

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity	L72200TG1991PLC013134
2. Name of the Listed Entity	Cyient Limited
3. Year of incorporation	1991
4. Registered office address	4th Floor, 'A' Wing, Plot .11, Software, Units Layout, Infocity, Madhapur Hyderabad, Telangana - 500 081
5. Corporate address	4th Floor, 'A' Wing, Plot .11, Software, Units Layout, Infocity, Madhapur Hyderabad, Telangana - 500 081
6. E-mail	company.secretary@cyient.com
7. Telephone	+91 40 6764 1000
8. Website	www.cyient.com
9. Financial year for which reporting is being done	FY 2024-25
10. Name of the Stock Exchange(s) where shares are listed	National Stock Exchange (NSE: CYIENT) and the Bombay Stock Exchange (BSE: 532175)
11. Paid-up Capital	₹ 555,194,620
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	PNSV Narasimham President – Corporate Functions Phone: +91-40-67641000 Email: pnsv.narasimham@cyient.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e., only for the entity) or on a consolidated basis (i.e., for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone (Engineering Services, India). Certain data points in this report have been restated for the comparative year due to change in approach, methodology and re-computation of certain attributes that includes Research & Development, Energy, Emissions, Water, Waste, Openness of Business and Input material sourcing. These re-statements have been made to ensure accuracy, completeness and consistency. The restated data reflects our commitment to transparency and continual improvement in reporting practices.
14. Name of assurance provider	NA
15. Type of assurance obtained	NA

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	Engineering Services	The Company's service and solution offerings span across various business units, including Aerospace & Defense, Transportation, Semiconductor, Medical & Healthcare, Communications, Energy & Utilities, Hi-tech, and Automotive.	100.00

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

S. No.	Product/Service	NIC Code	% of total turnover contributed
1	Engineering Services	62099	100.00

III. Operations

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

Locations	Number of plants	Number of offices	Total
National (No. of States)	-	11	11
International (No. of Countries)	-	15	15

Details of locations of the Company's offices / plants are listed elsewhere in the Annual Report.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	6
International (No. of Countries)	15

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

- 81.35%

c. A brief on types of customers

Cyient is committed to being a trusted partner for a diverse range of B2B clients across multiple industries. Our collaborative approach enables us to work alongside leading organizations in aerospace and defense, rail transportation, communications, utilities, hi-tech, semiconductors, energy, and industrial plant engineering. Additionally, we play a pivotal role in advancing geospatial technologies, medical technology and healthcare, automotive and mobility, mining and natural resources, and digital industries, driving innovation and fostering success. By deeply understanding our clients' distinct needs, we develop tailored solutions that accelerate their growth and enhance their achievements. Our unwavering dedication to customer-centric excellence allows us to build long-lasting, strong relationships, ensuring continued success for our partners.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	11,884	8,914	75.01	2,970	24.99
2.	Other than Permanent (E)	138	114	82.61	24	17.39
3.	Total employees (D + E)	12,022	9,028	75.10	2,994	24.90
WORKERS						
4.	Permanent (F)	NA	NA	NA	NA	NA
5.	Other than Permanent (G)	NA	NA	NA	NA	NA
6.	Total workers (F + G)	NA	NA	NA	NA	NA

***Note:** Excluding categories other than Employees ensures data consistency and accuracy, as contingent workers often have varied, short-term, or third-party contractual arrangements that can lead to unreliable or incomparable ESG metrics. Since our core business operations and culture are primarily driven by permanent employees, focusing ESG reporting on this group provides a clear and representative picture of our workforce practices. This approach also aligns with certain voluntary ESG frameworks that allow flexibility in defining the reporting boundary based on materiality and direct management control.

b. Differently abled Employees and worker

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	74	53	71.62	21	28.38
2.	Other than Permanent (E)	0	0	0.00	0	0.00
3.	Total differently abled employees. (D + E)	74	53	71.62	21	28.38
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	NA	NA	NA	NA	NA
5.	Other than Permanent (G)	NA	NA	NA	NA	NA
6.	Total differently abled workers (F + G)	NA	NA	NA	NA	NA

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	9	2	22.22
Key Management Personnel	4	0	0.00

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

	FY 2024-25 (Turnover rate in current FY)			FY2023-24 (Turnover rate in previous FY)			FY 2022-23 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	27.50	28.10	27.60	21.60	25.50	22.50	32.60	29.10	31.80
Permanent Workers	NA	NA	NA	NA	NA	NA	NA	NA	NA

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

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

Sl. 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)
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The details of holding/subsidiary/associate companies/joint ventures have been cross-referenced in the Board's Report.

VI. CSR Details

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

(ii) **Turnover** - ₹24,136 Mn

(iii) **Net worth** - ₹37,669 Mn

VI. 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) (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes	8	0	All the complaints have been resolved.	0	0	NA
Investors (other than shareholders)	We have a designated Compliance and Grievance Redressal Officer, along with a Nodal Officer, and dedicated email addresses for investors to submit their complaints or concerns Cyient Contact Us	0	0	NA	0	0	NA
Shareholders	Yes	6	6	Under review.	79	Nil	NA
Employees and workers	Yes	4	0	All the complaints have been resolved.	5	0	NA
Customers	Yes Cyient Contact Us	0	0	NA	0	0	NA

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-25			FY 2023-24		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Value Chain Partners	Yes We have established a common email inbox for vendors to report their issues. This email is listed in the Vendor Business Code of Conduct document, which is distributed to all suppliers as a weblink accompanying the Purchase Order.	0	0	NA	0	0	-
Other (please specify)	Yes		1	0	NA	0	NA

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

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.	Energy Management	Opportunity	The strategic adoption of renewable energy technologies—particularly solar and wind power—presents a transformative opportunity to diminish dependence on finite, carbon-intensive resources such as fossil fuels. This transition not only fosters long-term cost efficiency but also enhances the stability and resilience of energy systems. Moreover, renewable energy is instrumental in significantly curbing greenhouse gas emissions, thereby contributing to environmental preservation while simultaneously driving down operational and societal energy costs. Embracing these sustainable alternatives is a critical step toward a cleaner, more economically viable energy future.	NA	Positive
2.	Climate Transition & Physical Risks	Risk	The sector may face climate transition risks like regulatory shifts, rising energy costs, and pressure to adopt greener technologies, while physical risks include extreme weather disrupting data centers, supply chains, and infrastructure resilience.	Our focus is towards adopting renewable energy and investing in resilient infrastructure. Diversified supply chains and disaster-resistant facilities help reduce vulnerabilities, while aligning with sustainability regulations ensures compliance and cost efficiency. Predictive analytics and AI-driven monitoring may further strengthen operational resilience and business continuity.	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)
3.	Supply Chain Management	Risk	<p>Cyient's supply chain is subject to a range of potential risks that could impact both operational performance and corporate reputation. A key concern lies in the sustainability practices of its suppliers. If suppliers fail to adhere to environmentally responsible standards, it could lead to an increase in Cyient's Scope 3 emissions, undermining the company's broader sustainability objectives. Additionally, any instances of regulatory non-compliance by suppliers may expose Cyient to legal liabilities, operational disruptions, and reputational damage. Proactive engagement and rigorous oversight of supply chain partners are therefore essential to mitigate these risks and uphold the company's commitment to responsible business practices.</p>	<p>To fortify our commitment to responsible business practices, we adhere to a robust Vendor Code of Conduct (VCoC) and a meticulously designed Sustainable Supplier Assessment Framework. These initiatives serve as essential pillars in mitigating potential supply chain risks while fostering ethical and sustainable sourcing. Furthermore, our recurring Vendor Meets act as a strategic platform for meaningful engagement with our partners. These interactions enable us to reinforce our sustainability objectives, ensure alignment with our core principles, and collaboratively drive progress towards a more resilient and environmentally conscious supply chain.</p>	Negative
4.	Human Capital Management	Opportunity	<p>The talent shortage in the Software & IT Services industry creates opportunities for investment in education, upskilling, and diversity initiatives, fostering innovation, workforce expansion, and long-term business growth while enhancing employee retention and engagement.</p>	NA	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)
5.	Occupational Health & safety	Risk	Risks in the service industry include ergonomic strain, prolonged screen exposure, mental stress, and burnout, which can lead to reduced productivity, absenteeism, and employee disengagement. Prioritizing ergonomic setups, mental health support, and wellness programs is essential for workplace well-being.	Promoting ergonomic workspaces, screen time management, mental health support, and wellness programs, ensuring a healthier and more productive workforce.	Negative
6.	Customer Relations	Opportunity	Cyient believes that enhanced customer loyalty in the sector drives repeat business, brand trust, and long-term revenue growth, creating opportunities for premium services, cross-selling, and market expansion.	NA	Positive
7.	Corporate Governance	Opportunity	Stakeholders—including investors, regulators, and customers—expect transparent reporting on financial performance, ESG metrics, and governance practices. In a sector with high environmental and social risks, transparency is key to building credibility and maintaining access to capital. Inadequate or inconsistent disclosure can lead to regulatory scrutiny, loss of investor confidence, and reputational harm. It also affects the company's ability to be included in sustainability indices or to qualify for ESG-linked financing. The quality and completeness of disclosures reflect the company's governance maturity and accountability.	NA	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)
8.	Business Ethics, Integrity & Transparency	Risk	<p>Engaging in unethical business practices poses significant risks to Cyient's financial stability and corporate reputation. Such actions can lead to serious legal and regulatory repercussions, including fines, sanctions, and operational conflicts. Beyond the immediate consequences, unethical conduct undermines stakeholder trust—eroding customer loyalty, diminishing market share, and weakening investor confidence.</p> <p>Maintaining the highest standards of integrity is not only a legal obligation but a strategic necessity. By fostering a culture of transparency, accountability, and ethical decision-making, Cyient reinforces its commitment to responsible governance and long-term value creation.</p>	<p>The Corporate Governance Manual serves as a foundational guide for the Board, management, and employees, providing insightful direction and strategic counsel. It empowers stakeholders to navigate decisions aligned with our vision, mission, and long-term growth strategy, ensuring a steadfast commitment to Environmental, Social, and Governance (ESG) principles. By integrating ESG-driven governance, we aim to foster sustainable development, enhance corporate responsibility, and create lasting value for all stakeholders. This manual not only reinforces ethical leadership but also acts as a blueprint for achieving resilience and prosperity in an ever-evolving business landscape.</p>	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)
9.	Data Security & Privacy	Risk	Breaches in data privacy can have far-reaching consequences, exposing organizations to substantial legal liabilities, financial penalties, and reputational harm. Such incidents not only compromise sensitive information but also erode the trust of customers, partners, and other key stakeholders. A decline in confidence can lead to reduced business opportunities, customer attrition, and long-term damage to brand credibility. At Cyient, protecting data privacy is a critical priority. By implementing robust data protection protocols and adhering to global compliance standards, we aim to ensure the confidentiality, integrity, and security of all stakeholder information—reinforcing our commitment to ethical and responsible data stewardship.	Cyient employs a robust Data Leak Prevention (DLP) solution designed to safeguard the intellectual property of both our clients and our organization. This advanced security mechanism proactively monitors, detects, and prevents unauthorized access or transmission of sensitive information. By implementing stringent data protection controls, our DLP framework ensures the confidentiality and integrity of critical assets—reinforcing our commitment to secure, responsible, and trustworthy business operations.	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)
10.	Systemic Risk Management	Risk	<p>The rise of cloud computing and SaaS introduces systemic risks such as server downtime, programming errors, and cyber threats, which can disrupt critical industries like finance and utilities. These sectors rely heavily on centralized cloud data centers, increasing vulnerability to failures. Compliance challenges also arise, as shifting data storage to third-party providers requires strict adherence to privacy and security regulations. Additionally, service disruptions or breaches can lead to financial losses and reputational damage, making cybersecurity investments and disaster recovery strategies essential. While improved IT infrastructure creates market expansion opportunities, companies must balance innovation with robust risk mitigation to ensure long-term resilience.</p>	<p>Investment in robust cybersecurity, including encryption, multi-factor authentication, and real-time threat monitoring to prevent breaches. Redundant data centers and disaster recovery plans can minimize service disruptions and ensure business continuity. Compliance with regional data privacy regulations is essential, requiring strict governance frameworks and periodic audits. Diversifying cloud infrastructure across multiple providers enhances resilience.</p>	Negative
11.	Competitive Behaviour	Risk	<p>Software and IT service entities face risks such as costly litigation, regulatory scrutiny, and potential antitrust violations due to overlapping patent claims and restrictive IP practices. Legal challenges may impact market share, pricing power, and revenue, requiring careful IP management to balance innovation and fair competition.</p>	<p>Adopting transparent IP policies, ensure fair licensing practices, and engaging in proactive patent management to balance innovation with competition while minimizing litigation risks and regulatory scrutiny.</p>	Negative

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

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

Disclosure Questions	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				No		Yes
B. Has the policy been approved by the Board? (Yes/No)			Yes				No		Yes
C. Web Link of the Policies, if available	Link to Policies: Cyient_CSR_Policy_Document_Revised_V3.3.pdf EOHS_Policy.pdf HR-IN-G-PSH-C5-POL(Prevention of Sexual Harassment Policy).pdf NOTES ON AGENDA FOR THE BOARD MEETING TO BE HELD ON 25TH JULY, 2001 Code_of_Conduct.pdf LP-017-ABC (Global Anti-Bribery and Anti-Corruption Policy).pdf FP-028-VCC(Vendor Business Code Of Conduct).pdf Microsoft Word - New Microsoft Word Document Cyient_Sustainability_Policy.pdf SOP_for_Grievance_Redressal_at_Cyient_Foundation_CSR_Projects_V1.1.pdf Human_Rights_Policy_Final.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)			Yes				No		Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	<p>Yes, Cyient and its affiliated entities enforce a comprehensive Vendor Code of Conduct. This code is meticulously designed to be applicable to all vendors, sub-vendors, and subcontractors engaged in business transactions with us or acting on our behalf. The Vendor Code of Conduct encompasses a wide array of provisions, including governance, environmental conduct, and social responsibility. By extending these policies to our value chain partners, we ensure that our commitment to excellence, sustainability, and ethical conduct is consistently upheld across all levels of our operations.</p> <p>The detailed policy may be accessed at: FP-028-VCC(Vendor Business Code Of Conduct).pdf</p>								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>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</p>	<p>Cyient has achieved multiple quality management system certifications, demonstrating its commitment to excellence and industry standards. Below are the following national and international certifications, labels, and standards:</p> <p>Quality Management Systems (QMS):</p> <ul style="list-style-type: none"> • ISO 9001:2015 – Establishes a framework for quality management, ensuring consistent product and service excellence. • TL 9000 R 6.3/R5.7 – A specialized QMS tailored for the telecommunications sector. • ISO 22163 (IRIS) Rev 04 – Defines quality management requirements specific to the railway industry. • AS 9100 Rev D – A comprehensive QMS designed for the aerospace sector. • ISO 13485:2016 – Focuses on quality assurance in medical device manufacturing. <p>Information Security and IT Management:</p> <ul style="list-style-type: none"> • ISO 27001:2022 (ISMS) – Establishes guidelines for information security management systems, safeguarding data and systems integrity. • TISAX – A security standard dedicated to the automotive industry. • SOC 2 Type II – Ensures compliance with information security policies and controls within service organizations. • ISO/IEC 20000-1:2018 – Focuses on IT service management, ensuring efficiency and reliability in IT operations. <p>Environmental Management and Sustainability:</p> <ul style="list-style-type: none"> • ISO 14001:2015 (EMS) – Outlines environmental management system standards to enhance sustainable practices. <p>Occupational Health and Safety:</p> <ul style="list-style-type: none"> • ISO 45001:2018 (OHSMS) – A global standard for occupational health and safety management systems, promoting workplace safety. <p>Capability Maturity and Organizational Excellence:</p> <ul style="list-style-type: none"> • CMMI 2.0 – A performance improvement framework that enhances process maturity and operational effectiveness. 								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>5. Specific commitments, goals and targets set by the entity with defined timelines, if any.</p>	<p>Our sustainability framework is built on well-defined objectives that serve as key benchmarks, enabling us to track progress and measure the impact of our initiatives. By setting clear, time-bound targets across various pillars, we ensure consistent advancements while refining our strategies through ongoing monitoring.</p> <p>Environmental Goals</p> <ul style="list-style-type: none"> Increase renewable energy utilization at owned sites to 54.00% by FY 2025 and 75.00% by FY 2040 Reduce Scope 1 & 2 emissions by 18.00% by FY 2025 and 50.00% by FY 2040 Achieve 100.00% wastewater recycling at owned sites by FY 2030 Implement 50.00% rainwater harvesting in owned offices by FY 2026 Conduct ESG assessments of suppliers covering 75.00% of total organizational spend by FY 2027 Reduce single-use plastic by 50.00% by FY 2030 Eliminate the use of virgin paper by FY 2026 <p>Social Goals</p> <ul style="list-style-type: none"> Ensure 95.00% associate participation in the eSAT survey by FY 2030 Increase female workforce representation to 27.00% by FY 2025 and 39.00% by FY 2030 Positively impact 1 million individuals through community initiatives by FY 2030 Provide sustainability training to all associates by FY 2030 Conduct Human Rights training for all associates by FY 2030 <p>These targets reflect our commitment to fostering sustainable business practices, ensuring environmental responsibility, and driving positive social impact while continuously refining our approach for long-term success.</p>								
<p>6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.</p>	<p>Yes, the performance related and other relevant details will be disclosed in our Sustainability Report FY 25.</p> <p>The entity remains committed to aligning with its ESG goals and targets, with continuous efforts to enhance alignment in the subsequent reporting periods Strategic initiatives are being undertaken to progressively improve performance and ensure sustained compliance with ESG commitments.</p>								
<p>Governance, leadership and oversight</p>									

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<p>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)</p> <p>At Cyient, sustainability is at the core of our business philosophy, guiding our decision-making and long-term strategy. We recognize the importance of integrating Environmental, Social, and Governance (ESG) considerations into our operations to drive meaningful impact and contribute to a more sustainable future.</p> <p>As a leading provider of engineering and technology solutions, Cyient operates in a sector that plays a pivotal role in driving industrial innovation, digital transformation, and sustainable infrastructure development. The engineering and technology services industry is increasingly focusing on ESG-driven initiatives, including energy efficiency, digital connectivity, and responsible sourcing. Companies in this space are expected to balance technological advancements with environmental responsibility, ethical labor practices, and community development.</p> <p>As we advance our sustainability agenda, we acknowledge several challenges that require innovative solutions and persistent effort. Transitioning to renewable energy while maintaining operational efficiency demands strategic investments and collaborations. Reducing emissions and implementing circular economy principles across our owned sites and supply chain necessitates rigorous assessment, monitoring, and adaptation. Ensuring responsible water management and fostering a gender-responsive approach to human rights due diligence remain critical areas that require strong governance and stakeholder engagement.</p> <p>Despite these challenges, we have established ambitious, time-bound targets to accelerate our ESG progress. Key environmental goals include increasing renewable energy utilization at our owned sites to 75.00% by FY 2040, reducing Scope 1 & 2 emissions by 18.00% by FY 2025 and 66.00% by FY 2040, and achieving 100.00% wastewater recycling at owned sites by FY 2030. Additionally, we aim to implement 50.00% rainwater harvesting in our owned offices by FY 2026 and conduct ESG assessments of suppliers representing 75.00% of our total organizational spend by FY 2027.</p> <p>As a key player in the engineering and technology services sector, Cyient is committed to aligning its business practices with global sustainability objectives, ensuring responsible innovation while fostering positive social and environmental impact. Through a structured and proactive approach, Cyient remains dedicated to creating lasting value for stakeholders and the broader industry. These targets reflect our commitment to building a resilient and responsible organization. As we move forward, we remain dedicated to transparent reporting, continuous improvement, and fostering partnerships that advance global sustainability efforts. Through a structured and proactive approach, Cyient is determined to create lasting value for stakeholders and the environment.</p>									
<p>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</p>	<p>The implementation and oversight of our Business Responsibility policies are meticulously managed by a dedicated leadership team, spearheaded by the President of Corporate Functions, Mr. PNSV Narasimham. This team engages in regular, strategic dialogues to address critical aspects of Environment, Social, and Governance (ESG). Through these discussions, we ensure that our policies are effectively executed and continuously refined to meet evolving standards and expectations.</p>								
<p>9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.</p>	<p>Yes, Cyient has established a dedicated ESG Committee, which is integral to our sustainability strategy. This committee, composed of three esteemed board members, convenes at least twice annually to meticulously review and guide the company's performance in pivotal areas such as sustainability, health and safety, diversity and inclusion, and corporate social responsibility. The committee's oversight ensures that our sustainability initiatives are aligned and effectively integrated into our business operations, fostering a continuous improvement.</p>								

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Committee of the Board: ESG Committee and Risk Management Committee									ESG Committee: Meets annually Risk Management Committee: Meets biannually								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Committee of the Board: ESG Committee and Risk Management Committee									ESG Committee: Meets once a year Risk Management Committee: meets 2 times in a year								
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/ No). If yes, provide name of the agency.	No																	

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

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the principles material to its business (Yes/No)							No		
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)							No		
The entity does not have the financial or/human and technical resources available for the task (Yes/ No)							No		
It is planned to be done in the next financial year (Yes/ No)	NA						No	NA	
Any other reason (please specify)							Cyient Limited maintains an active presence in various industry forums, where it contributes to discussions on sector-relevant issues and shares its perspectives to support collective progress. The Company also undertakes public interest initiatives, independently and in collaboration with trade associations and industry partners. These engagements are guided by the Company’s core values and commitment to responsible industry participation. As such, a standalone policy governing these activities is not deemed necessary currently.		

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

This section is aimed at helping entities demonstrate their performance in integrating the Principles and Core Elements with key processes and decisions. The information sought is categorized as “Essential” and “Leadership”. While the essential indicators are expected to be disclosed by every entity that is mandated to file this report, the leadership indicators may be voluntarily disclosed by entities which aspire to progress to a higher level in their quest to be socially, environmentally, and ethically responsible.

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 the awareness programmes
Board of Directors (BoD)	4	Regulatory Updates, Legal compliances	100.00
Key Managerial Personnel (KMPs)	1	EOHS	25.00
Employees other than BoD and KMPs	39	Compliance Training First Aid Training Fire mock drill training Medical Technology and Healthcare Awareness on Quality Policy, Objectives, Safety policy & Objectives Safety Awareness	85.00
Workers	NA	NA	NA

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

Monetary

	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/Fine					
Settlement			Nil		
Compounding Fee					

Non-Monetary

	NGBRC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment					
Punishment			Nil		

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

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable	

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

Cyient's [Global Anti-Bribery and Anti-Corruption Policy](#) establishes a framework to prevent unethical practices within the organization. It outlines strict prohibitions against bribery, corruption, facilitation payments, and kickbacks, ensuring compliance with legal and ethical standards. The policy applies to all associates and mandates responsible business conduct, including transparent record-keeping and due diligence in third-party engagements. Additionally, it provides guidelines on handling gifts, hospitality, political and charitable donations, and reporting concerns related to misconduct. This policy reinforces Cyient's commitment to integrity, accountability, and ethical governance.

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

	FY 2024-25	FY 2023-24
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints regarding conflict of interest:

	FY 2024-25		FY 2023-24	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	NA

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:

	FY 2024-25	FY 2023-24
Number of days of accounts payable	32	30

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 2024-25	FY 2023-24 [#]
Concentration of purchases	a. Purchases from trading houses as a % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	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	Nil	Nil
	b. Number of dealers / distributors to whom sales are made	Nil	Nil
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	NA	NA
Share of RPTs in	Purchases (Purchases with related parties/ Total Purchases)	2.00%	5.00%
	Sales (Sales to related parties / Total Sales)	45.50%	46.00%
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	100.00%	100.00%
	Investments (Investments in related parties / Total Investments made)	72.00%	0.00%

#The financial figures for the period ending 31st March 2024 have been restated to improve accuracy and clarity in reporting following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core.

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
	Nil	

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

Yes, Cyient has implemented stringent measures to prevent and manage conflicts of interest within its Board of Directors and senior management. Employees are required to notify local management of any potential conflicts or situations that may appear as such, with disclosure strongly encouraged in cases of uncertainty. Annual declarations from board members regarding their interests in various organizations are collected to ensure transparency. Directors and senior management must avoid and disclose any activities or associations that conflict with the company's business interests. Relationships with suppliers, contractors, customers, competitors, or regulators should not compromise independent judgment.

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

Essential Indicators

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

	FY 2024-25	FY 2023-24#	Details of improvements in environmental and social impacts
R&D	Nil	Nil	NA
Capex	1.16	Nil	-

#The R&D investment for the period ending 31st March 2024 have been restated to improve accuracy and clarity in reporting following the guidelines set forth for BRSR Reporting Format. The previously reported figure was 74M.

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

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

A. We have implemented a thorough Sustainable Supplier Assessment Framework to assess and incorporate sustainability and ESG principles throughout our supply chain. While we do not have a standalone policy, we prioritize sourcing materials from local suppliers within India. Additionally, our commitment to sustainable sourcing and responsible supply chain practices is explicitly detailed in the Vendor Code of Conduct (CoC), which may be accessed at [FP-028-VCC\(Vendor Business Code Of Conduct\).pdf](#)

- 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.**

Cyient's primary focus is on delivering engineering services, thereby this does not apply to our operations. We do not engage in activities that produce significant amounts of plastics, e-waste, hazardous waste, or other materials requiring end-of-life reclamation. Our operations are centered around delivering innovative engineering solutions, which inherently minimizes our environmental impact in terms of product waste.

- 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.**

Not Applicable

Leadership Indicators

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

NIC Code	Name of the product/ service	% of total turnover contributed	Boundary for which the life cycle perspective/ assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link
Not Applicable					

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

Name of Product/Service	Description of the risk/concern	Action Taken
Not Applicable		

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

Indicate input material	Recycled or re-used input material to total material	
	FY 2024-25	FY 2023-24
As a provider of engineering and technology services, Cyient's operations do not involve material-intensive processes that rely on physical inputs. Therefore, it is not applicable within the context of our service delivery.		

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

Benefits	FY 2024-25			FY 2023-24		
	Re-used	Recycled	Safely Disposed	Re-used	Recycled	Safely Disposed
Plastics (including packaging)	As an engineering and technology solutions provider, Cyient's service-oriented operations do not involve the use of substantial physical input materials. Therefore, this metric is not applicable within the context of our business activities.			NA		
E-waste						
Hazardous waste						
Other waste						

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

Indicate product category	Reclaimed products and their packaging materials as % of total products sold in respective category
As a provider of engineering and technology solutions, Cyient operates within a service-based model that does not rely on significant physical input materials. Accordingly, this metric is not applicable to our business operations.	

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

Essential Indicators

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

Category	Total (A)	% Of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B/ A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/ A)	No. (F)	% (F/ A)
Permanent Employees											
Male	8,914	8,914	100	8,914	100	NA	NA	8,295	93.10	0	0.00
Female	2,970	2,970	100	2,970	100	2,970	100	NA	NA	2,926	98.50
Total	11,884	11,884	100	11,884	100	2,970	24.99	8,295	69.80	2,926	24.60
Other than Permanent Employees											
Male	114	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	24	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	138	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

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	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	NA										
Female											
Total											
Other than Permanent Workers											
Male	NA										
Female											
Total											

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

	FY 2024-25	FY 2023-24
Cost incurred on well-being measures as a % of total revenue of the company	0.59	0.30

2. Details of retirement benefits.

Benefits	FY 2024-25			FY 2023-24		
	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	100.00	100.00	Y	100.00	100.00	Y
Gratuity	100.00	100.00	NA	100.00	100.00	NA
ESI	100.00	100.00	Y	100.00	100.00	Y
Others - please specify	NA	NA	NA	NA	NA	NA

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, Cyient is committed to fostering an inclusive and accessible work environment in alignment with the Rights of Persons with Disabilities Act, 2016. In addition to physical infrastructure, we conduct regular training and sensitization programs for managerial and senior leadership teams to promote awareness, empathy, and proactive support for employees with disabilities. These initiatives are part of our broader commitment to building a diverse and equitable workplace where every individual can thrive with dignity and independence.

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, Cyient upholds a strong commitment to equal opportunity and non-discrimination, in alignment with the Rights of Persons with Disabilities Act, 2016. Our [Human Rights Policy](#) is a key component of our commitment to fostering an inclusive, equitable, and non-discriminatory workplace. It ensures that individuals are treated fairly and without bias across all stages of employment, irrespective of disability, gender, age, caste, religion, sexual orientation, or any other protected characteristic. The policy is embedded within our [Code of Ethics and Business Conduct](#) and is actively implemented across the organization. To further operationalize this commitment, Cyient collaborates with external agencies that specialize in training and placing individuals with disabilities. These partnerships help us identify skilled candidates and integrate them into suitable roles within the company.

Awareness and sensitization programs are also conducted to equip our leadership and HR teams with the knowledge and tools to support inclusive hiring and workplace practices.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100.00	88.00	NA	NA
Female	65.00	83.00	NA	NA
Total	90.00	87.00	NA	NA

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

	Yes/ No (If yes, then give details of the mechanism in brief)
Permanent Workers	Cyient has established a robust and transparent grievance redressal framework that ensures all employees and workers have access to fair and timely resolution processes. This includes a comprehensive grievance redressal policy applicable to all permanent employees, as well as a Whistleblower Policy that extends to all employees and workers across Cyient's offices and subsidiaries.
Other than Permanent Employees	The system enables individuals to confidentially report concerns related to misconduct, unethical behavior, or fraud directly to the designated Ombudsperson. In compliance with legal requirements, Cyient has also constituted an Internal Complaints Committee to address issues related to workplace harassment, ensuring a safe and respectful work environment. To reinforce the effectiveness of this framework, the company conducts regular site inspections, annual employee surveys, and maintains an anonymous hotline. These proactive measures help identify and address concerns promptly, fostering a culture of accountability, trust, and employee well-being.
Permanent Workers	NA
Other than Permanent Workers	

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

Category	FY 2024-25			FY 2023-24		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of associations or Union (B)	% (B/A)	Total employees/workers in respective category (C)	No. of employees/workers in respective category, who are part of associations or Union (D)	% (D/C)
Total Permanent Employees	11,884	0	0.00	12,733	0	0.00
Male	8,914	0	0.00	9,729	0	0.00
Female	2,970	0	0.00	2,966	0	0.00
Total Permanent Workers	NA	NA	NA	NA	NA	NA
Male	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA

8. Details of training given to employees and workers:

Category	FY 2024-25					FY 2023-24				
	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/A)
Employees										
Male	9,028	7,726	85.58	6,101	67.58	9,810	7,626	64.50	6,668	67.97
Female	2,994	2,449	81.80	1,909	63.76	3,025	2,298	63.81	1,681	55.57
Total	12,022	10,175	84.64	8,010	66.63	12,875*	9,943	64.10	8,351	64.86
Workers										
Male	NA	NA	NA	NA	NA	141	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	40	NA	NA	NA	NA
Total	NA	NA	NA	NA	NA	181	NA	NA	NA	NA

*This includes 40 employees who chose not to reveal their gender. Out of 40, 19 were trained on Health & Safety & 2 on Skill up-gradation in FY 2023-24. The numbers for FY 2023-24 have been restated to account for the same.

9. Details of performance and career development reviews of employees and worker

Category	FY 2024-25			FY 2023-24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	9,028	7,783	86.21	9,810	8,022	81.77
Female	2,994	2,338	78.09	3,025	2,529	83.60
Total	12,022	10,121	84.19	12,835	10,570	82.35
Workers						
Male	NA	NA	NA	141	NA	NA
Female	NA	NA	NA	40	NA	NA
Total	NA	NA	NA	181	NA	NA

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 such system?

Yes, 100.00% of our offices have implemented occupational health and safety management system and are ISO 45001:2018 certified.

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

Cyient follows a structured Aspect Impact, Hazard Identification, and Risk Assessment (AIHIRA) process to identify and evaluate work-related hazards on both routine and non-routine bases. This system enables the organization to proactively assess environmental and occupational risks, implement mitigation measures, and ensure compliance with applicable regulations. Regular assessments, including those for new or modified tasks, help maintain a safe working environment and support continuous improvement in health and safety performance.

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

Yes, Cyient has established a responsive and transparent system that empowers workers to report work-related hazards and withdraw from unsafe conditions without fear of retaliation. Our enhanced incident management process, supported by a digital EHS reporting platform, enables employees to promptly log safety concerns or incidents. Upon submission, alerts are automatically sent to the fire and safety teams for immediate action. The reporting individual is kept informed throughout the investigation, from initiation to resolution, ensuring accountability and trust. This mechanism aligns with our commitment to uphold worker safety, promote a culture of risk awareness, and ensure timely redressal of workplace hazards.

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

Cyient is committed to promoting the overall well-being of its workforce by offering access to a range of non-occupational medical and healthcare services. These include periodic complimentary health screenings, mental wellness initiatives, and access to professional counseling support. Such programs are designed to proactively support the physical and emotional health of our associates beyond the workplace. To ensure continuity and resilience across our value chain, we also encourage our vendors to adopt similar employee wellness practices. Furthermore, we have strengthened our transportation and security arrangements to enhance the safety and comfort of our associates during work-related travel.

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

Safety Incident/Number	Category*	FY 2024-25	FY 2023-24
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*including the contract workforce

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

Cyient prioritizes the health and safety of its workforce through a structured approach. All our facilities are equipped with critical emergency response tools such as Automated External Defibrillators and fire evacuation chairs to ensure preparedness during emergencies. We have implemented a digital EOHS incident reporting system via MyCyient.com, enabling associates to confidentially report safety concerns or incidents. To strengthen awareness, we offer a mandatory “Safety Awareness” E-learning module alongside a recommended EOHS training course for all employees. Regular communication campaigns, including mailers and visual displays, address key topics such as ergonomics, heat stress, road safety, and seasonal health tips. Our “Well-Being Wednesday” initiative, led by HR Business Partners, promotes holistic wellness through targeted health-related activities and resources.

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

	FY 2024-25			FY 2023-24		
	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	0	NA	NA	0	NA	NA
Health and Safety	0	NA	NA	0	NA	NA

14. Assessments for the year

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

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.

No significant safety-related incidents or material concerns were identified during the assessment conducted for the reporting period.

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).

In the unfortunate event of an employee’s death, the company extends comprehensive support to their family, including financial assistance and other welfare measures.

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

Cyient has implemented GreyT HR, a tool designed to ensure statutory compliance across all downstream value chain partners. This system meticulously uploads and monitors partner details, ensuring adherence to statutory requirements such as ESI and PF deposits. Our HR compliance team oversees this process, utilizing the tool to track compliance on a monthly, quarterly, and half-yearly basis. All compliance evidence is diligently recorded and maintained for thorough verification and oversight.

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:

Category	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2024-25	FY 2023-24	FY 2024-25	FY 2023-24
Employees	0	0	0	0
Workers	0	0	0	0

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)

No, currently the entity does not offer formal transition assistance programs for employees retiring or exiting the organization.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and Safety Practices	We have screened 89 suppliers, who contribute to around 30.00% of our total annual expenditure, through Dunn & Bradstreet's ESG assessment reporting.
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

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

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

Cyient follows a structured and methodical process to identify its key stakeholder groups. This involves collaboration between the board and senior leadership to assess various stakeholder categories based on their influence, interest, and relevance to the organization's strategic goals. Through regular engagement, feedback collection, and environmental analysis, the company ensures that stakeholder expectations are effectively understood and addressed. This approach enables the organization to build resilient relationships, enhance transparency, and align its operations with stakeholder priorities, thereby supporting sustainable growth and long-term value creation.

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 and marginalized group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (annually, half yearly, quarterly, others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	<ul style="list-style-type: none"> • Annual General Meeting • Quarterly Meetings • Annual Report & Sustainability Report • Shareholder information on website • Timely response to shareholder queries • Cyient's Internal Newsletter 'Communique' • Press release 	Annually/ Half yearly/ Quarterly/ Need Basis	Financial and Sustainability performance of the organization
Employees	No	<ul style="list-style-type: none"> • Associate surveys • Cyient's Internal Newsletter 'Communique' • Annual Report & Sustainability Report • Press release 	Quarterly, Half yearly/ Continuous	Associate Engagement, Learning & development
Senior Management	No	<ul style="list-style-type: none"> • Associate surveys • Cyient's Internal Newsletter 'Communique' • Annual Report & Sustainability Report 	Annually/ Half yearly/ Quarterly/ Need Basis	Board Evaluation, Discussions
Local Community	Yes	<ul style="list-style-type: none"> • Community workshops • Press releases 	Annually/ Half yearly/ Quarterly/ Need Basis/ Continuous	Education & IT Literacy, Skill Development, Innovation & Infrastructure, Healthcare, Community Development
Suppliers	No	<ul style="list-style-type: none"> • Supplier Workshops • Annual Report & Sustainability Report • Cyient's Internal Newsletter 'Communique' • Social media platforms such as LinkedIn, and Twitter 	Annually/ Need Basis/ Continuous	Business related discussions, awareness workshop on sustainability

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.

At Cyient, stakeholder engagement is integral to our ESG strategy. We identify key stakeholders—such as investors, employees, clients, leadership, communities, and suppliers—through a structured mapping process based on their relevance and impact. Consultations are conducted via surveys, meetings, and focused discussions to gather insights on economic, environmental, and social issues. When delegated, feedback is formally documented and shared with the Board through periodic reports and ESG committee updates. This process ensures that stakeholder perspectives are embedded in strategic decisions, reinforcing our commitment to sustainable and responsible business practices.

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

Yes, stakeholder consultation plays a pivotal role in identifying and managing environmental and social topics at Cyient. We follow a structured five-step materiality assessment process to ensure that stakeholder insights are meaningfully integrated into our sustainability strategy:

- 1. Issue Identification:** We begin by compiling a comprehensive list of environmental and social issues, aligned with sector-specific ESG standards and global frameworks.
- 2. Strategic Relevance:** These issues are evaluated against our core business objectives, including growth, operational efficiency, brand equity, and long-term resilience.
- 3. Risk Prioritization:** Each issue is assessed for its potential impact and associated risks, enabling prioritization based on business relevance and preparedness.
- 4. Stakeholder Engagement:** We actively engage with internal and external stakeholders to validate the significance of these issues and understand their expectations.
- 5. Benchmarking:** The findings are cross-referenced with global benchmarks such as the UN Sustainable Development Goals (SDGs), National Guidelines on Responsible Business Conduct (NGRBC), and the Dow Jones Sustainability Index (DJSI)

Insights from this process helps us curate our sustainability strategy and initiatives accordingly. Stakeholder input has led to the advancement of energy efficiency initiatives and the strengthening of health and safety programs, ensuring our actions remain both stakeholder-focused and strategically aligned.

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

Cyient regularly engages with vulnerable and marginalized stakeholder groups to understand and address their specific concerns. Through ongoing dialogue with community members, local NGOs, and grassroots organizations, we identify key areas where support is most needed—such as access to education, digital literacy, employability, and environmental awareness. Based on these insights, we have implemented targeted initiatives including skill development programs for youth and women, digital literacy campaigns in underserved regions, and community-led environmental projects. We ensure that any issues raised such as accessibility challenges are promptly addressed.

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 2024-25			FY 2023-24		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	11,884	11,884	100.00	12,733	12,733	100.00
Other than permanent	138	138	100.00	142	142	100.00
Total Employees	12,022	12,022	100.00	12,875	12,875	100.00
Workers						
Permanent	NA	NA	NA	0	0	100.00
Other than permanent	NA	NA	NA	266	266	100.00
Total Workers	NA	NA	NA	266	266	100.00

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

Category	FY 2024-25					Total (D)	FY 2023-24			
	Total (A)	Equal to Minimum Wage		More than Minimum Wage			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	11,884	1,955	16.45	9,929	83.55	12,327	0	0	12,327	100.00
Male	8,914	1,081	12.12	7,833	87.88	9,416	0	0	9,416	100.00
Female	2,970	874	29.42	2,096	70.58	2,911	0	0	2,911	100.00
Other than Permanent	138	40	28.98	98	71.02	105	0	0	105	100.00
Male	114	58	50.87	56	49.13	57	0	0	57	100.00
Female	24	0	0	24	100.00	48	0	0	48	100.00
Workers										
Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	-	-	-	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-	-	-	-
Other than Permanent	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Male	-	-	-	-	-	141	-	-	-	-
Female	-	-	-	-	-	40	-	-	-	-

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration / wages:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	7	2,400,000	2	1,500,000
Key Management Personnel	4	19,608,474	0	0
Employees other than BoD and KMP	9,017	574,183	2,992	409,956
Workers	NA	NA	NA	NA

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

	FY 2024-25	FY 2023-24
Gross wages paid to females as % of total wages	17.83	18.00

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, Cyient has established a clear governance structure to address human rights impacts associated with its operations. The responsibility for overseeing human rights-related matters lies with designated individuals and committees, ensuring accountability and proactive management. Our Head of ESG and DEI (Diversity, Equity, and Inclusion) leads the efforts in identifying, assessing, and mitigating any potential or actual human rights risks. Additionally, a dedicated leadership panel is responsible for managing and reviewing all whistleblower complaints, with oversight from the Board of Directors. This multi-tiered approach ensures that human rights concerns are addressed promptly, transparently, and in alignment with our ethical commitments.

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

Cyient has established comprehensive internal mechanisms to address grievances related to human rights, ensuring a safe, respectful, and inclusive workplace. Our Associate Grievance Redressal Policy provides a structured and confidential platform for employees to raise concerns without fear of retaliation. In addition, we operate an independent Integrity Helpline, managed by an external agency, which allows both internal and external stakeholders to report issues anonymously. This ensures impartial investigation and resolution in line with regulatory and ethical standards. To further reinforce our commitment, we have constituted an Internal Complaints Committee in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, to address these grievances. These mechanisms collectively uphold our human rights commitments and foster a culture of transparency, accountability, and trust.

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

Category	FY 2024-25			FY 2023-24		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	3	0	All the complaints have been resolved	3	2	All the complaints have been resolved
Discrimination at workplace	1	0	All the complaints have been resolved	1	0	All the complaints have been resolved.
Child Labour	0	0	NA	0	NA	NA
Forced Labour/ Involuntary Labour	0	0	NA	0	NA	NA
Wages	0	0	NA	0	NA	NA
Other human rights related issues	0	0	NA	0	NA	NA

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

	FY 2024-25	FY 2023-24
Total complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	3	3
Complaints on POSH as a % of female employee/ workers	0.10	0.09
Complaints on POSH upheld	NA	NA

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

Our Disciplinary Action Policy incorporates a comprehensive non-retaliation clause, which explicitly prohibits any adverse action against individuals who, in good faith, report violations of the Cyient Code of Ethics & Business Conduct, including human rights infringements. The policy acknowledges the emotional and professional stress that may accompany such disclosures and ensures that whistleblowers are protected throughout the investigative process. In alignment with our [Whistleblower Policy & Procedures](#), every complainant is entitled to full protection from retaliation. This includes protection against demotion, dismissal, intimidation, or any form of discrimination arising from their decision to report misconduct or cooperate in an investigation. To ensure impartiality and transparency, Cyient has constituted dedicated Internal Committees at operational locations. These bodies are empowered by the Chairman and Managing Director to investigate complaints thoroughly and confidentially, in accordance with the provisions and other applicable laws. These mechanisms are periodically reviewed and strengthened to align with evolving legal standards and best practices in corporate governance. Through these proactive measures, Cyient reaffirms its zero-tolerance stance on discrimination and harassment, and its unwavering support for those who courageously speak up in defense of ethical conduct and workplace justice.

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

Yes, our business agreements and contractual frameworks are firmly anchored in human rights principles, as outlined in our Vendor Code of Conduct. We mandate that all vendors uphold and actively advocate for globally recognized human rights standards, ensuring ethical and responsible business practices. Furthermore, vendors are required to exercise due diligence to prevent any actions that may contravene these fundamental principles, reinforcing our commitment to integrity, fairness, and corporate responsibility.

10. Assessments of the year

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100.00
Forced/involuntary labour	100.00
Sexual harassment	100.00
Discrimination at workplace	100.00
Wages	100.00
Others – please specify	NA

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not Applicable

Leadership Indicators

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

Cyient is committed to upholding human rights across all facets of its operations. In response to the grievances redressal system, we have proactively enhanced our Talent Management Process to better reflect our values of equity and fairness. This modification ensures broader representation and participation of associates from diverse backgrounds in career development, performance evaluations, and leadership opportunities. The revised process integrates inclusive assessment, transparent feedback, and structured grievance redressal systems, enabling employees to voice concerns without fear of bias or exclusion.

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

Cyient Limited has not yet conducted a formal human rights due diligence process. However, as an initial step, the company carried out a comprehensive **gap assessment** across its operations in FY 2024-25 to identify potential human rights risks and impacts. Moving forward, we are committed to integrating a robust human rights due diligence framework into our policy commitments, ensuring its effective implementation within business operations and extending its scope to our supply chain. Our goal is to establish a gender-responsive human rights due diligence mechanism that applies both to our internal operations and across our supply chain, fostering ethical and inclusive business practices.

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, Cyient complies with the provisions of the Rights of Persons with Disabilities Act, 2016, ensuring that all its office premises are accessible to persons with disabilities. We conduct sensitization and awareness programs for managers and senior leaders to promote understanding, and responsiveness to the needs of differently abled individuals. These efforts are part of our broader inclusion strategy, reinforcing our dedication to accessibility, dignity, and equal opportunity for all.

4. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	We have utilized Dunn & Bradstreet's ESG assessment reporting to screen 89 suppliers, who collectively account for around 30.00% of our annual spend.
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others – please specify	-

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

Nil.

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 2024-25	FY 2023-24 [#]
From renewable sources		
Total electricity consumption (A) (in GJ)	16,954	23,912
Total fuel consumption (B) (in GJ)	0	0
Energy consumption through other sources (C) (in GJ)	0	0
Total energy consumed from renewable sources (A+B+C) (in GJ)	16,954	23,912
From non-renewable sources		
Total electricity consumption (D) (in GJ)	52,640	58,205
Total fuel consumption (E) (in GJ)	2,286	2,840
Energy consumption through other sources (F) (in GJ)	0	0
Total energy consumed from non-renewable sources (D+E+F) (in GJ)	54,926	61,045
Total energy consumed (A+B+C+D+E+F) (in GJ)	71,880	84,957
Energy intensity per rupee of turnover (Total energy consumption/ revenue from operations) (GJ/ ₹)	0.00000297	0.00000345*
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumption/ revenue from operations adjusted for PPP) (GJ/ \$)	0.0000615	0.00007051**
Energy intensity in terms of physical output (GJ/ \$)	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity (GJ/FTE)	6.18	-

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 numbers for FY 2023-24 for electricity consumption from non-renewable sources have been restated due to enhanced coverage of electricity consumption points.

* The intensity has been restated owing to change in the unit of measurement considered in denominator for intensity calculation.

**The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

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.

No, Cyient is not currently classified as a Designated Consumer under the Performance, Achieve and Trade (PAT) Scheme administered by the Bureau of Energy Efficiency (BEE), Government of India. However, Cyient remains committed to energy efficiency. We voluntarily adopt best practices in energy management and continuously monitor our environmental performance to align with global sustainability goals.

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

Category	FY 2024-25	FY 2023-24#
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	5,664	8,429
(iii) Third party water	73,048	74,562
(iv) Seawater / desalinated water	0	0
(v) Others	3,249	0
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	81,961	82,991
Total volume of water consumption (in Kilolitres)	81,961	82,991
Water intensity per rupee of turnover (Kilolitres/₹) (Water consumed / revenue from operations)	0.00000339	0.00000407*
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Water consumed / revenue from operations adjusted for PPP) (Kilolitres/\$)	0.0000701	0.0000688**
Water intensity in terms of physical output	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity (Kilolitres /FTE)	7.05	-

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 numbers for water consumption for FY 2023-24 have been restated due to reconciliation of withdrawal numbers.

* The intensity has been restated owing to change in the unit of measurement considered in denominator for intensity calculation.

**The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

4. Provide the following details related to water discharged:

Parameter	FY 2024-25	FY 2023-24 [#]
Water discharge by destination and level of treatment (in kilo liters)		
(i) To Surface water	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(ii) To Groundwater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iii) To Seawater	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(iv) Sent to third parties	0	0
- No treatment	0	0
- With treatment – please specify level of treatment	0	0
(v) Others	0	0
- No treatment	0	0
- With treatment	0	0
Total water discharged (in kilo liters)	0	0

[#]The numbers for water discharge for FY 2023-24 have been restated due to change in methodology to account for reconciliation of wastewater discharge destinations.

Water discharge across all office locations is recorded as zero due to the presence of Sewage Treatment Plants (STPs), ensuring complete recycling and reuse of wastewater.

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.

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

Cyient has not yet implemented Zero Liquid Discharge (ZLD) system across its facilities. However, we have adopted sustainable water management practices to minimize environmental impact and promote resource efficiency. At our operational sites, wastewater is systematically treated through on-site Sewage Treatment Plants (STPs). The treated water is then recycled and reused for non-potable applications such as sanitation, landscaping, and gardening, thereby significantly reducing freshwater consumption and discharge volumes.

While ZLD is not currently in place, we continuously evaluate opportunities to enhance our water stewardship initiatives and align with industry best practices.

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

Parameter	Please specify unit	FY 2024-25	FY 2023-24 [#]
NOx	MT	0.08	0.26
Sox	MT	0.16	0.06
Particulate matter (PM)	MT	0.38	0.04
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others – please specify	-	-	-

[#] The numbers for air emissions have been restated for FY 2023-24, owing to change in the unit of measurement considered for comparability of the data to FY 2024-25 numbers.

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.

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

Parameter	Unit	FY 2024-25	FY 2023-24#
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	1,117	1,211
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tons of CO ₂ equivalent	10,630	8,170
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover (Total scope 1 and scope 2 GHG emissions/ revenue from operations)	tCO ₂ /₹	0.000000486	0.000000331*
Total Scope 1 and Scope 2 emissions intensity per rupee of turnover adjusted for Purchasing Power Parity (Total scope 1 and scope 2 GHG emissions/ revenue from operations adjusted for PPP)	tCO ₂ /\$	0.00001005	0.00000778 **
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	Metric tons of CO ₂ equivalent	1.01	-

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 intensity has been restated owing to change in the unit of measurement considered in denominator for intensity calculation.

**The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

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

Yes, Cyient has proactively initiated several strategic interventions aimed at curbing greenhouse gas (GHG) emissions, reinforcing our commitment to climate stewardship and sustainable operations. As part of our transition toward cleaner energy sources, we have significantly expanded our renewable energy footprint by deploying solar power infrastructure across key locations, including Kakinada, Vizag, Warangal, and Madhapur. These installations have meaningfully reduced our dependence on grid-based electricity and contributed to lowering our carbon intensity. Our Bangalore and Manikonda campuses now derive a substantial portion of their energy needs from solar power. In addition to renewable energy adoption, we are fostering a culture of green mobility by establishing electric vehicle (EV) charging stations at our Manikonda, Madhapur, and Bangalore facilities. These stations support both two- and four-wheeled EVs, encouraging employees to embrace low-emission transportation alternatives. Collectively, these initiatives reflect Cyient's integrated approach to environmental responsibility combining clean energy, and sustainable infrastructure to drive long-term impact in reducing GHG emissions.

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

Parameter	FY 2024-25	FY 2023-24 [#]
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0.76	0.04
E-waste (B)	39.13	25
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	58	0
Battery waste (E)	12.81	11
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	3.47	2.94
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	86.41	106.00
Total (A+B + C + D + E + F + G + H)	200.58	145.00
Waste intensity per rupee of Turnover <i>(Total waste generated / Revenue from operations)</i>	0.0000000832	0.0000000589*
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) <i>(Total waste generated / Revenue from operations adjusted for PPP)</i>	0.000000171	0.000000120**
Waste intensity in terms of physical output	NA	NA
Waste intensity (optional) – <i>the relevant metric may be selected by the entity</i>	0.02	-

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)

Category of waste	FY 2024-25	FY 2023-24
(i) Recycled	138.06	-
(ii) Re-used	0	17
(iii) Other recovery operations	0	-
Total	138.06	17

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

Category of waste	FY 2024-25	FY 2023-24
(i) Incineration	0	-
(ii) Landfilling	0	-
(iii) Other disposal operations	62.52***	129
Total	62.52	129

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 intensity has been restated owing to change in the unit of measurement considered in denominator for intensity calculation.

**The intensity adjusted for PPP has been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core. The PPP factor has been sourced from IMF database. <https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>.

*** The waste under 'Other disposal operations' is being disposed off through PCB authorized vendors.,

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.

Cyient adopts a comprehensive approach to waste management, aimed at minimizing ecological impact and promoting sustainable operations across all its facilities. Our waste segregation system is designed to ensure efficient sorting at source, with clearly labeled bins for recyclables, organic waste, and non-recyclables. All waste streams are managed through authorized vendors certified by the Pollution Control Board, ensuring compliance with environmental regulations. To reduce paper waste, we collaborate with certified recycling partners and promote the use of recycled paper products, including notepads and office supplies. Organic waste, such as food and garden residues, is processed through on-site Organic Waste Converters, which transform biodegradable material into nutrient-rich compost used for in-house landscaping and gardening. In line with our commitment to environmental stewardship, Cyient has implemented stringent controls to minimize the use of hazardous and toxic substances in our operations. We actively discourage the use of non-biodegradable and harmful materials through internal awareness campaigns and regular employee communications. Where chemicals are necessary such as in cleaning processes or sewage treatment only certified, regulatory-compliant products are used. We employ dilution and neutralization techniques to reduce chemical concentration, ensuring safe handling and disposal. Wastewater generated at our facilities is treated through Sewage Treatment Plants (STPs), and the treated water is reused for non-potable applications like sanitation and irrigation, further reducing our environmental footprint.

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:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
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Cyient is committed to environmental stewardship and the preservation of biodiversity. We conduct thorough due diligence to ensure that our operations do not encroach upon or adversely impact ecologically sensitive zones, including national parks, wildlife sanctuaries, biosphere reserves, wetlands, coastal regulation zones, and other protected ecosystems. Cyient does not operate any facilities or conduct business activities in or around areas classified as ecologically sensitive where environmental approvals or clearances are mandated.

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

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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During the reporting period, Cyient did not undertake any projects or operations that fall under the purview of the Environmental Impact Assessment (EIA) Notification, 2006, issued by the Ministry of Environment, Forest and Climate Change (MoEFCC), Government of India. Accordingly, no EIAs were conducted, as none of our activities triggered the applicability criteria outlined in the notification.

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:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Yes, Cyient is fully compliant with all applicable environmental laws, regulations, and guidelines in India. This includes adherence to the Water (Prevention and Control of Pollution) Act, the Air (Prevention and Control of Pollution) Act, and the overarching Environment (Protection) Act, along with the rules and notifications issued thereunder. We maintain all necessary environmental consents and clearances, and our operations are regularly monitored to ensure alignment with prescribed norms.				

Leadership Indicators

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

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

- (i) Name of the area:
- (ii) Nature of operations
- (iii) Water withdrawal, consumption and discharge in the following format:

Not applicable as none of our site are located in areas of water stress.

Parameter	FY 2024-25	FY 2023-24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	-	-
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres)	-	-
Total volume of water consumption (in kilolitres)	-	-
Water intensity per rupee of turnover (Water consumed / turnover)	-	-
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kilolitres)		
Water intensity in terms of physical output		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2024-25	FY 2023-24
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) Into 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 kilolitres)	-	-

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

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

Parameter	Unit	FY 2024-25	FY 2023-24
Total Scope 3 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO2 equivalent	Not calculated	Not calculated
Total Scope 3 emissions per rupee of turnover		-	-
Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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.

3. With respect to the ecologically sensitive areas reported at Question 10 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:

S. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1	Use of renewable energy	We have made notable progress in advancing the use of renewable energy across our operations. Our offices in Bangalore, Manikonda, Madhapur, Kakinada, Vizag, and Warangal are leading this transition, increasingly powered by clean and sustainable energy sources.	Our strategic shift toward renewable energy has led to a substantial reduction in carbon emissions, underscoring our commitment to environmental sustainability. At the same time, this transition has contributed to lower operational costs, demonstrating the dual benefits of ecological responsibility and economic efficiency.
2	Installation of EV charging stations	As part of our commitment to environmental sustainability and reducing greenhouse gas (GHG) emissions, we have installed electric vehicle (EV) charging stations for both two-wheelers and four-wheelers at our facilities in Manikonda, Madhapur, and Bangalore. These efforts reflect our proactive approach to promoting cleaner transportation alternatives and supporting the transition to a low-carbon future within our organization	To encourage the adoption of electric vehicles and reduce emissions associated with employee commuting, we have implemented initiatives that support cleaner, more sustainable transportation options.
3	Recycling of wastewater	We have taken a meaningful step toward environmental conservation by installing in-house Sewage Treatment Plants (STPs) at our facilities in Manikonda, Madhapur, Bangalore, Kakinada, and Warangal. These systems enable efficient wastewater management and support our commitment to sustainable resource utilization and environmental responsibility.	This initiative enables efficient wastewater recycling, significantly reducing our water footprint and reinforcing our commitment to sustainable water management practices.
4	Waste Management	To support our sustainability goals, we have installed Organic Waste Converters at our offices in Manikonda, Madhapur, and Bangalore. These systems transform food waste into nutrient-rich compost, which is then used as natural fertilizer in our gardens—promoting a circular approach to waste management. Additionally, we have eliminated the procurement and use of single-use plastics across all our offices, reinforcing our commitment to reducing environmental impact.	This initiative has significantly reduced the volume of waste sent to landfills by repurposing organic waste and eliminating the use of single-use plastics. It has also fostered a culture of sustainability within the organization, encouraging environmentally responsible practices across all levels.

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

Yes, Cyient has a robust Business Continuity and Disaster Management Plan designed to ensure operational resilience and uninterrupted service delivery. The plan includes comprehensive risk assessments, Business Impact Analyses, and the identification of critical functions. A dedicated Crisis Management Team (CMT) oversees recovery efforts, while Emergency Response Teams (ERTs) manage on-ground incidents. The Chief Information Officer (CIO) leads initiatives to strengthen IT infrastructure and data security. These measures collectively safeguard business operations, minimize downtime, and uphold client commitments, reinforcing Cyient's preparedness to respond swiftly and effectively to unforeseen disruptions.

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

During the reporting period, Cyient did not identify any significant adverse environmental impacts arising from its value chain. Our operations and supplier engagements are structured to align with sustainable practices and regulatory compliances.

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

89 suppliers contributing to ~30.00% of the total annual spend have been screened using Dunn & Bradstreet ESG assessment reporting

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 7 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	Confederation of Indian Industry (CII) National	National
2	National Association of Software and Service Companies National	National
3	Global Compact Network India National	National
4	Indo-American Chamber of Commerce National	National
5	National HRD Network National	National
6	The Federation of Telangana Chambers of Commerce and Industry State	State
7	Hyderabad Management Association State	State

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

Name of authority	Brief of the case	Corrective action taken
NA		

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	Web Link, if available
NA					

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
Education: Quality Education through School Adoption	CF/ CSR00004617/02012025/ EDU/ITL/SD/CD	2/1/2025	Yes	Yes	https://www.cyient.com/investors/corporate-governance
Community Development: Cyient Adopted Village	CF/ CSR00004617/11022025/ AV24_25	11/2/2025	Yes	Yes	https://www.cyient.com/investors/corporate-governance
IT Literacy: Cyient Digital Centers	CF/ CSR00004617/02012025/ EDU/ITL/SD/CD	2/1/2025	Yes	Yes	https://www.cyient.com/investors/corporate-governance
IT Literacy: Cyient Digital Centers	CF/ CSR00004617/02012025/ EDU/ITL/SD/CD	2/1/2025	Yes	Yes	https://www.cyient.com/investors/corporate-governance
Environmental Protection (Plantation and Conservation)	CF/ CSR00004617/21042024/ WC/GE/TS/AP	21/04/2024	Yes	Yes	https://www.cyient.com/investors/corporate-governance

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)
NA						

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

Cyient Foundation has established grievance redressal mechanisms at the Cyient Adopted Schools, Cyient Adopted Villages and Cyient Urban and ITES Skill Centers.

Placed the Grievance Registers which are easily accessible to all stakeholders these registers are language appropriate, gender-sensitive and allows the immediate attention of the Cyient Foundation for quick resolution. Cyient Foundation has sensitized the community about the Grievance Redressal procedure and resolving the issues on priority.

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

	FY 2024-25	FY 2023-24#
Directly sourced from MSMEs/ small producers	17.00%	21.00%
Directly from within India	88.00%	92.00%

*The number for Percentage of input material sourced directly from MSMEs and within India for FY 2023-24 have been restated following the guidelines set forth in SEBI's circular dated December 20, 2024, which outlines Industry Standards Forum guidance for BRSR Core.

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 2024-25	FY 2023-24
Rural	-	-
Semi urban	-	-
Urban	1.77	1.96
Metropolitan	98.23	98.04

(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):

Details of negative social impact identified	Corrective action taken
None	NA
None	NA

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

S. No.	State	Aspirational District	Amount Spent (in INR)
We do not undertake CSR projects in aspirational districts.			

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

No, we don't have a formal preferential policy, However, we diligently monitor and document information about suppliers from marginalized or vulnerable groups, including minority-owned businesses in the USA and those with MSME status in India.

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

Not Applicable

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

Not Applicable

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
1.	Cyient-Class 9 (Device Mark)	Yes	No	-
2.	Cyient-Class 35 (Device Mark)	Yes	No	-
3.	Cyient-Class 42 (Device Mark)	Yes	No	-
4.	VISMON – Class 9 (Word Mark)	Yes	No	-
5.	VISMON– Class 35 (Word Mark)	Yes	No	-
6.	VISMON – Class 42 (Word Mark)	Yes	No	-
7.	VISMON – Class 9 (Device Mark)	Yes	No	-
8.	VISMON– Class 35 (Device Mark)	Yes	No	-
9.	VISMON – Class 42 (Device Mark)	Yes	No	-
10.	CYIENT FOUNDATION – Class 35 (Word Mark)	Yes	No	-
11.	CYIENT FOUNDATION – Class 36 (Word Mark)	Yes	No	-
12.	CYIENT FOUNDATION – Class 45 (Word Mark)	Yes	No	-
13.	CYIENT FOUNDATION– Class 35 (Device Mark)	Yes	No	-
14.	CYIENT FOUNDATION– – Class 36 (Device Mark)	Yes	No	-
15.	CXO CYIENCE – Class 42 (Word Mark)	Yes	No	-
16.	CXO CYIENCE– Class 42 (Device Mark)	Yes	No	-
17.	Arc-Class 35 (Device Mark)	Yes	No	-
18.	Arc– Class 42 (Device Mark)	Yes	No	-
19.	Arc– Class 45 (Device Mark)	Yes	No	-
20.	FAST -Class 35 (Device Mark)	Yes	No	-
21.	FAST- Class 42 (Device Mark)	Yes	No	-
22.	SYSTEM AND METHOD OF GENERATING AN ANATOMICAL THREE-DIMENSIONAL MODEL (Indian Patent Application No.: 202541018615)	Yes	No	-

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
NA		

6. Details of beneficiaries of CSR Projects:

S. No	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1.	<Education> Quality Education through School Adoption	21,103	37.01
2.	<Community Development> Cyient Adopted Village	1,864	11.37
3.	<Women Empowerment> Skill Development Initiative (Cyient Urban / ITES Skill Centers	1,286	74.80
4.	<IT Literacy> Cyient Digital Centers	1,056	30.20

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.

Cyient has a dedicated microsite for customers to provide feedback and lodge complaints, if any. <http://www.cyient.com/contact-us>. We follow a structured approach to grievance resolution, ensuring timely acknowledgment, investigation, and appropriate corrective actions which ensures transparency and responsiveness in addressing consumer grievances, reinforcing trust and commitment to customer satisfaction.

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

Parameter	As a percentage to total turnover
Environmental and social parameters relevant to the product	This metric is not relevant to Cyient as our main business is providing engineering services, and it does not involve the manufacturing of any product which would carry such specific information.
Safe and responsible usage	
Recycling and/or safe disposal	

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

	FY 2024-25		Remarks	FY 2023-24		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data Privacy	0	0	NA	0	0	NA
Advertising	0	0	NA	0	0	NA
Cyber Security	0	0	NA	0	0	NA
Delivery of essential services	0	0	NA	0	0	NA
Restrictive Trade Practices	0	0	NA	0	0	NA
Unfair Trade Practices	0	0	NA	0	0	NA
Other	0	0	NA	0	0	NA

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

	Number	Reasons for recall
Voluntary recalls	0	Not applicable
Forced recalls	0	Not applicable

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, Cyient has a comprehensive framework and policy to manage cybersecurity and data privacy risks. The Cyient Cyber Security Policy and Framework (SP-004-CSPF) and the Global Data Privacy Policy (GP-017-GDP) outline the necessary measures and objectives. You can access these documents through the following links:

Cyient complies with General Data Protection Rules (GDPR) and maintains an Information Security Management System (ISMS) that meets ISO/IEC 27001:2013 and ISO/IEC 27002:2013 standards. These standards ensure the secure management of information assets against both internal and external threats. Our cybersecurity strategy is integrated with the company's key goals and is overseen by the CEO, CIO, and finance teams. The Risk Management Committee, which includes the CEO, supervises all cybersecurity matters.

Cyient takes data privacy and security seriously. We have implemented a robust data loss prevention policy and a Data Retention policy that clearly defines the timeframe for permanently deleting personal data. Our commitment to the highest standards of data privacy and security is demonstrated by our accountability to data protection authorities in every country where we operate.

- 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.

- 7. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches** – No instances of data breach reported in the FY 25.
- b. Percentage of data breaches involving personally identifiable information of customers** – Not Applicable
- c. Impact, if any, of the data breaches** - Not Applicable

Leadership Indicators

- 1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

Information relating to all the services provided by the Company are available on the Company's website.
<https://www.cyient.com/>

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

Not applicable

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

Not applicable

- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with 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)**

The requirement to display product information is not relevant to Cyient, as the company's primary focus is engineering services rather than the manufacturing of goods. Recently, Cyient conducted its annual customer satisfaction survey via a web-based platform, facilitated by an independent research firm.