

   Key stakeholders, including employees, society, suppliers, clients & partners, investors, shareholders, regulators, and policymakers, are identified based on their direct impact on our operations. Through a materiality assessment process conducted in FY21, we categorized stakeholders according to international standards like GRI and domestic guidelines such as NGBRC principles. Factors such as impact, diversity, influence, urgency, and legitimacy were considered to prioritize engagement with principal stakeholders. We maintain ongoing communication with these stakeholders through various channels to foster trust-based relationships. This engagement aids in identifying significant ESG themes, guiding our strategic decisions, goal setting, and reporting priorities.

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	Details of other channels of communications	Frequency of engagement (Annually/ Half-yearly/ Quarterly/ other)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	Other	Internal portal, Email, SMS, Town Halls, Intranet	Ongoing & Need-based	Our employees are integral to our company's success, bringing diverse perspectives, talents, and experiences that drive our growth. To gauge overall satisfaction, we conduct biannual pulse surveys focusing on five key areas: Manager Effectiveness, Learning and Development opportunities, Workload Management, Team Dynamics, and Rewards and Recognition. These surveys help us ensure that our workforce remains engaged and motivated.
Society	Yes	Other	Email, social media, SMS, Website, In-person events, Community meetings	Ongoing & Need-based	By promoting positive social and environmental outcomes, Mphasis strives to set an example of how a corporate entity can contribute to a more sustainable world while simultaneously driving innovation and growth in IT.
Suppliers	No	Other	Email, Meetings	Ongoing & Need-based	As their services directly impact on our operational efficiency, we assess and streamline processes with suppliers to enhance effectiveness and ensure timely service delivery.
Clientele and partners	No	Other	Email, social media, SMS, Website, In-person events, External events, CSAT	Ongoing & Need-based	This is essential for enhancing delivery quality, optimizing service performance, and expanding business opportunities for overall growth. Additionally, CSAT offers direct insights into client needs and expectations, making it a vital tool for improving service delivery. By regularly tracking CSAT, organizations can strengthen client relationships, build trust, and drive long-term engagement.

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication	Details of other channels of communications	Frequency of engagement (Annually/ Half-yearly/ Quarterly/ other)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors / Analyst or external channels	No	Other	Email, Meetings, Earnings call	Quarterly	Engaging with investors is vital for our growth and expansion plans. These interactions serve as a platform to discuss the Company's business and financial performance, strategic outlook, and details of announced events, while also addressing any concerns or issues that may arise. The Company remains committed to providing timely updates on developments and performance, ensuring transparency and accountability in all stakeholder communications. This proactive approach helps foster trust and build a positive, long-term relationship with our shareholders and the investor community..
Shareholders	No	Other	Email, Meetings, Earnings call	Annually	
Regulators and policymakers	No	Other	Statutory reporting to the regulators, Participation in seminars, webinars etc. organized by various regulators	As stipulated by law	To ensure legal compliance and operational continuity, engaging regulators is essential, facilitating interpretation of regulations and timely disclosures to maintain transparency.

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.**

   We prioritize active engagement with stakeholders to address their needs and concerns responsibly. Regular communication ensures effective dissemination of ESG topics, and feedback is promptly relayed to the CSR Committee and the board for consideration. Integrating stakeholder input into strategic decisions reflects our commitment to sustainability and societal impact.

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 input received from stakeholders on these topics was incorporated into policies and activities of the entity.**

   Yes, a comprehensive Double Materiality Assessment was conducted to identify Mphasis' most significant ESG issues, evaluating both the impact of ESG factors on our business (financial materiality) and the impact of our operations on the environment, society, and broader stakeholders (impact materiality). This assessment engaged key stakeholders through a structured, data-driven, and consultative process. Material topics were identified and prioritized based on their significance across both dimensions, ensuring a holistic understanding of risks, opportunities, and responsibilities. The detailed methodology, findings, and the resulting materiality matrix are available on our website and in the ESG report (FY 2025-26).

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

   Corporate social responsibility initiatives at Mphasis are implemented through the F1 Foundation (an independent registered public trust), which works for socially excluded and economically disadvantaged groups. There are no vulnerable/marginalized groups among our other stakeholder groups.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2026

PRINCIPLE 5 Businesses should respect and promote human rights

Essential Indicators

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	23,452	21,246	90.59%	12,269	11,303	92.13%
Other than permanent	636	495	77.83%	0	0	0%
Total employees	**24,088**	**21,741**	**90.26%**	**12,269**	**11,303**	**92.13%**
Workers						
Permanent	-	-	-	10,966	10,395	94.79
Other than permanent	-	-	-	670	537	80.15
Total employees	**-**	**-**	**-**	**11,636**	**10,932**	**93.95**

Note: Human rights training data is as of September 2025. As the XBRL utility uses the March 31, 2026 employee headcount as the denominator for percentage calculations, the reported training percentage appears lower. The actual human rights training completion rate is 98.60%.

*Please note that until FY 2024-25, the organization reported workforce data under two separate categories; "Employees" and "Workers" for our BRSR report. However, as an IT sector organization, our entire workforce is classified as "Employees" as per the organization's employment structure, and no individuals fall under the "Workers" category as defined under the BRSR guidelines. Accordingly, effective this reporting year onwards (FY 2025-26), all workforce-related data will be comprehensively captured and reported under the "Employees" category, ensuring accurate and streamlined reporting aligned with our actual workforce composition.

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

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (B)	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	23,452	0	0	23,452	100	12,269	0	0	12269	100
Male	15,289	0	0	15,289	100	8988	0	0	8988	100
Female	8,159	0	0	8,159	100	3281	0	0	3281	100
Other	4	0	0	4	100	0	0	0	0	0
Other Than Permanent Workers	636	636	0		100	0	0	0	0	0
Male	442	442	0	0	100	0	0	0	0	0
Female	194	194	0	0	100	0	0	0	0	0
Workers										
Permanent	Not Applicable					10,966	0	0	10,966	100
Male						6,075	0	0	6,075	100
Female						4,884	0	0	4,884	100
Other than Permanent						0	0	0	0	0
Male						0	0	0	0	0
Female						0	0	0	0	0

* Please note that until FY 2024-25, the organization reported workforce data under two separate categories; "Employees" and "Workers" for our BRSR report. However, as an IT sector organization, our entire workforce is classified as "Employees" as per the organization's employment structure, and no individuals fall under the "Workers" category as defined under the BRSR guidelines. Accordingly, effective this reporting year onwards (FY 2025-26), all workforce-related data will be comprehensively captured and reported under the "Employees" category, ensuring accurate and streamlined reporting aligned with our actual workforce composition.

3. Details of remuneration/ salary/ wages

a. Median remuneration/ wages

Category	Male		Female	
	Number	Median remuneration/ salary/wages of respective category	Number	Median remuneration/ salary/wages of respective category
Board of Directors (BoD)	10	64,25,000	1	71,65,000
Key Managerial Personnel [Including Chief Executive Officer and Managing Director]	3	3,15,93,025	Nil	-
Employees other than BoD and KMP	15,287	13,53,100	8,159	5,62,500
Workers	Not Applicable			

Notes:

1. The number of BoD and KMP is as on March 31, 2026, and the median remuneration under these categories has been derived excluding the remuneration of Ms. Jan Kathleen Hier, who retired as Independent Director and Mr. Sivaramakrishnan Puranam, who resigned as Company Secretary, during the year.
2. Median remuneration includes Commission and Sitting fees paid to non-executive directors.
3. The median value has been derived excluding non-executive directors who did not receive any remuneration during the year.
4. The remuneration of Mr. Nitin Rakesh (Chief Executive Officer and Managing Director) is included under the category of KMP and not under BoD for the purpose of computing median remuneration.
5. Employees other than BoD and KMP: Head count of male shows two counts less compared to actual head count because of two KMP moved under KMP count.

   * Please note that until FY 2024-25, the organization reported workforce data under two separate categories; "Employees" and "Workers" for our BRSR report. However, as an IT sector organization, our entire workforce is classified as "Employees" as per the organization's employment structure, and no individuals fall under the "Workers" category as defined under the BRSR guidelines. Accordingly, effective this reporting year onwards (FY 2025-26), all workforce-related data will be comprehensively captured and reported under the "Employees" category, ensuring accurate and streamlined reporting aligned with our actual workforce composition.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females	8,512,019,426	7,542,228,724
Total wages	32,579,560,879	28,395,888,857
Gross wages paid to females as a % of total wages	26.13%	26.56%

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, Mphasis has appointed multiple personnel to address human rights impacts or issues caused or contributed to by the business. The issues are resolved/addressed based on the nature of the matter. Mr. Eric Winston, who is the Chief Ethics and Compliance officer of the Company, is responsible for the implementation and enforcement of the company's ethical and responsible business practices.

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

Mphasis has a grievance redressal mechanism related to the policy/policies to address stakeholders' grievances related to the policies and the human rights issues.

Employees can raise complaints of sexual harassment to posh@mphasis.com.

The organization has framed two Sexual Harassment policies i.e. PoSH India policy which is in adherence to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (the "POSH Act") which is applicable only to women employees in India and Global POSH policy which applies to all employees except women employees in India.

The Company has a Whistleblower Policy to enable people who observe unethical practices (whether or not a violation of the law), to approach the Whistleblower Custodian without revealing their identity if they choose to do so. This Policy governs reporting and investigation of allegations that are a breach of the Code of Business Conduct.

Channel for reporting complaints:

(i) Telephone: A complaint can be made at the Whistleblower hotline at +91-80-4004-1992

(ii) Written Complaint: A written complaint can be dropped into the Whistleblower drop box.

(iii) Email complaint: An email complaint can be sent to the Whistleblower committee at whistleblower@mphasis.com

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

Particulars	FY 2025-26			FY 2024-25		
	Filed	Pending	Remarks	Filed	Pending	Remarks
Sexual Harassment	19	0	Nil	22	0	Nil
Discrimination at workplace	0	0		0	0	
Child Labor	0	0		0	0	
Forced labor/ Involuntary labor	0	0		0	0	
Wages	0	0		0	0	
Other human rights related issues	0	0		0	0	

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

Category	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	16	22
Complaints on POSH as a % of female employees / workers	0.19%	0.27%
Complaints on POSH upheld	4	6

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

Mphasis is committed to fostering a workplace devoid of discrimination or sexual harassment. The company has enforced Anti-discrimination and Prevention of Sexual Harassment (POSH) policies to deter and address such incidents. These guidelines provide a structure for managing sexual harassment complaints, applicable to employees of any gender or sexual orientation. Mphasis enforces a strict zero-tolerance approach to all forms of sexual harassment.

The company acknowledges the possibility of sexual harassment incidents and is dedicated to resolving any reported cases swiftly. An Internal Committee is in place to conduct detailed investigations into each report and take necessary corrective actions. For detailed information on the procedures, employees are encouraged to consult the POSH Policy and FAQ. Mphasis has established two distinct Sexual Harassment policies: the PoSH India policy, which aligns with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013 (the "POSH" Act) and is specific to female employees in India, and the Global POSH policy, which covers all employees excluding female employees in India.

Measures to prevent retaliation include:

1. Ensuring the complainant's identity and the details of the complaint are kept confidential.
2. Zero tolerance policy for retaliation and taking immediate action against anyone found to be engaging in such behavior.
3. Conducting a thorough and impartial investigation.
4. Training and Awareness to employees on sexual harassment and channel for reporting.

The above provided numbers are cases only covered under the POSH Act for Mphasis Limited employees of India only - FY'25.

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

Yes, Mphasis includes human rights requirements as a part of business agreements and contracts

10. Assessments for the year:

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

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 because of addressing human rights grievances/complaints.

There were no human rights violations, complaints, or cases during this reporting year. So, no process has been modified/introduced. We recognize and value the unique qualities of each employee as an individual, and our commitment is to provide equal opportunities for everyone within our organization without any bias. We strive to create a work environment that is fair, and flexible, and fosters learning and growth while reflecting the diversity of the world. This applies to all officers, directors, employees, and contracts employees working at Mphasis.

We expect our employees to maintain a work environment that is free from discrimination in their employment practices towards any potential or existing employees. Discrimination based on any characteristic, such as age, color, cultural or social beliefs (such as religion, educational background, race, ethnicity, or nationality), spiritual, traditional, or customary beliefs, political opinion, physical features/ appearances, gender identity and expression, marital status, judgments on the impacts of potential pregnancy on decisions, sexual orientation, or physical disability or impairment is prohibited.

We aim to promote an inclusive and diverse workplace where everyone feels valued and respected, and we actively encourage our employees to actively support and promote our corporate values

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

Yes. The human rights assessment of Mphasis Limited assesses adherence to social accountability and human rights standards across its global operations, covering nine key human rights principles of SA 8000 Social Accountability Standard.

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, Mphasis premises/offices are accessible to Persons with Disabilities (PwDs), as per the requirements of the Rights of Persons with Disabilities Act, 2016. Mphasis provide below facilities at the premises/offices:

(i) Wheelchair.

(ii) Accessible restrooms equipped with required spares.

(iii) Foldable stretcher.

(iv) Evacuation chair.

(v) Dedicated parking with signages.

(vi) Workspace – Customized workstation for PWD employees as per their request.

(vii) Ramps and swing gates (while entering the floor)

(viii) Voice assisted elevators.

4. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	Mphasis only empanels vendors who comply with our CoBC. POSH Policy is applicable to Mphasis Limited and its subsidiary, affiliate and or group companies ("Mphasis"). The Policy applies to all officers, directors, employees, visitors, suppliers, contract labor, agents, and representatives of Mphasis, and any third party with whom an employee may have to interact with or in connection with employment in Mphasis. All contractors for employment are required to be compliant with POSH law. Specifically, for India, all vendors that are empaneled are required to be compliant with the provision of The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
Discrimination at workplace	Mphasis only empanels vendors who comply with our CoBC. The Guiding Principles of the Code of Conduct are listed below: Provide a safe, healthy, tolerant, and disciplined work environment that respects individuals and is free from discrimination.
Child labor	Mphasis has zero-tolerance for slavery and human trafficking. We ensure that child labor, forced labor, verbal or any other form of harassment and physical punishment is not permitted in any of our related business with Supply chain partners. We do not engage in any activities that would jeopardize safety or security.
Forced/ involuntary labor	
Wages	Mphasis ensures to pay all its workforce wages that are equal to or above the minimum wage as per legal requirements.
Others – please specify	Nil

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 AND SUSTAINABILITY REPORT 2026

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

Essential Indicators

1. **Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2025-26	FY 2024-25	FY 2023-24
From renewable sources			
Total electricity consumption (A) (GJ)	51,819.76	51,011.53	42,380.64
Total fuel consumption (B) (GJ)	0	0	0
Energy consumption through other sources (C) (GJ)	26.76	33.76	40.64
Total energy consumed from renewable sources (A+B+C) (GJ)	51,846.52	51,045.29	42,421.28
From non-renewable sources			
Total electricity consumption (D) (GJ)	36,656.56	40,736.6	44,121.67
Total fuel consumption (E) (GJ)	461.17	752.79	783.18
Energy consumption through other sources (F) (GJ)	0	0	0
Total energy consumed from nonrenewable sources (D+E+F) (GJ)	37,117.73	41,489.39	44,904.85
Total energy consumed (A+B+C+D+E+F) (GJ)	88,964.25	92,534.68	87,326.13
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ)	0.94	1	0.96
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ) (Total energy consumed / Revenue from operations adjusted for PPP)	21.50	22.84	21.97
Energy intensity in terms of physical output	N/A	N/A	N/A

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

Yes, BUREAU VERITAS (India) Pvt Limited has carried out the independent assessment.

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

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

   All Mphasis facilities are leased, and water required for operational purposes is supplied by the facility operators, with associated costs covered under our maintenance agreements. As such, we do not directly manage water sourcing. Water is primarily used for employee consumption, and we remain committed to using it judiciously. To help reduce consumption, water aerators have been installed across our premises.

   Wastewater generated at our facilities is treated through on-site sewage treatment plants (STPs), and the recycled water is reused for non-potable applications such as toilet flushing and landscaping.

   Water consumption is estimated based on the total square footage of our facilities and the corresponding cost, allowing us to approximate usage during the reporting period. For the reporting year, estimated total water consumption was 77,987 kilolitres (KL), entirely sourced through third-party vendors. We currently do not track water withdrawal, consumption, or discharge directly, and the reported figures are based on estimations.

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	-	-
(ii) Ground water	-	-
(iii) Third party water	96,775	77,987
(iv) Seawater / desalinated water	-	-
(v) Others	3,098	-
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	**99,873**	**77,987**
Total volume of water consumption (in kiloliters)	**99,873**	**77,987**
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	1.05	0.84
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	24.14	19.24
Water intensity in terms of physical output	NA	NA

Note: We do not directly manage wastewater. Since we are under a leased facility, this is under the purview of our landlords.

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 independent assessment/ evaluation/assurance has been carried out by an external agency.

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	Not Applicable	Not Applicable
- No treatment		
With treatment – please specify level of treatment		
(ii) To Groundwater		
- No treatment		
With treatment – please specify level of treatment		
(iii) To Seawater		
- No treatment		
With treatment – please specify level of treatment		
(iv) Sent to third parties		
- No treatment		
With treatment – please specify level of treatment		
(v) Others		
- No treatment		
With treatment – please specify level of treatment		
Total water discharged (in kiloliters)		

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 independent assessment/ evaluation/assurance has been carried out by an external agency.

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

N/A

6. **Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	FY 2025-26	FY 2024-25
NOx	Mphasis does not monitor air emissions other than GHG emissions, as our operations do not involve any material processes that emit air pollutants.	
SOx		
Particulate matter (PM)		
Persistent organic pollutants (POP)		
Volatile organic compounds (VOC)		
Hazardous air pollutants (HAP)		
Others – ozone-depleting substances (HCFC - 22 or R-22)		

*Outdoor ambient air quality monitoring falls under Builder's scope

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 independent assessment/ evaluation/assurance has been carried out by an external agency.

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	96.98	158.32
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	17,537.39	18,047.77
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	t.CO2 eq./revenue INR million	0.18	0.19
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 from operations adjusted for PPP)	tCO2 eq./ revenue in million International Dollars	4.26	4.49
Total Scope 1 and Scope 2 emission intensity in terms of physical output	N/A	N/A	N/A
Total Scope 1 and Scope 2 emission intensity	t.CO2 eq./FTE	0.68	0.72

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 independent assessment/ evaluation/assurance has been carried out by an external agency.

8. **Does the entity have any project related to reducing Green House Gas emission? If yes, then provide details.**

Yes, we have formally committed to the Science Based Targets Initiative (SBTi) and are developing ambitious, measurable targets which we will submit for validation by the SBTi within the standard 24-month timeframe. This involves adopting energy efficient technologies, optimizing our operations, and sourcing renewable energy. We are also working closely with our supply chain partners to promote carbon reduction initiatives. Our comprehensive energy conservation programs include regular audits, identifying energy-saving opportunities, and implementing efficient technologies. Through careful monitoring and optimization of our energy usage, we aim to minimize our carbon footprint and contribute to global efforts in combating climate change. We have implemented several activities such as:

- **Renewable Energy Sources:** Mphasis sources 55% of its total energy consumption from renewable sources in FY24-25. This

commitment to renewable energy significantly contributes to reducing overall greenhouse gas emissions.

- **Solar Panel Installation:** We have installed a 10KW solar panel system at our Mangalore facility. This initiative is part of our strategy to support sustainable energy practices and reduce our carbon footprint.
- **Energy Efficient Systems:** Mphasis implements advanced technologies designed to reduce energy use and associated carbon emissions. Key features include LED lighting, occupancy sensors, and modern energy-efficient HVAC systems.
- **Eco-friendly AC Units:** Our new air conditioning units utilize Variable Refrigerant Volume (VRV) and Precision Air Conditioning (PAC) systems with eco-friendly refrigerants, contributing to lower emissions. These units operate under a Building Management System (BMS) for enhanced efficiency.
- **Optimizing Data Centers:** We focus on optimizing data center efficiency, working with service providers to adopt energy-efficient designs. This includes advanced cooling systems, server virtualization, and power management technologies, all aimed at minimizing energy consumption and emissions.
- **Real-Time Energy Monitoring:** The integration of data center infrastructure management (DCIM) solutions allows for real-time monitoring and analysis of energy usage, enabling us to identify and implement further optimization strategies to reduce emissions.

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

Parameter	FY 2025-26	FY 2024-25
Total waste generated (in metric tons)		
Plastic waste (A)	0.89	1.76
E-waste (B)	25.18	32.62
Bio-medical waste (C)*	1.87	2.15
Construction and demolition waste (D)	0	0
Battery waste (E)	19.43	20.78
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0.25	0.57
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	151.86	138.02
Total (A+B + C + D + E + F + G + H)	**199.48**	**195.89**
Waste intensity per rupee of turnover. (Total waste generated / Revenue from operations)	0.002	0.002
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	0.048	0.05
Waste intensity in terms of physical output	N/A	N/A

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tons)		
Category of waste		
(i) Recycled	133.15	144.26
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	**133.15**	**144.26**
For each category of waste generated, total waste disposed of by nature of disposal method (in metric tons)		

Category of waste		
(i) Incineration	1.87	2.15
(ii) Landfilling	57.11*	49.17
(iii) Other disposal operations	0	0
Total	**58.98**	51.32

* Landfill waste increased compared to the previous year due to a higher footfall and increased occupancy levels during the reporting period.

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. The independent assessment is conducted during the internal audits performed half yearly by Bureau Veritas (India) Pvt Limited. BRSR Core Reasonable Assurance: An independent third party, Bureau Veritas (India) Pvt Limited is engaged as a verification and assurance agency to assess Mphasis Ltd.'s BRSR report. This process includes sample analysis of the essential BRSR indicators, ensuring consistency with guidelines, conducting interviews with data owners, and reviewing the final draft of the sustainability report. The evaluation involves analyzing the evidence obtained and drawing appropriate conclusions based on that evidence. The approval and assurance statement relies on a thorough review by the technical committee and the subsequent issuance of the assurance statement.

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

    Battery waste and e-waste are disposed to the recycler vendor authorized by Pollution Control Board. Paper waste is sent to ITC 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 to Mphasis.

12. **Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year**

    Not applicable to Mphasis. Mphasis adopts a sustainable approach in the fit outs of new facilities by utilizing raw materials and processes that have minimal impact on the environment. This includes the identification and implementation of energy-efficient cooling and lighting solutions to minimize energy consumption and reduce the carbon footprint of the company's operations.

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

    Yes, Mphasis is compliant with the applicable environmental law/ regulations/ guidelines in India.

Leadership Indicators

1. **Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):**
   For each facility / plant located in areas of water stress, provide the following information:

   (i) Name of the area : Not applicable

   (ii) Nature of operations : Not applicable

   (iii) Water withdrawal, consumption, and discharge, in the following format:

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	Not Applicable	Not Applicable
(ii) Groundwater		
(iii) Third party water		
(iv) Seawater / desalinated water		
(v) Others		
Total volume of water withdrawal (in kiloliters)		
Total volume of water consumption (in kiloliters)	99,873	74,730
Water intensity per rupee of turnover (Water consumed / turnover)	1.05	0.806

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface water	N/A	N/A
No treatment		
With treatment		
(ii) Into Groundwater		
No treatment		
With treatment		
(iii) Into Seawater		
No treatment		
With treatment		
(iv) Sent to third parties		
No treatment		
With treatment		
(v) Others		
No treatment		
With treatment		
Total water discharged (in kiloliters)		

Note: We do not directly manage wastewater. Since we are under a leased facility, this is under the purview of our landlords.

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.

Not applicable

2. **Please provide details of total Scope 3 emissions & its intensity, in the following format:**

Parameter	Unit	FY 2025-26	FY 2024-25
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tons of CO2 equivalent	2,256	2,996.76
Total Scope 3 emissions per rupee of turnover	tCO2 eq/Revenue in Million INR	0.024	0.032
Total Scope 3 emission intensity	tCO2 eq/FTE	0.09	0.12

Note: During the current reporting period, we identified an error in the prior year's calculation of Scope 3 emission intensity, wherein turnover was expressed in crores instead of millions. This has been corrected, and the Total Scope 3 emissions per million rupee of turnover for the previous year has been recalculated and amended to ensure accuracy and year-on-year comparability.

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

Yes- Bureau Veritas

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 outcome of such initiatives, as per the following format:**

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Replacement of old chiller with energy efficient VRF units.	The new Variable Refrigerant Flow (VRF) ductable units are energy efficient and fitted with Air Handling Unit (AHU) housing energy efficient motors for the efficient discharge of cold air. The refrigerants R410A are eco-friendly. The compressors are inverter-based scroll compressors.	There is an annual saving of 30% of energy consumed on a monthly average
2	All the UPS in the new fit-out interiors are energy efficient.	The energy efficiency of the Uninterruptible Power Supply (UPS) is 98%	There is a saving of 15 to 20% on energy monthly
3	The facilities are installed with VAV controllers	The Variable Air Volume (VAV) ensure the flow of the chill air zone-wise in accordance with the set temperature automatically	There is a saving of 18 to 20% on energy consumption monthly
4	Occupancy sensors for lighting.	Occupancy sensors for lighting across the workstation area ensure automatically that the lights are turned-on when employees occupy the workstations zone wise	There is a saving of 10% of lighting energy monthly
5	LED lights fixture	Light Emitting Diode (LED) light fixtures are installed across all the facilities replacing the CFL light fixtures	There is an energy saving of 35 to 40% achieved monthly
6	Shredded paper and waste cardboard sent to ITC for recycling	Paper waste	Receive stationary items in return with appreciation certificate
7	55.27% of total energy consumption is from renewable sources	Wind energy and Solar energy	Reduction in Greenhouse Gas (GHG) emission
8	HVAC - VRV type which are highly energy efficient with state-of-art technology	The Heating, Ventilation, and Air Conditioning (HVAC) systems are of and deploy refrigerant R407c and R410a which are environment friendly and do not deplete Ozone layer.	The HVAC systems are also provided with CO2 level monitoring sensors to ensure the quality of Air in the work area.
9	Electrical - Prismatic light diffuser for the LED fixtures	These light fittings are controlled by daylight/ occupancy sensors to ensure power saving which is highly energy efficient with the permissible color index and Lux level.	The Energy Management System software (EMS) analyze the pattern of energy consumption which help to take necessary action to improve the energy efficiency and optimization at the floor.

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

Yes, Mphasis has a comprehensive Business Continuity Management System (BCMS) framework aligned with ISO 22301:2019 standards and industry best practices. This framework covers service delivery and supporting functions across all Mphasis facilities globally. Our Indian delivery centers, including subsidiaries, are ISO 22301:2019 certified. BCM integrates crisis and risk management, ensuring proactive implementation. Our approach includes site-level Incident Management Plans focusing on human safety and Business Continuity Plans tailored for each client service, activated by BCMS coordinators after ensuring staff and visitor safety.

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.**

   Mphasis responsibly manages and disposes of packaging waste materials, including cardboard boxes, paper packaging, plastic films, and wraps, thermocol (EPS), wooden pallets, and metal packaging. These non-hazardous and recyclable materials are segregated, collected, and disposed of through authorized and certified waste management vendors.

   As part of its commitment to sustainable waste management and circular economy practices, Mphasis has partnered with ITC Limited – Paperboards & Specialty Papers Division under the WOW (Wellbeing Out of Waste) program, a nationwide recycling initiative. During the period from April 2025 to March 2026, WTC of Mphasis contributed 5,511.15 kg of dry recyclable waste for recycling through this initiative.

   In recognition of this contribution, Mphasis was awarded the WOW Certificate for the year 2026, acknowledging its efforts toward responsible waste management and environmental sustainability.

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

   Yes, Mphasis has completed a Supplier Environmental Impact Assessment for selected value chain partners based on their business value and strategic importance. The assessment covered the top five value chain partners and was conducted by an independent third-party consultant. The assessment report is valid for a period of three years, up to 2026.

   The assessment helps Mphasis understand and monitor environmental risks and sustainability performance across its value chain, while identifying opportunities for continuous improvement and enhanced ESG compliance among key business partners

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

   (i) By the listed entity – Mphasis has not purchased any green credits as of now.

   (ii) By the top ten (in terms of value of purchases and sales, respectively) value chain partners – Mphasis has not collected data from its value chain partners.

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2026

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

Essential Indicators

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

   The Company is a member of three trade and industry chambers/associations.

   b. **List the top 10 trade and industry chambers/ associations (determined based on the total members of such 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	National Association of Software and Service Companies (NASSCOM)	National
2	American Chamber of Commerce (AMCHAM)	Global
3	Confederation of Indian Industry (CII)	National

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

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

Leadership Indicators

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

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
1	NASSCOM	NASSCOM always works with the government and supports policymaking to enable the industry to meet its growth aspirations and address concerns if any. Building an enabling policy framework for the growth of the IT-BPM industry is a key function of NASSCOM. Since its inception, NASSCOM has focused on evidence-based policy advocacy that provides an unbiased perspective to policymakers. With inputs from multiple stakeholders across segments that comprise the membership, NASSCOM is able to collate and distill information to present various perspectives and suggestion on the best way forward, with its pros and cos. Over the years, NASSCOM has enabled several changes in key policies in India to support the growth of the industry. NASSCOM has built a symbiotic relationship with the Government of India on key issues relating to this sector, and we strive to be an Industry trusted partner in policy framing and review. Mphasis has consistently participated in NASSCOM events, actively engaging with industry leaders and executives	Yes	Annually	https://nasscom.in/

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly / Others – please specify)	Web Link, if available
2	USISPF	USISPF provides its member companies a platform to track policy developments at the state and federal level, new avenues for investment, and deepening engagement with relevant stakeholders. The Forum facilitates government and business introductions to drive collaboration. USISPF focuses on inclusive growth by bridging the gap between corporate initiatives and government priorities. The Forum will pave the way for strategic development in both countries by aggregating CSR initiatives, assisting in PPP Projects, facilitating education-related exchanges, and building stronger cultural ties. Additionally, through theme-based research and knowledge sharing, the Forum is charting the next chapter in bilateral relations. Some of their research includes analysis of U.S.-India bilateral trade and growth trajectory, potential of India's hi-tech manufacturing sector to create jobs, and analysis of India's political landscape on the doing business environment.	Yes	Annually	https://nasscom.in/

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT 2026

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development

Essential Indicators

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

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/No)	Relevant Web link
Not Applicable.					

As Mphasis is a service-based industry, SIAs do not apply to us. Mphasis strongly focuses on strengthening our community engagement, for which we conduct Impact Assessments for the CSR projects conducted in the operational geographies.

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

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 FY (In INR)
Not Applicable.						

3. **Describe the mechanisms to receive and redress grievances of the community**
Mphasis works alongside implementation partners to tackle challenges encountered by the communities we interact with. The company regularly organizes feedback sessions with stakeholders to measure their involvement, assess their satisfaction, and monitor advancements. Throughout the duration of the company's CSR initiatives, our implementation partners maintain ongoing communication with local communities to guarantee effective engagement and participation. This approach allows us to receive and redress grievances of the intended beneficiaries.

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

	FY 2025-26	FY 2024-25
Directly sourced from MSME/ small producers	10.74%	15.44%
Directly from within the district and neighbouring districts	71.65%	65.66%
Directly from within India	95.44%	91.34%

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

Location	FY 2025-26	FY 2024-25
1. Rural		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0.00%	0.00%
ii) Total Wage Cost	32,579,560,879	28,395,888,857
iii) % of Job creation in Rural areas	0	0

Location	FY 2025-26	FY 2024-25
2. Semi-urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	0	0
ii) Total Wage Cost	32,579,560,879	28,395,888,857
iii) % of Job creation in Semi-Urban areas	0	0
3. Urban		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis)	167,007,708	122,972,190
ii) Total Wage Cost	32,579,560,879	28,395,888,857
iii) % of Job creation in Urban areas	1.85%	0.43%
4. Metropolitan		
i) Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on-contract basis)	32,412,553,171	28,272,916,667
ii) Total Wage Cost	32,579,560,879	28,395,888,857
iii) % of Job creation in Urban areas	98.15%	99.57%

*Place to be categorized as per RBI Classification System - rural / semi-urban / urban / metropolitan.

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 to Mphasis.

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

   Not applicable. None of the CSR projects undertaken by the Company are in designated aspirational districts as identified by government bodies.

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized / vulnerable groups? (Yes/No)**

   Yes, while conducting a sourcing event, preference is given to diverse suppliers. It encourages the use of suppliers who are minority owned, women owned, veteran owned, LGBT owned, disabled veteran owned, SME etc. in the supply chain.

   Diverse suppliers with growth potential can be selected even if they are not the most competitive in a sourcing process.

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

   We encourage the onboarding of supplier organizations that are owned by minorities, women, veterans, LGBTQ+, People with disabilities (PwDs), small to medium enterprises (SME), etc.

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

   11.42%

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:**

S. No.	Intellectual Property based on traditional knowledge	Owned/ Acquired (Yes/No)	Benefit shared (Yes / No)	Basis of calculating benefit share
Not Applicable				

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 of the case	Corrective action taken
Not Applicable		

6. **Details of beneficiaries of CSR Projects:**

S. No.	CSR Project	No of persons benefitted from CSR projects	% beneficiaries from vulnerable and marginal groups
1	IIT-Madras	~50 research papers published. ~15 International Lectures and visitors related to Quantum technology. 10 Workshops on Quantum technology. Mphasis- Center for Quantum Information, Communication and Computing (CQuICC) seminar series - 10 speakers. Seminars on Quantum Dynamics and its Applications – 3 seminars Internship at Quantum Computation and Quantum Information (QCQI) - 10 students.	100%
2	Ashoka University	130 (including Interns, Project Assistants, research Assistants, PhD Students, Software Developers	100%
3	Plaksha University	330+ Women students and Entrepreneurs 1800+ students at the Trackshift 1.0 Hackathon	100%
4	Vigyan Shala	320 female students scholarship for STEM related academic support	100%
5	Akanksha Foundation	Total number of students: ~900	100%
6	Sahyadri	120+ students are currently engaged in internships, along with 60+ gig projects	100%
7	Center for Equity and Quality In Universal Education (CEQUE)	100 teachers trained	100%
8	The/Nudge	1. Social Entrepreneurship: Incubator - 35 organization accelerator - 9 organization Beneficiaries reached- 10.80M directly and 20M in the ecosystem 2. Indian Administrative Fellowship: Karnataka 2021 - 10 fellows - 21,000 beneficiaries impacted, which includes Karnataka State leadership, administrative officers, farmers, Anganwadi workers, and BC Sakhis who directly benefited from Fellows' engagements during the cohort Karnataka 2023 - 6 fellows - 1.3M lives touched through fellow's engagement in various Government department	100%

S. No.	CSR Project	No of persons benefitted from CSR projects	% beneficiaries from vulnerable and marginal groups
9	The/Nudge Grand Prize	11 challengers emerged from 200 applicant organizations. shortlisted top four finalists, who will now work towards enabling 30,000+ digital livelihood opportunities for women across India	100%
10	National Centre for Promotion of Employment for Disabled People (NCPEDP)	Advocacy led to an important step forward, with the Delhi Government extending health insurance coverage under AB-PMJAY to widows and persons with disabilities receiving pensions, benefiting over 1.3 lakh people NCPEDP launched its report on access to justice for persons with disabilities, based on a nationwide study with inputs from over 350 persons with disabilities across 30 states and UTs. NCPEDP co-curated the Innovation & Assistive Technology Expo at the Inclusive Education Summit 2026 by the MoE. Five supported startups presented their solutions to the hon'ble m=Minister Currently 31 start-ups are being supported as part of the AT Hub	100%
11	Olympic Gold Quest (OGQ)	150 para-athletes were supported through the grant. The para-athletes were supported in the following sports: Para Archery, Para Athletics, Para Badminton, Para Canoe, Judo, Powerlifting, Para Shooting & Para Table Tennis.	100%
12	Museum of Art & Photography (MAP)	The total impact number over the last three years of operation is 15000+, including persons with disabilities (PwD), queer individuals, other minority communities, and senior citizens.	100%
13	United Way - One Billion Drops	Construction of 1200 wells completed with Warli art Water conservation potential of ~142.8 million liters per year. 13 Students Engagement sessions conducted across 11 Schools for 675 students.	100%
14	United Way – Mangroves	Plantation of 110,000 mangrove saplings A total of 5 steward families of Irular communities are deployed to take care of the plantation in 70 acres. they are doing the duties as per works assignment	100%
15	United Way Afforestation	1 lakh trees maintained, 21 lakh kgs carbon sequestration potential created per year. The total population of the Doddasagere GP, which consists of 13 villages and 5800 individuals (as per 2011 census), as local communities are the direct and indirect beneficiaries of this project.	100%

S. No.	CSR Project	No of persons benefitted from CSR projects	% beneficiaries from vulnerable and marginal groups
16	United Way Bhodanahosa halli Lake conservation	The project focuses on the comprehensive rejuvenation and protection of the Bhodanahosahalli lake, which is not merely of environmental concern but is also fundamental to ensuring water security, safeguarding public health, preserving biodiversity, and promoting the overall sustainability of the village and the region. Primary direct and indirect beneficiaries will be the people of Muthsandra Gram Panchayat, which consists of 10 villages and has a total population of 8,965 individuals and 2130 households. Environmental education sessions were conducted in the Bhodanahosahalli Government Higher Primary School for classes 5th and 6th. A total of 240 students attended the 07 sessions.	100%
17	IIT Bombay	To establish India's first dedicated Privacy Enhancing.Technologies (PETs) lab for the BFSI sector — advancing research and real-world deployment of differential privacy,federated learning, secure multi-party computation, homomorphic encryption, and privacy-preserving AI to strengthen security, data trust, and regulatory resilience across financial institutions Two-day BFSI Academic–Industry Training Workshop at IIT Bombay (50 BFSI professionals; 8+ technical sessions on network security, AI in cybersecurity, hardware vulnerabilities, and financial fraud)	100%
18	Signing hands	The program teaches Deaf and Speech-impaired individuals how to communicate in writing by teaching them how to read and write in English. The program has taught 450+ students till date and helped them overcome their communication barriers.	100%
19	Tech4Good	To equip women students as open-source technologists through the T4GC x Mphasis Fellowship while building a collaborative ecosystem that develops and deploys shared public-interest technology for nonprofits. The selection process for 3 fellows onboarding is on-going. Currently outreach + tech assessments are underway.	100%

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

Essential Indicators

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**
   Mphasis has a documented process for soliciting Customer feedback on a predefined interval (Half Yearly). Customer feedback is sought both from Operational and Strategic stakeholders on the customer side. Survey questionnaires are defined for various types of work/ projects that cover all the relevant areas. Customer feedback surveys are administered through an in-house survey tool to the respective customer SPOC(s). The survey customer feedback scores are measured on a scale of 1 to 5 with 1 being 'Very Dissatisfied' and 5 being 'Very Satisfied'. Service improvement plans are defined for customer feedback score lower than 4, improvement actions are discussed and agreed with customer SPOCs, and are implemented and tracked to closure within an agreed timeline.

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

Particulars	As a percentage of total turnover
Environmental and social parameters relevant to the product	N/A
Safe and responsible usage	N/A
Recycling and /or safe disposal	N/A

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

Particulars	FY 2025-26			FY 2024-25		
	Receive during the year	Pending resolution at end of year	Remarks	Received during the year	Pending resolution at end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive trade practices	0	0	-	0	0	-
Unfair trade practices	0	0	-	0	0	-
Other	0	0	-	0	0	-

4. **Details of instances of product recalls on account of safety issues:**
   Not applicable to Mphasis.

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 of the policy**
   Yes, Mphasis has a Privacy Policy in place.
   Data Privacy - Yes, https://www.mphasis.com/home/privacy.html
   Information Security - Yes, Mphasis ISMS - (Information Security Management System) framework is as per ISO 27001:2013 standard

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 safety of products / services.**
   Not applicable to Mphasis

7. **Provide the following information relating to data breaches:**
   a. Number of instances of data breaches - 0
   b. Percentage of data breaches involving personally identifiable information of customers - 0
   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 (provide web link, if available).**

   Mphasis services and offering details can be found on our website https://www.mphasis.com. All digital media promotions around the services and offerings also direct users back to the website. Additionally, brochures, case studies, whitepapers/point of view papers are available on the website - https://mphasis.com/home/resources/downloads.html.

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

   Not applicable to Mphasis

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

   The Company has instituted Disaster Recovery measures for critical enterprise applications. Additionally, the company holds ISO 22301 certification, adhering to international standards for Business Continuity Management Systems (BCMS), offering clients assurance of service continuity.

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**

   This is not applicable to Mphasis as we are not in the manufacturing sector.

5. **Did your entity carry out any survey with regard 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)**

   Yes

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INDEPENDENT ASSURANCE STATEMENT

To

The Board of Directors of Mphasis Limited

Introduction and objectives of work

The Board of Directors of Mphasis Limited (the 'Company') have engaged us for providing Assurance Report on identified sustainability information in the Business Responsibility & Sustainability Report (BRSR) of the Company for the year ended March 31, 2026, including relevant information of the previous year disclosed in the BRSR.

Our scope of work consists of Reasonable Assurance on BRSR Core indicators in the BRSR Report, as described in the Securities and Exchange Board of India's (SEBI) vide Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026.

Opinion

Reasonable Assurance for 9 BRSR-Core Parameters (Refer to Annexure-1)

We have performed a Reasonable Assurance engagement on whether the Company's identified sustainability information i.e. BRSR Core indicators disclosed in the BRSR report for the period from April 01, 2025 to March 31, 2026 including relevant information of the previous year disclosed in the BRSR, has been prepared in accordance with the Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, guidance notes for BRSR format issued by SEBI.

In our opinion, the Company's BRSR Core indicators disclosed in the BRSR report for the period from April 01, 2025 to March 31, 2026 including relevant information of the previous year disclosed in the BRSR subject to reasonable assurance is prepared in all material respects, in accordance with the Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and basis of preparation as set out in Section A General Disclosures 13 of the BRSR Report for the year ended March 31, 2026.

The Company has established appropriate systems for the collection, aggregation, and analysis of quantitative data on all BRSR Core indicators.

Our opinion is not modified in respect of this matter.

Basis for opinion and summary of our work

We have performed the Reasonable Assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) and in line with the requirements of Bureau Veritas's Internal Standards and Requirements for assurance of Sustainability Reports.

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

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- Assessment was conducted for verifying the disclosures for the period of April-2025 to March-2026. The verification was carried out by means of physical site visits at Mphasis Limited's Locations at Pune, Mumbai, Chennai and Corporate office located at Bengaluru. Bureau Veritas interviewed personnel of Mphasis including Environment, & Sustainability team, Senior Management from Environment & Sustainability, Department/Section Heads of Facilities & Services, Human Resources, Procurement, IT Infra, Occupational Health & Safety, Finance & Corporate officers and other relevant departments.
- The assurance process involved carrying out an Assessment by experienced assessors from Bureau Veritas.
- The Company has submitted performance data on reported BRSR topics. The data pertaining to each location visited was assessed by Bureau Veritas through the process above described.
- Data on various BRSR attributes were assessed for the locations that were visited. Later, it was confirmed that the same assessed data went into preparation of the final data within the BRSR Report for FY 2025-26.
- Review of Company's data and information systems for collection, aggregation, analysis and review.

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Sustainability Reports, based on the current best practice in independent assurance.

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the BRSR report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation of BRSR Report. Our sole responsibility was to provide independent reasonable assurance on BRSR Core indicators stated in the BRSR report for the year ended March 31, 2026.

Our responsibility

We are responsible for performing Reasonable Assurance on the BRSR Core indicators, in the BRSR Report of the company for the period from April 01, 2025 to March 31, 2026, are free from material misstatements, whether due to fraud or error, in accordance with the reporting requirements stated above. Our responsibility includes forming an independent opinion, based on the procedures performed by us and the evidence we have obtained, and reporting our reasonable assurance opinion on the BRSR Core indicators to the Directors of Mphasis Limited.

Limitations and Exclusions

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

• Activities outside the defined assurance period.
• Positional statements (expressions of opinion, belief, aim or future intention by Mphasis Limited's and statements of future commitment.
• Competitive claims in the report claiming, "first company in India", "first time in India", "first of its kind", etc.

Our assurance does not extend to the activities and operations of Mphasis Limited outside of the scope and geographical boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

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This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist within the Report.

Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 198 years history. Its assurance team has extensive experience in conducting assessment over environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applies a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behaviour, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with Mphasis Limited.

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Restriction on use of Our Report

Our Reasonable assurance report on BRSR Core Indicators have been prepared and addressed to the Board of Directors of the Company at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our deliverables should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.

Nagabhushan B B	**Munji Rama Mohan Rao**
Lead Assuror	**Technical Reviewer**
Bureau Veritas (India) Private Limited	**Bureau Veritas (India) Private Limited**
Hubballi, India	**Hyderabad, India**
Date: 17-06-2026	**Date: 18-06-2026**

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Annexure 1

Reasonable level of assurance is provided for following '9 Indicators included in BRSR-Core Attributes'

Sl. No	Attribute	Parameter	Cross Reference to the BRSR
1	Greenhouse Gas (GHG) Footprint	Scope 1 Emissions	Principle 6, Question 7 of Essential Indicators
		Scope 2 Emissions	
		GHG Emission Intensity	
2	Water Footprint	Total Water Consumption	Principle 6, Question 3 of Essential Indicators
		Water Intensity	
		Water Discharge	Principle 6, Question 4 of Essential Indicators
3	Energy Footprint	Total Energy Consumed	Principle 6, Question 1 of Essential Indicators
		% from Renewable Sources	
		Energy Intensity	
4	Waste Management (Circularity)	Category-wise Waste Generation	Principle 6, Question 9 of Essential Indicators
		Waste Intensity & Recovery	
5	Employee Wellbeing and Safety	Spending on Well-being	Principle 3, Question 1(c) of Essential Indicators
		Safety Incidents	Principle 3, Question 11 of Essential Indicators
6	Gender Diversity	Wages Paid to Females	Principle 5, Question 3(b) of Essential Indicators
		POSH Complaints	Principle 5, Question 7 of Essential Indicators
7	Inclusive Development	MSME/Indian Sourcing	Principle 8, Question 4 of Essential Indicators
		Job Creation/ Wages in Smaller Towns	Principle 8, Question 5 of Essential Indicators
8	Customer & Supplier Fairness	Data Breach Incidents	Principle 9, Question 7 of Essential Indicators
		Accounts Payable Days	Principle 1, Question 8 of Essential Indicators
9	Business Openness	Related Party Transactions & Concentration	Principle 1, Question 9 of Essential Indicators

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About Mphasis

At Mphasis, engineering has been in our DNA since inception.

Mphasis is an AI-led, platform-driven company with human-in-the-loop intelligence, helping global enterprises modernize, infuse AI, and scale with agility. The Mphasis.ai unit and Mphasis AI-powered 'Tribes' are focused on client outcomes and embed artificial intelligence and autonomy into every layer of the enterprise technology and process stack. Mphasis built NeoIP, a breakthrough AI platform which orchestrates a powerful pack of AI platforms and solutions to deliver impactful outcomes across the entire enterprise IT value chain, because we believe 'AI Without Intelligence Is Artificial™.' Mphasis NeoIP™ is powered by the Mphasis Ontosphere™, a dynamic and ever-evolving knowledge base, delivering continuous and constant innovation through perpetual intelligent engineering - driving end-to-end enterprise transformation.

At the heart of our approach is customer-centricity - reflected in our proprietary Front2Back™ transformation framework, which uses the exponential power of cloud and cognitive to deliver hyper-personalized digital experiences ($C = X2C^2_{TM} = 1$) and build strong relationships with marquee clients. Our Service Transformation solutions enable enterprises pivot from legacy systems and operations to secure, adaptive, cloud-first operating models with minimal disruption. Continuous investments in platforms, such as the Neo series, enable enterprises to stay efficient, relevant, and ahead in a dynamic AI-first world. Mphasis is a Hi-Tech, Hi-Touch, Hi-Trust company, rooted in a learning and growth culture.
(BSE: 526299; NSE: MPHASIS)