



ESG Performance Metrics

1. Environmental Goals and Target Performance

Policy	Target	Baseline (FY20)	FY26	FY25	FY24
Environment	Achieve net zero by 2040 tCO ₂ e	Scope 1: 22,121 Scope 2: 201,973 Scope 3: 347,637	Scope 1: 12,084.58 Scope 2 (Market-based): 86,864.44 Scope 2 (Location-based*): 146,091.25 Scope 3: 314,411.11	Scope 1: 12,900.5 Scope 2: 109,074.02 Scope 3: 269,567.38	Scope 1: 12507.61 Scope 2: 154,918 Scope 3: 247,460
	50% reduction in absolute Scope 1 and Scope 2 emissions by FY30 from the baseline year of FY20	Scope 1: 22,121 Scope 2: 201,973	Achieved a 55.84% reduction in Scope 1 and Scope 2 emissions against the FY20 baseline	Achieved a 46% reduction in Scope 1 and Scope 2 emissions against the FY20 baseline	Achieved a 25% reduction in Scope 1 and Scope 2 emissions against the FY20 baseline
	80% of electricity usage to be from renewable energy sources by 2030	13% of energy requirements are met through renewable sources	Achieved 49.79% renewable energy consumption across global operations	Achieved 34.38% renewable energy consumption across global operations	Achieved 19.02% renewable energy consumption across global operations
	42% reduction in absolute Scope 3 emissions by FY30 from the baseline year of FY20	Scope 3: 347,637	Achieved a 9.56% reduction in Scope 3 emissions against the FY20 baseline	Achieved a 22% reduction in Scope 3 emissions against the FY20 baseline	Achieved a 29% reduction in Scope 3 emissions against the FY20 baseline
	Maintain zero waste to landfill at all owned facilities	—	All owned India campuses (maintained)	All owned India campuses (maintained)	—

*Location-based emissions calculations were introduced in FY26 and have been reported from FY26 onwards.

2. Energy

Metric	Unit	FY26	FY25	FY24	Notes
RENEWABLE SOURCES					
Total electricity from renewable sources	GJ	456,327.52	323,444.62	187,403.10	
Total fuel from renewable sources	GJ	0.00	0.00	0.00	
Energy from other renewable sources	GJ	0.00	0.00	0.00	
Total renewable energy (A+B+C)	GJ	456,327.52	323,444.62	187,403.10	
NON-RENEWABLE SOURCES					
Total electricity from non-renewable sources	GJ	443,794.29	606,340.86	782,259.72	
Total fuel from non-renewable sources	GJ	16,343.38	10,907.49	15,509.60	
Energy from other non-renewable sources	GJ	0.00	0.00	0.00	
Total non-renewable energy (D+E+F)	GJ	460,137.67	617,248.35	797,769.32	
TOTALS and INTENSITY					
Total energy consumed	GJ	916,465.19	940,692.98	985,172.42	
Renewable energy as % of total	%	49.79	34.38	19.02	
Energy intensity per revenue	GJ/Million ₹	0.70	0.80	0.90	
Energy intensity per capita	GJ/capita	3.87	4.01	4.33	
Energy intensity per revenue (PPP)	GJ/Million USD	14.32	16.42	20.50	

PUE – Data Centers	Ratio	1.57	1.57	1.59	
PUE target	Ratio	1.46	1.48	1.60	
Total energy used in Data Centers	MWh	31,151	33,733	39,862	
Percentage of renewable energy (of total energy)	%	89.65	88.81	85.51	

3.GHG Emissions

Metric	Unit	FY26	FY25	FY24	Notes
ABSOLUTE EMISSIONS					
Scope 1 (Direct emissions)	tCO ₂ e	12,085	12,901	12,508	
Scope 2 (Indirect – purchased energy)	tCO ₂ e	86,864	109,074	154,918	
Total Scope 1 + 2	tCO ₂ e	98,949	121,975	167,426	
Scope 3 (Other indirect emissions)	tCO ₂ e	314,411	269,568	247,461	The increase in emissions is explained below in Scope 3 emissions breakdown.
Total Scope 1 + 2 + 3	tCO ₂ e	413,360	391,543	414,887	
SCOPE 3 EMISSIONS CATEGORY BREAKDOWN					
C1. Purchased goods and services	tCO ₂ e	4,765	5,712	5,949	
C2. Capital goods	tCO ₂ e	42,368	24,343	26,660	Increase in purchase of capital goods such as Laptops, office equipment, etc.
C3. Fuel and energy-related activities	tCO ₂ e	36,338	17,472	33,015	Methodology change – Added WTT factors and

Metric	Unit	FY26	FY25	FY24	Notes
					increase in fuel consumption
C5. Waste generated in operations	tCO ₂ e	144	10	23	
C6. Business travel	tCO ₂ e	48,497	68,583	66,290	
C7. Employee commuting	tCO ₂ e	182,299	153,345	115,414	Increase resulting from higher on-site employee attendance following return to work
INTENSITY METRICS					
Scope 1+2 intensity per revenue	tCO ₂ e/Million ₹	0.076	0.10	0.15	
Scope 1+2 intensity per capita	tCO ₂ e/capita	0.42	0.52	0.74	
Scope 1+2 intensity per revenue (PPP)	tCO ₂ e/Million USD	1.55	2.13	3.50	
Scope 3 intensity per revenue	tCO ₂ e/Million ₹	0.24	0.23	0.23	
Scope 3 intensity per capita	tCO ₂ e/capita	1.33	1.14	1.04	
EMISSIONS REDUCTION PROGRESS					
Scope 1+2 reduction from FY20 base year	%	55.84	45.6	25.3	Target achieved 4 years ahead of time
Scope 3 reduction from FY20 base year	%	9.6	22.5	28.8	
SBTi target: Scope 1+2	%	50% reduction by 2030			
SBTi target: Scope 3	%	42% reduction by 2030			
Net zero target year	Year	2040			

4. Water

Metric	Unit	FY26	FY25	FY24	Notes
WATER WITHDRAWAL BY SOURCE					
(i) Surface water	KL	0	0	0	
(ii) Groundwater	KL	167,442.15	261,965.02	196,684.43	
(iii) Third-party water	KL	647,256.88	332,476.36	301,249.04	
(iv) Seawater / desalinated water	KL	0	0	0	
(v) Others (Rainwater, AWG and AHU condensation)	KL	130,151.39	255,486.96	250,365.57	
Total water withdrawal	KL	944,850.42	849,928.34	748,299.00	
WATER DISCHARGE and CONSUMPTION					
Total water discharged (India)	KL	19,135.25	15,915.25	10,614.00	
Total water consumption	KL	925,715.16	834,013.09	737,685.00	Water consumption increased in FY26, driven by return to office and accounting of global sites, while water intensity per revenue stayed flat at 0.71 KL/Million ₹.
Wastewater recycled on-site	%	95	97	97	
INTENSITY METRICS					
Water intensity per revenue	KL/Million ₹	0.71	0.71	0.67	
Water intensity per capita per annum	KL/capita/annum	3.90	3.56	3.15	

Metric	Unit	FY26	FY25	FY24	Notes
Water intensity per revenue (PPP)	KL/Million USD	14.47	14.56	15.40	
Per capita per day	Liters	10.68	9.75	8.63	
OTHER					
Water replenished vs consumed (India)	Ratio	51x	31x	32x	
Operations in water-stressed areas	%	87.6	98.4	—	The % decrease can be attributed to the addition of the global sites to our water footprint.

5. Waste (India operations)

Metric	Unit	FY26	FY25	FY24	Notes
WASTE GENERATED BY TYPE					
Plastic waste (A)	MT	15.99	10.73	9.61	
E-waste (B)	MT	262.09	156.30	334.90	
Bio-medical waste (C)	MT	4.89	4.37	4.00	
Construction and demolition waste (D)	MT	111.05	39.25	64.00	
Battery waste (E)	MT	345.25	82.67	222.00	
Radioactive waste (F)	MT	0	0	0	
Other hazardous waste (G)	MT	18.25	21.68	16.41	
Other non-hazardous waste (H)	MT	1,683.72	1,488.01	1,759.00	
Total waste generated	MT	2,441.23	1,803.02	2,409.92	Cyclical increase in battery recycling, e-

Metric	Unit	FY26	FY25	FY24	Notes
					waste and increased construction and demolition activities
WASTE DISPOSAL METHOD					
Total waste recycled	MT	1,763.43	1,660.28	1,914.00	
Total waste incinerated	MT	9.41	9.17	9.00	
Total waste to landfill	MT	0	0	0	
Waste recycled as % of total	%	72	92	79	
INTENSITY METRICS					
Waste intensity per revenue	MT/Million ₹	0.0019	0.0015	0.0022	
Waste intensity per capita	MT/capita/annum	0.0103	0.0077	0.0106	
NON-HAZARDOUS WASTE DISPOSAL					
Total waste recycled	MT	1557.60	1162	1683.85	Waste generated in a financial year is not necessarily recovered or disposed within the same year. A portion is carried forward and processed in the subsequent year. As most of our facilities operate within Special Economic Zones (SEZs), the disposal process involves multiple approval stages that can extend timelines. As a result, total waste generated in a year may
Total waste incinerated	MT	3.07	0	0	
Total waste landfilled	MT	0	0	0	

Metric	Unit	FY26	FY25	FY24	Notes
					exceed the sum recovered and disposed in that year, with the balance carried forward for authorized disposal in following period.
CERTIFICATIONS					
TRUE Zero Waste Platinum (GBCI)	Status	All owned India campuses			Platinum certified across its owned campuses in India. HCLTech diverts 99% of waste from landfill, well above the 90% minimum diversion rate required for TRUE Zero Waste to Landfill Platinum certification (GBCI).

6. Environmental Management Systems

Metric	Unit	FY26	FY25	FY24	Notes
ISO 14001:2015	%	75	70	70	

7. Other Air Emissions

Metric	Unit	FY26	FY25	FY24	Notes
NOx	Tonnes	1.15	2.52	2.86	
SOx	Tonnes	0.12	0.19	0.36	
Particulate Matter (PM)	Tonnes	0.29	0.38	0.51	

Metric	Unit	FY26	FY25	FY24	Notes
Persistent Organic Pollutants (POP)	Tonnes	0	0	0	
Volatile Organic Compounds (VOC)	Tonnes	0	0	0	
Hazardous Air Pollutants (HAP)	Tonnes	0	0	0	

8. Climate Risk Severity Heat Map

Relative severity (1 to 5 scale) by emissions pathway and horizon. Color indicates severity only; risk rises with the depth of color, from light (very low) to deep navy (very high). The underlying scores and source datasets are held in the climate-risk working file.

Severity scale:

1 Very low	2 Low	3 Medium	4 High	5 Very high
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Physical risk: Water stress

Geography	2030			2050		
	RCP2.6	RCP4.5	RCP8.5	RCP2.6	RCP4.5	RCP8.5
India						
China						
Mexico						
Spain						
Italy						
Morocco						
United States						
Romania						
Sri Lanka						
Philippines						
Japan						
Australia						
France						
Brazil						

Guatemala						
Netherlands						
Vietnam						
Bulgaria						
Poland						
United Kingdom						
Germany						
Malaysia						
Hungary						
Switzerland						
Czechia						
Canada						
Sweden						

Physical risk: Heat stress (exposure)

Geography	2030			2050		
	RCP2.6	RCP4.5	RCP8.5	RCP2.6	RCP4.5	RCP8.5
India						
China						
Sri Lanka						
Philippines						
Vietnam						
Malaysia						
Japan						
United States						
Canada						
Australia						
Morocco						
Italy						
Spain						
Romania						
Bulgaria						
Brazil						
Guatemala						
France						
Germany						

Switzerland						
United Kingdom						
Poland						
Czechia						
Hungary						
Mexico						
Netherlands						
Sweden						

Physical risk: Heat stress (labor-productivity)

Geography	2030			2050		
	RCP2.6	RCP4.5	RCP8.5	RCP2.6	RCP4.5	RCP8.5
India						
China						
Sri Lanka						
Philippines						
Vietnam						
Malaysia						
Japan						
United States						
Canada						
Australia						
Morocco						
Italy						
Spain						
Romania						
Bulgaria						
Brazil						
Guatemala						
France						
Germany						
Switzerland						
United Kingdom						
Poland						
Czechia						

Hungary						
Mexico						
Netherlands						
Sweden						

Physical risk: Flooding

Geography	2030			2050		
	RCP2.6	RCP4.5	RCP8.5	RCP2.6	RCP4.5	RCP8.5
India						
Sri Lanka						
Philippines						
Vietnam						
Malaysia						
Morocco						
Mexico						
Guatemala						
United States						
Brazil						
Canada						
China						
Japan						
Australia						
Italy						
Spain						
France						
Germany						
Switzerland						
Netherlands						
United Kingdom						
Sweden						
Poland						
Czechia						
Hungary						
Romania						
Bulgaria						

Physical risk: Tropical cyclone

Geography	2030			2050		
	RCP2.6	RCP4.5	RCP8.5	RCP2.6	RCP4.5	RCP8.5
India						
Sri Lanka						
Philippines						
Vietnam						
Malaysia						
Morocco						
Mexico						
Guatemala						
United States						
Brazil						
Canada						
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Japan						
Australia						
Italy						
Spain						
France						
Germany						
Switzerland						
Netherlands						
United Kingdom						
Sweden						
Poland						
Czechia						
Hungary						
Romania						
Bulgaria						

Physical risk: Extreme rainfall

Geography	2030			2050		
	RCP2.6	RCP4.5	RCP8.5	RCP2.6	RCP4.5	RCP8.5
India						
Sri Lanka						
Philippines						
Vietnam						
Malaysia						
Morocco						
Mexico						
Guatemala						
United States						
Brazil						
Canada						
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Japan						
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Switzerland						
Netherlands						
United Kingdom						
Sweden						
Poland						
Czechia						
Hungary						
Romania						
Bulgaria						

Transition risk (by driver)

Driver	2030			2050		
	RCP2.6	RCP4.5	RCP8.5	RCP2.6	RCP4.5	RCP8.5
Client procurement / market demand						
Disclosure and compliance (CSRD/ESRS, IFRS S2, B						
Electricity cost (tariff inflation, RE premia)						
Carbon pricing (shadow + indirect + Voluntary market)						
Reputation / investor and talent						
Technology (RE, efficiency, EV fleet)						
Overall transition risk						

Notes. Physical scores are assessed at the principal operating office per geography. India acute ratings reflect the coastal and monsoon material campuses (Chennai, Vijayawada). Heat exposure and labor-productivity are shown as separate lenses. Water stress is near-flat across scenarios (demand-driven). Sources: ThinkHazard! (World Bank/GFDRR); WRI Aqueduct 4.0; Climate Impact Explorer (CMIP6/ISIMIP); transition drivers by expert judgment against IEA NZE and NGFS Net Zero 2050. Retrieved June 2026

9. Workforce

Metric	Unit	FY26	FY25	FY24	Notes
HEADCOUNT					
Total employees	Number	237,098	234,496	237,248	
Permanent employees	Number	227,181	223,420	227,481	
Other than permanent employees	Number	9,917	11,076	9,767	
Permanent male employees	Number	159,550	158,943	160,982	
Permanent female employees	Number	67,197	64,364	66,268	
Permanent other employees	Number	434	113	231	
HEADCOUNT - REGIONAL DISTRIBUTION					
APAC	Number	14941	13828	12299	
MEA	Number	2257	1245	988	
Americas	Number	25920	26907	27853	
Europe	Number	14733	15691	15895	
Rest of the World (India)	Number	169330	165749	170446	
HEADCOUNT - AGE DISTRIBUTION					
Under 30 years	Number	77219	78602	88001	
30–50 years	Number	132588	127867	123375	
Over 50 years	Number	15321	14251	12946	
Data not available	Number	2053	2700	3159	
HIRING					
New Employees hires	Number	50903	50435	47745	

Metric	Unit	FY26	FY25	FY24	Notes
Open positions filled by internal candidates	%	50	48.2	54.8	
HIRING – BY GENDER					
Male	Number	34114	35420	33058	
Female	Number	16647	14977	14616	
Others	Number	142	38	71	
HIRING – BY REGION					
APAC	Number	5212	5586	4303	
MEA	Number	722	546	175	
Americas	Number	6109	6155	6705	
Europe	Number	2169	2733	3581	
Rest of the World (India)	Number	36691	35415	32981	
HIRING – BY AGE GROUP					
Age 18–30	Number	29346	26703	27728	
Age 31–50	Number	19392	21344	17163	
Age 51+	Number	1598	1869	2180	
Others (including Inorganic)	Number	567	519	674	
TURNOVER					
Voluntary attrition rate – Total	%	12.51	12.99	12.42	
TURNOVER – BY GENDER					
Voluntary attrition rate – Male	%	12.61	13.06	12.32	

Metric	Unit	FY26	FY25	FY24	Notes
Voluntary attrition rate – Female	%	12.28	12.81	12.72	
Voluntary attrition rate – Others	%	8.17	5.66	7.71	
TURNOVER – BY REGION					
Voluntary attrition rate – APAC	%	15.78	16.91	17.33	
Voluntary attrition rate – MEA	%	12.37	19.32	12.37	
Voluntary attrition rate – Americas	%	10.87	11.62	10.85	
Voluntary attrition rate – Europe	%	10.25	10.86	11.93	
Voluntary attrition rate – Rest of the World (India)	%	12.75	13.10	12.42	
TURNOVER – BY AGE GROUP					
Voluntary attrition rate – Age 18-30	%	16.23	15.53	14.04	
Voluntary attrition rate – Age 31-50	%	10.75	11.90	11.68	
Voluntary attrition rate – Age 51+	%	5.44	5.72	5.65	
Voluntary attrition rate – Others	%	17.94	14.87	16.73	
COLLECTIVE BARGAINING					
Employees in unions/associations	Number (%)	13,813 (6.08%)	11,673 (5.22%)	9,124 (4.01%)	

Metric	Unit	FY26	FY25	FY24	Notes
Countries with recognized unions/councils	Number	22	16	16	
HUMAN CAPITAL RETURN ON INVESTMENT					
Total Revenue	USD Mn.	14,664	13,840	13,270	
Total Operating Expenses	USD Mn.	12,138	11,309	10,852	
Total employee-related expenses	USD Mn.	8,352	7,894	7,544	
Human Capital Return on Investment	Ratio	1.30	1.32	1.32	

10. Diversity and Inclusion

Metric	Unit	FY26	FY25	FY24	Notes
GENDER REPRESENTATION					
Women on Board of Directors	%	50% (5 of 10)	50% (5 of 10)	35.71% (5 of 14)	
Women representation (Permanent employees)	%	29.58	28.81	29.13	
Female new hires	%	32.7	29.70	30.61	
Campus hires that are women	%	46	50	43	
DISABILITY INCLUSION					
Differently abled employees	Number	1,269	996	741	

WORKFORCE BREAKDOWN BY GENDER

Diversity Indicator	Unit	FY26
Women in total workforce	%	29.58
Women in all management positions	%	16.12
Women in junior management positions	%	16.77
Women in top management positions	%	6.06
Women in revenue-generating management roles	%	15.57
Women in STEM-related positions	%	27.10

11. Employee Well-being and Benefits

Metric	Unit	FY26	FY25	FY24	Notes
COMPENSATION and BENEFITS					
Well-being spend as % of revenue	%	2.08	2.21	1.93	
Health insurance coverage (Permanent employees)	%	99.7	100	100	Employees are entitled to health insurance coverage subject to their opt-in preference
Accident insurance coverage (Permanent employees)	%	100	100	100	
PF coverage (India)	%	100	100	100	
Gratuity coverage (India)	%	100	100	100	

Metric	Unit	FY26	FY25	FY24	Notes
ESI coverage (India)	%	6.46	7.78	9.06	
National Pension Scheme (India)	%	2.98	1.33	1.10	
Superannuation (India)	%	0.86	0.83	0.73	
All employees paid ≥ minimum wage	%	100	100	100	
Gross wages paid to females (% of total)	%	20.74	20.49	20.41	
% increase in Median remuneration	% increase	5.4*	17.63	7.07	*The Company's workforce is spread across multiple countries. Accordingly, the median remuneration of employees has been determined after converting the remuneration of all global employees into its Indian Rupee ("INR") equivalent using the applicable country-to-India Purchasing Power Parity ("PPP") conversion factor as on March 31, 2026.
Median remuneration – Male	₹ Lakhs p.a.	14.83*	18.18	15.29	*Adjusted using Purchasing Power Parity (PPP) factors to compare global salaries across countries
Median remuneration – Female	₹ Lakhs p.a.	8.24*	9.53	7.62	
PARENTAL LEAVE					
Return to work rate – Male	%	99.97	99.95	99.97	
Return to work rate – Female	%	99.88	99.56	99.67	
Return to work rate – Total	%	99.94	99.81	99.80	

Metric	Unit	FY26	FY25	FY24	Notes
Retention rate (1 yr post return) – Male	%	81.84	77.88	77.64	
Retention rate (1 yr post return) – Female	%	81.64	70.53	65.65	
Retention rate (1 yr post return) – Total	%	81.77	75.19	73.97	
EMPLOYEE SATISFACTION					
Employee satisfaction score (Employee wellbeing)	Out of 5	4.03	4.03	4.03	Employee satisfaction score is valid for 3 years
Data coverage	%	52	52	52	

12. Training and Development

Metric	Unit	FY26	FY25	FY24	Notes
Employees trained on Health and Safety	Number (%)	179,902 (79.19%)	42,779 (19.15%)	38,480 (16.92%)	
Employees with skill upgradation	Number (%)	222,141 (97.78%)	217,316 (97.27%)	211,212 (92.85%)	
Average training hours – Male	Hours	42.29	22.12	25.80	
Average training hours – Female	Hours	42.79	29.63	25.84	
Average training hours – Others	Hours	51.99	10.89	13.55	
Average training hours – Overall	Hours	42.44	26.89	23.18	
Performance reviews completed	%	100	100	100	

Metric	Unit	FY26	FY25	FY24	Notes
Human rights training	%	92.87	92.88	95.4	
Compliance training (Employees)	%	99.79 (Coverage)	99.79 (Coverage)	94 (Completion)	Methodology changed from completion to coverage
Compliance training (Board)	%	100	100	100	
Compliance training (KMP)	%	100	100	100	

AVERAGE TRAINING HOURS (ANNUAL)

Management level	Unit	FY26
Junior	Hours	45.11
Middle	Hours	34.41
Senior	Hours	20.76

13. Occupational Health and Safety

Metric	Unit	FY26	FY25	FY24	Notes
LTIFR (per million person-hours)	Rate	0.006590	0.0088843	0.008639	
Total recordable work-related injuries	Number	34	29	27	
Fatalities	Number	0	0	0	
High consequence injuries (excl. fatalities)	Number	0	0	0	
ISO 45001 coverage (% of employees)	%	75	70	70	

Metric	Unit	FY26	FY25	FY24	Notes
Health and Safety assessments of plants/offices	%	100	100	100	
Working Conditions assessments	%	100	100	100	
Working conditions complaints filed	Number	4	10	9	
H&S complaints filed	Number	4,773	4,027	9	
Absentee Rate	%	0.00027	0.00044	0.00030	
Coverage (Absentee Rate)	%	100	100	100	

14. Human Rights

Metric	Unit	FY26	FY25	FY24	Notes
Sexual harassment complaints (global) – Filed	Number	45	55	87	
POSH complaints (India) – Filed	Number	31	44	75	
POSH complaints (India) – Upheld	Number	20	30	56	
Discrimination at workplace	Number	0	0	0	
Child labor complaints	Number	0	0	0	
Forced/involuntary labor complaints	Number	0	0	0	
Wage-related complaints	Number	0	0	0	

Metric	Unit	FY26	FY25	FY24	Notes
Offices assessed for human rights	%	100	73	73	
Value chain partners assessed (by value)	%	76.4	72	100	FY24 - Only new vendors were assessed FY25, FY26 - % is based on the value chain partners assessed by business value

HUMAN RIGHTS ASSESSMENT

Category	% assessed in last three years	% with risks identified	% of risks mitigated
Own Operations	100	0	0
Contractors and Tier- I Suppliers	76.4	0	0
Joint Ventures	NA	NA	NA

15. Governance

Metric	Unit	FY26	FY25	FY24	Notes
BOARD COMPOSITION					
Total Board members	Number	10	10	14	
Independent Directors	Number (%)	7 (70%)	7 (70%)	11 (79%)	
Women Directors	Number (%)	5 (50%)	5 (50%)	5 (64%)	
EFFECTIVE TAX RATE					
Earnings before Tax	₹ Crore	22,102	23,261	20,967	
	USD	2,492	2,735	2,531	
Reported Taxes (INR Crore)	₹ Crore	5,450	5,862	5,257	
	USD	614	693	634	
Effective Tax Rate (in %)	%	24.66	25.20	25.1	
Cash Taxes Paid (INR Crore)	₹ Crore	4,409	4,649	4,494	
	USD	497	550	543	
Cash Tax Rate (in %)	%	19.95	20.0	21.4	
DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED					
Economic value distributed					
i. Operating Expenses	₹ Crore	26,335	22,486	21,174	
	USD Mn.	2,967	2,660	2,556	
ii. Employee wages and benefits	₹ Crore	74,143	66,755	62,480	
	USD Mn.	8,352	7,894	7,544	
iii. Payments to providers of capital	₹ Crore	14,664	16,301	14,137	
	USD Mn.	1,653	1,928	1,707	
	₹ Crore	5,450	5,862	5,257	

Metric		Unit	FY26	FY25	FY24	Notes
iv.	Payments to government by country	USD Mn.	614	693	634	
v.	Community investments*	₹ Crore	305	282	264	*CSR investments
		USD Mn.	34	33	32	
A.	Profit Before Tax**	₹ Crore	22102*	23,261	20,967	**PBT Includes the one-time impact of New Labor Codes
		USD Mn.	2492*	2,735	2,531	
B.	Profit After Tax	₹ Crore	16,652	17,399	15,710	
		USD Mn.	1,878	2,042	1,897	
C.	Earnings Per Share (Diluted)	₹	61.36	64.09	57.86	
		USD	0.69	0.75	0.70	
ETHICS and ANTI-CORRUPTION						
ISO 37001 (Anti-Bribery) certified		Status	Yes	Yes	Yes	
Breach of code of conduct: Corruption or bribery		Number	9	7	13	The cases of Corruption / Bribery are against employees and not against the Company.
Fines/penalties related to corruption and bribery		₹	0	0	0	
Conflict of Interest cases (KMPs and Board)		Number	0	0	0	
Directors/KMPs disciplined for bribery		Number	0	0	0	
Money Laundering or Insider trading		Number	0	0	0	
Political contributions		₹	0	0	0	

Metric	Unit	FY26	FY25	FY24	Notes
Ethisphere recognition	Status	Yes (3 rd consecutive year)	Yes (2 nd consecutive year)	Yes	
DATA PRIVACY and CYBERSECURITY					
Data breaches (total)	Number	0	2 (non-material)	0	
Data breaches involving client PII	Number	0	0	0	
Data privacy complaints received	Number	0	0	0	
Cybersecurity complaints received	Number	0	0	1	
ISO 27001:2022 certified	Status	Yes	Yes	Yes (ISO 27001:2013)	
ISO 27701:2019 certified	Status	Yes	Yes	Yes	
STAKEHOLDER COMPLAINTS					
Communities	Number	0	0	0	
Investors (other than shareholders)	Number	0	0	0	
Shareholders	Number	17	8	15	
Employees and workers	Number	26	16	30	
Customers	Number	0	2	3	
Value chain partners	Number	2	2	1	
Other - Includes anonymous complaints	Number	56	48	50	
CUSTOMER RELATIONS					
% of Satisfied customers	%	96	96	96	
Data coverage	%	100	100	100	

RATIO OF REMUNERATION OF EACH DIRECTOR TO THE MEDIAN REMUNERATION OF THE EMPLOYEES OF THE COMPANY

S. No.	Name of the Director	Ratio to median remuneration of employees ⁽¹⁾
Executive Director		
1	Mr. Vijayakumar Chinnaswamy ("C. Vijayakumar"), CEO & Managing Director ⁽²⁾	291.9
Non-Executive Director⁽³⁾		
2	Mr. Amitabh Kant ⁽⁴⁾	—
3	Ms. Bhavani Balasubramanian	13.3
4	Mr. Deepak Kapoor	13.2
5	Ms. Lee Fang Chew	15.2
6	Ms. Nishi Vasudeva	13.0
7	Ms. Roshni Nadar Malhotra	11.8
8	Mr. Shikhar Neelkamal Malhotra ("Shikhar Malhotra")	11.1
9	Mr. Simon John England	14.7
10	Mr. Thomas Sieber ⁽⁵⁾	—
11	Ms. Vanitha Narayanan	16.0

Notes:

1. The Company's workforce is spread across multiple countries. Accordingly, the median remuneration of employees has been determined after converting the remuneration of all global employees into its Indian Rupee ("INR") equivalent using the applicable country-to-India Purchasing Power Parity ("PPP") conversion factor as on March 31, 2026.
2. Mr. C. Vijayakumar, Chief Executive Officer & Managing Director, is based in the USA and draws remuneration from HCL America Inc., a step - down wholly owned subsidiary of the Company. For the purpose of calculating the remuneration ratio, his remuneration has been converted into INR equivalent using the applicable USA-to-India PPP conversion factor as on March 31, 2026. Thereafter, this remuneration has been compared with the median remuneration of global employees to calculate the ratio.
3. The remuneration of Non-Executive Directors comprises of sitting fees and commission paid/ payable for FY 2025-26.
4. Mr. Amitabh Kant was appointed as Non-Executive Independent director of the Company w.e.f. September 8, 2025 and received remuneration only for part of FY 2025-26. Hence, information of his remuneration is incomparable and has not been provided.
5. Mr. Thomas Sieber retired on completion of his tenure as Independent Director of the Company w.e.f. August 26, 2025. Hence, his remuneration is incomparable and has not been provided.

Methodology

In this year's reporting, to calculate all the median employee remuneration linked ratios, which include –

1. Median remuneration of Employees including 'male, female and others' categories remuneration figures
2. CEO-to-Employee pay ratio
3. Directors-to-employee pay ratio

We have switched from forex market rates to using PPP factors. This is done with the below rationale to provide a true picture to our stakeholders on these metrics.

For IT companies, employees are based across multiple geographies. These global salaries are consolidated into an INR equivalent to calculate the median employee salary. This median employee salary is then used to calculate CEO pay ratio as well as Director pay ratios. Forex market rates were used historically to calculate these 3 metrics, which is factually incorrect as salaries are always location based and need to be adjusted for cost of living and are not transferrable like trading income or revenue. To enable cross country comparisons accurately, Economists have provided Purchasing Power Parity (PPP) adjusted currency rates as the most appropriate metric as it gives a realistic picture and more accurate basis for comparing salaries across countries. Hence, we are changing from forex market-based conversion rates to using PPP adjusted conversion rates to calculate these 3 metrics.

SEBI BRSR has also used PPP metric in comparing energy intensity, water intensity, waste intensity, emissions intensity in Principle 6 disclosures to enable global comparison of Indian companies' performance, clearly establishing the superiority of PPP as a conversion factor in such comparisons.

FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT

Metric	Unit	FY26
Tax relief and tax credits	₹ Crore	1243
	USD	140
Government Subsidies	₹ Crore	88.74
	USD	9.67

USE OF CUSTOMER DATA

Metric	FY26
Percentage of users whose customer data is used for secondary purposes	0
Number of government requests in the last fiscal year	0
Percentage of requests resulting in disclosure in the last fiscal year	0

EMERGING RISKS

Emerging Risk	Description	Potential Impact	Mitigation Actions
Agentic AI & AGI (Technological)	HCLTech is advancing AI through platforms such as AI Force, AI Foundry, and AI Labs, including Agentic AI capabilities. While these drive efficiency and innovation, they introduce risks related to integration, talent gaps, bias, privacy, IP, and misuse. The potential evolution toward AGI further increases risks due to greater autonomy and reduced human oversight.	Regulatory exposure, operational disruptions, increased compliance and talent costs, reputational risks, and shifts in client demand affecting business models.	AI Risk Management framework aligned with EU AI Act, NIST AI RMF, and ISO 42001; oversight through ORAIG and AI Governance Committee; Responsible AI integration; workforce upskilling; structured adoption roadmap; continuous regulatory monitoring
Global Trade Protectionism and Geoeconomic Fragmentation	- The global environment is moving from stable globalisation toward geoeconomic confrontation. - Governments increasingly use tariffs, sanctions, export controls and non-tariff tools (data-sovereignty, localisation and sovereign-cloud rules) as policy levers. - This directly challenges our offshore, cross-border delivery and labour-arbitrage model. - Where work is done, by whom, and where client data resides are increasingly set by law and client nationalism. - Response required: a structural redesign of delivery footprint, sourcing and cost base — not a one-off compliance fix.	- Cross-border delivery restrictions weakening offshore leverage. - Localisation and data-sovereignty mandates forcing local hiring, local data hosting and sovereign-cloud builds — raising costs. - Tariffs and export controls (including semiconductors) increasing hardware/infrastructure costs and stalling hardware-dependent programs. - Client reshoring and procurement nationalism shifting demand away from offshore and slowing market entry. - Sanctions limiting which clients and geographies we can serve. - Net effect: a shift toward a multi-/near-shore footprint and value-over-arbitrage positioning.	- Rebalance to a multi-/near-shore footprint (New Vistas, nearshore, asset-light expansion) to cut single-geography dependence. - Localise critical delivery, data and leadership roles via a phased roadmap and local talent pipelines. - Strengthen sovereign-cloud and export-control governance, supported by hybrid/multi-cloud and secure remote delivery. - Sanctions and trade-compliance program with geopolitical risk-sensing and country-risk limits in deal approvals. - Reposition on value beyond cost arbitrage, pass costs through contractually where feasible, and diversify suppliers and sourcing.

TAX REPORTING

Name of the resident entity / Tax jurisdiction	Main Business Activity (ies)	Number of employees	Revenue (in ₹ thousand)	Profit (Loss) before tax (in ₹ thousand)	Income tax accrued - current year (in ₹ thousand)	Profit (Loss) after tax (in ₹ thousand)
India	Refer note ⁽¹⁾	169330	23,970,470	2,769,724	976,030	1,793,694
Bermuda	Holding shares or other equity instruments	-	-	3,007,891	289,402	2,718,489
China	Refer note ⁽¹⁾	1128	12,834,034	679,160	336,637	342,523
Singapore	Refer note ⁽¹⁾	1050	26,451,197	1,410,928	269,395	1,141,533
United States of America	Refer note ⁽¹⁾	18701	537,203,948	94,905,923	23,540,253	71,365,670
Germany	Refer note ⁽¹⁾	2731	82,121,085	2,375,433	1,460,789	914,644
Sri Lanka	Refer note ⁽¹⁾	2424	2,226,169	658,486	-	658,486
United Kingdom	Refer note ⁽¹⁾	2583	116,968,877	9,485,246	(276,703)	9,761,949
Australia	Refer note ⁽¹⁾	1570	43,590,022	2,375,381	582,719	1,792,662
New Zealand	Refer note ⁽¹⁾	197	6,851,109	337,768	98,867	238,901
Hong Kong	Refer note ⁽¹⁾	45	2,403,339	117,394	17,972	99,422
Japan	Refer note ⁽¹⁾	688	15,601,397	833,187	281,661	551,526
Austria	Refer note ⁽¹⁾	44	1,797,266	128,905	30,735	98,170
Poland	Refer note ⁽¹⁾	1437	20,588,483	1,600,339	370,168	1,230,171
Canada	Refer note ⁽¹⁾	2384	41,486,990	3,023,879	790,326	2,233,553
Switzerland	Refer note ⁽¹⁾	358	14,697,227	500,023	122,656	377,367
Malaysia	Refer note ⁽¹⁾	887	4,964,057	574,437	170,023	404,414
South Africa	Refer note ⁽¹⁾	501	10,707,147	1,205,297	175,557	1,029,740
Argentina	Refer note ⁽¹⁾	34	611,739	(8,759)	3,489	(12,248)
Mexico	Refer note ⁽¹⁾	2014	16,858,979	829,085	476,351	352,734
Romania	Refer note ⁽¹⁾	867	5,951,613	393,683	64,751	328,932
Hungary	Refer note ⁽¹⁾	172	2,300,736	111,065	4,367	106,698
Brazil	Refer note ⁽¹⁾	1133	10,432,635	621,898	252,773	369,125
Denmark	Refer note ⁽¹⁾	173	15,428,423	732,711	163,715	568,996
Norway	Refer note ⁽¹⁾	162	4,745,521	335,281	73,361	261,920
Indonesia	Refer note ⁽¹⁾	67	577,130	34,411	44,972	(10,561)
Philippines	Refer note ⁽¹⁾	5903	8,504,926	395,314	59,228	336,086
Saudi Arabia	Refer note ⁽¹⁾	499	4,823,587	233,358	52,151	181,207
France	Refer note ⁽¹⁾	527	20,564,919	992,917	232,963	759,954
Spain	Refer note ⁽¹⁾	553	8,997,510	389,160	105,914	283,246
Chile	Refer note ⁽¹⁾	52	890,120	45,706	4,012	41,694

Name of the resident entity / Tax jurisdiction	Main Business Activity (ies)	Number of employees	Revenue (in ₹ thousand)	Profit (Loss) before tax (in ₹ thousand)	Income tax accrued - current year (in ₹ thousand)	Profit (Loss) after tax (in ₹ thousand)
Netherlands	Refer note ⁽¹⁾	725	27,947,212	1,316,888	342,282	974,606
Ireland	Refer note ⁽¹⁾	293	13,970,293	1,201,975	181,446	1,020,529
Belgium	Refer note ⁽¹⁾	177	12,011,644	483,243	135,457	347,786
Sweden	Refer note ⁽¹⁾	834	39,703,028	1,794,924	370,788	1,424,136
Finland	Refer note ⁽¹⁾	49	11,784,860	596,768	133,797	462,971
Italy	Refer note ⁽¹⁾	628	14,462,749	800,778	239,169	561,609
Colombia	Refer note ⁽¹⁾	53	774,775	22,552	21,169	1,383
United Arab Emirates	Refer note ⁽¹⁾	488	7,297,547	511,416	48,610	462,806
Turkey	Refer note ⁽¹⁾	12	537,607	7,673	16,542	(8,869)
Greece	Refer note ⁽¹⁾	-	454,881	21,520	2,321	19,199
Venezuela	Refer note ⁽¹⁾	-	-	780	629	151
Luxembourg	Refer note ⁽¹⁾	20	261,092	13,186	2,532	10,654
Egypt	Refer note ⁽¹⁾	119	687,151	55,893	12,815	43,078
Estonia	Refer note ⁽¹⁾	36	956,166	70,397	-	70,397
Thailand	Refer note ⁽¹⁾	268	1,295,819	49,832	9,289	40,543
Czechia	Refer note ⁽¹⁾	387	7,572,950	590,494	171,269	419,225
Oman	Refer note ⁽¹⁾	16	166,658	12,275	1,824	10,451
Lithuania	Refer note ⁽¹⁾	60	601,382	28,709	11,061	17,648
Bulgaria	Refer note ⁽¹⁾	1478	6,112,122	479,996	52,963	427,033
Vietnam	Refer note ⁽¹⁾	535	1,519,334	36,228	2,694	33,534
Guatemala	Refer note ⁽¹⁾	1319	4,032,411	333,853	13,455	320,398
Trinidad and Tobago	Refer note ⁽¹⁾	-	68,997	3,812	1,488	2,324
Azerbaijan	Refer note ⁽¹⁾	-	1,429	(2,011)	-	(2,011)
Angola	Refer note ⁽¹⁾	12	325,626	224,247	41,215	183,032
Peru	Refer note ⁽¹⁾	95	896,773	46,212	17,173	29,039
Costa Rica	Refer note ⁽¹⁾	126	796,699	31,043	-	31,043
Slovakia	Refer note ⁽¹⁾	33	686,225	52,535	11,288	41,247
Bahrain	Refer note ⁽¹⁾	2	20,711	1,282	-	1,282
Morocco	Refer note ⁽¹⁾	508	909,881	93,393	1,913	91,480

Note:

(1) Provision of IT and IT enabled services including R&D, Holding and managing IPRs and internal group finance activities

16. Supply Chain and Procurement

Metric	Unit	FY26	FY25	FY24	Notes
Suppliers covered under Supplier Code of Conduct	%	100	100	100	
Suppliers sourced sustainably	%	100	100	100	
Newly onboarded suppliers screened on ESG	Status	Yes	Yes	Yes	
Value chain partners assessed (environmental)	Number (% by value)	308 (76.4%)	236 (72%)	100%	FY24 - Only new vendors were assessed (100%) FY25, FY26 - % is based on the value chain partners assessed by business value
Value chain partners assessed (human rights)	% by value	76.4	72	100	
Procurement from MSMEs/small producers	%	12	10	11.58	
Procurement from within India	%	90	83	93	
Diverse supplier spending (global)	%	20	21	—	Tracking of global diverse spending began in FY25
ISO 20400 (Sustainable Procurement)	Status	Yes	Yes	—	Third-party verification began in FY25
Supplier awareness programs conducted	Number	1,134	1,454	1,293	

17. Community Investment (CSR)

Metric	Unit	FY26	FY25	FY24	Notes
Cumulative CSR spend	₹ Crores	1,984	1,680	1,450	
FY CSR funds received	USD Million	34.57	33.32	32.14	
Lives impacted (cumulative)	Million	8.4+	7.5+	5.9+	
Female beneficiaries	%	54	54	54	
Persons with disability supported	Number	16,800+	15,000+	13,500	
Saplings planted (cumulative)	Million	3.5+	3.2+	2.04+	
Water structures developed	Number	433	358	243	
Water bodies rejuvenated	Number	386	265	150	
Employee volunteers (India)	Number	7,760+	7,739	4,470	
Volunteer hours (India)	Hours	28,130+	33,229	11,620	
CSR Councils globally	Countries	25	25	26	

18. ESG Ratings and Recognitions

Rating Agency / Recognition	Unit	FY26	FY25	FY24	Notes
EcoVadis	Rating	Gold (96 th percentile)	Gold (95 th percentile)	Gold	
MSCI	Rating	AA	AA	AA	
Sustainalytics ESG Risk Rating	Score	12.25 – Low Risk	13.9 – Low Risk	10.88 – Low Risk	
S&P Global Sustainability Yearbook	Status	Included (4 th year, +16% score)	Included (3 rd year)	Included (2 nd year)	
CDP – Supplier Engagement	Rating	Awaited	A	A-	
Ethisphere – Most Ethical Companies	Status	Yes (3 rd year)	Yes (2 nd year)	Yes (1 st year)	
Forbes – World's Best Employers	Status	Yes (6 th year)	Yes (5 th year)	Yes (4 th year)	
TRUE Zero Waste Platinum	Status	All India campuses	All India campuses	6 campuses	
LEED Platinum – Green Buildings	% of owned buildings	98.43	—	98	

19. Policies and Certifications

19.1 Key Policies

#	Policy	Web Link
1	Code of Business Ethics and Conduct (COBEC)	Code of Business Ethics and Conduct
2	Anti-Bribery and Anti-Corruption (ABAC)	Anti-Bribery and Anti-Corruption policy
3	Environmental Policy	Environmental Policy
4	Energy Policy	Energy Policy
5	Water Policy	Water Policy
6	Human Rights Policy	Human Rights Policy
7	Occupational Health and Safety Policy	Occupational Health and Safety Policy
8	Supplier Code of Conduct	Supplier Code of Conduct
9	Green Procurement Policy	Green Procurement Policy
10	Whistleblower Policy	Whistleblower Policy
11	CSR Policy	CSR Policy

#	Policy	Web Link
12	Remuneration Policy	<u>Remuneration Policy</u>
13	Privacy Statement	<u>Privacy Statement</u>
14	Privacy Trust Center	<u>Privacy Trust Center</u>
15	HCLTech Group Tax Strategy	<u>HCLTech Group Tax Strategy</u>

19.2 Certifications

Certification	Scope	FY26	FY25	FY24	Notes
ISO 14001:2015 (Environmental)	All India locations	Active	Active	Active	
ISO 50001:2018 (Energy)	Chennai, Bangalore, Madurai, Noida	Active	Active	Active	
ISO 45001:2018 (OH&S)	26 facilities (~75% employees)	Active	Active	Active	
ISO 37001:2016 (Anti-Bribery)	Global – 100% of sites	Active	Active	Active	
ISO 22301 (Business Continuity)	Global operations	Active	Active	Active	
ISO 27001:2022 (Info Security)	Global operations	Active	Active	Active	
ISO 27701:2019 (Privacy)	Global operations	Active	Active	Active	
ISO 9001:2015 (Quality)	Global operations	Active	Active	Active	
ISO 14064-1:2018 (GHG)	Global GHG inventory	Active	Active	Active	
ISO 20400 (Sustainable Procurement)	Procurement operations	Active	Active	Active	
TRUE Zero Waste Platinum (GBCI)	India owned campuses	Active	Active	Active	
LEED Platinum (Green Building)	All owned campuses	Active	Active	Active	
UNGC Signatory	Since 2011	Active	Active	Active	
SBTi Targets Validated	Near-term targets	Approved	Approved	Approved	

20. SASB Index – Software and IT Services

SASB Code	Metric	FY26	FY25	FY24	Notes
TC-SI-130a.1	Total energy consumed (GJ)	916,465	940,693	985,172	
TC-SI-130a.1	% grid electricity	50.21%	65.62%	80.98%	
TC-SI-130a.1	% renewable	49.79%	34.38%	19.02%	
TC-SI-130a.2	Total water withdrawn (KL)	944,850	849,928	748,299	
TC-SI-130a.2	% in water-stressed areas	87.6%	98.4%	-	
TC-SI-220a.1	Data privacy policies	ISO 27701 certified	ISO 27701 certified	ISO 27701 certified	
TC-SI-220a.3	Monetary losses from privacy proceedings	Nil	Nil	Nil	
TC-SI-230a.1	Data breaches involving PII	0	0	0	
TC-SI-330a.1	Revenue from exports	91.54%	92.7%	93%	
TC-SI-330a.2	Employee engagement	4.03/5	4.03/5	4.03/5	
TC-SI-330a.3	Women representation	29.58%	28.81%	29.13%	
TC-SI-520a.1	Losses from anti-competitive proceedings	Nil	Nil	Nil	

21. ESRS / IFRS S2 Climate Disclosure Index

TCFD Pillar	Disclosure	HCLTech Reference
Governance (a)	Board oversight of climate risks	SR — ESG Governance, Corporate Governance
Governance (b)	Management's role	SR — ESG Governance, Risk Committee
Strategy (a)	Climate risks and opportunities	SR — Climate response
Strategy (b)	Impact on business and financial planning	SR — Climate response, Risk Review
Strategy (c)	Scenario analysis and resilience	SR — Climate response
Risk Mgmt (a)	Identifying climate risks	SR — Risk Governance
Risk Mgmt (b)	Managing climate risks	SR — Risk Mitigation, Climate Adaptation
Risk Mgmt (c)	Integration into overall risk mgmt.	SR — ERM Framework
Metrics (a)	Metrics used	SR — Performance on ESG Targets, Emissions
Metrics (b)	Scope 1, 2, 3 emissions	SR — Emissions; BRSR P6 EI 7, LI 2
Metrics (c)	Targets and performance	SR — Our Performance on ESG Targets

22. Cross-Reference Index

Framework	Reference	Location
GRI Standards 2021 Content Index	SR – ESG Performance Metrics – Section 24	Page 173
ESRS / IFRS S2 Climate Disclosure Index	SR – ESG Performance Metrics – Section 21	Page 170
BRSR (SEBI Annexure 16 and 17A)	Annual Report 2025-26 – BRSR Section	AR – BRSR section
BRSR Core Verified Data	BRSR – Section A 14, 15 (DNV Assured)	BRSR Section A
SASB Index (Software and IT Services)	SR – ESG Performance Metrics – Section 20	Page 169
UN SDG Alignment	SR – Message from the CEO and Managing Director SR – SDG Alignment	Overview
UNGC Communication on Progress	UNGC Signatory since 2011 – Annual UNGC COP submission	UNGC website

23. Assurance and Verification

Scope of Assurance	Level	Provider	FY26	FY25	FY24
BRSR Core KPIs (9 attributes)	Reasonable	DNV	✓	✓	✓
BRSR Non-core disclosures	Limited	DNV	✓	✓	✓
Sustainability Report (GRI)	Limited / Reasonable	DNV	✓	✓	✓
GHG Inventory (ISO 14064-1:2018)	Verification	DNV	✓	✓	✓
ISO 37001:2016 (Anti-Bribery)	Certification Audit	BSI	✓	✓	✓
ISO 14001:2015 (Environmental)	Certification Audit	BSI	✓	✓	✓
ISO 45001:2018 (OH&S)	Certification Audit	BSI	✓	✓	✓
@ISO 22301 (Business Continuity)	Certification Audit	Bureau Veritas	✓	✓	✓
SOC 2 Attestation	Attestation	Grant Thornton	✓	✓	✓
Financial Statements	Statutory Audit	As per Annual Report	✓	✓	✓

24. GRI Content Index

HCLTech Sustainability Report 2025-26

Statement of use

HCLTech has reported the information cited in this GRI content index for the period 1st April 2025 to 31st March 2026 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): No GRI Sector Standard is currently applicable to HCLTech's activities.

Reporting frameworks: GRI Standards (2021) is the primary reporting framework. This report is cross-referenced to ESRS/CSRD, IFRS S1/S2 and SEBI BRSR through separate mapping annexes.

Source documents referenced in this index: HCLTech Sustainability Report FY26 (referred to as 'SR'), HCLTech Sustainability Report FY26 – ESG Performance Metrics Tables (referred to as 'ESG Performance Metrics'), HCLTech Annual Report FY26 (referred to as 'Annual Report' or 'AR') and HCLTech Annual Report FY26 – Business Responsibility and Sustainability Reporting (referred to as 'BRSR')

Note on Remarks/Reason for omissions: Omissions are disclosed in line with GRI 1: Foundation 2021. Where a disclosure has been reported in full, the 'Remarks/Reason for omission' column is marked with a dash.

GRI 2: General Disclosures 2021

The organization and its reporting practices

Disclosure	Description	Location	Remarks/Reason for omission
• 2-1	• Organizational details	• Sustainability Report FY26 (SR) > About the Report • HCLTech Annual Report FY26 (AR) > Corporate Information	—
• 2-2	• Entities included in the organization's sustainability reporting	• SR > About the Report – Reporting Boundary	—
• 2-3	• Reporting period, frequency and contact point	• SR > About the Report – Reporting Period and Cycle • SR > Message from the Global Head of Sustainability	—
• 2-4	• Restatements of information	—	Not applicable
• 2-5	• External assurance	• SR > Independent Assurance Statement; page 189	—

Activities and workers

Disclosure	Description	Location	Remarks/Reason for omission
• 2-6	• Activities, value chain and other business relationships	• SR > Responsible Supply Chain and Human Rights; page 64 • BRSR > Section A - Details of business activities	—
• 2-7	• Employees	• SR > People-centricity: Talent, Inclusion and Wellbeing; page 33 • SR > ESG Performance Metrics – Table 9: Workforce; page 145	—
• 2-8	• Workers who are not employees	• SR > People-centricity: Talent, Inclusion and Wellbeing; page 33 • SR > ESG Performance Metrics – Table 9: Workforce; page 145	—

Governance

Disclosure	Description	Location	Remarks/Reason for omission
• 2-9	• Governance structure and composition	• SR > Corporate Governance, Ethics and Transparency – Board of Directors and Board size and composition; page 73 • AR > Corporate Governance Report	—
• 2-10	• Nomination and selection of the highest governance body	• SR > Corporate Governance, Ethics and Transparency – Board Independence; page 74 • SR > Corporate Governance, Ethics and Transparency – Board Accountability; page 75 • AR > Corporate Governance Report	—
• 2-11	• Chair of the highest governance body	• SR > Corporate Governance, Ethics and Transparency – Board Independence; page 74 • SR > Corporate Governance, Ethics and Transparency – Board Accountability; page 75	—
• 2-12	• Role of the highest governance body in overseeing the management of impacts	• SR > Double Materiality Assessment – HCLTech's management approach to Sustainability and ESG; page 9 • SR > Corporate Governance, Ethics and Transparency – ESG governance architecture; page 77	—
• 2-13	• Delegation of responsibility for managing impacts	• SR > Double Materiality Assessment – HCLTech's management approach to Sustainability and ESG; page 9 • SR > Corporate Governance, Ethics and Transparency – ESG governance architecture; page 77	—

Disclosure	Description	Location	Remarks/Reason for omission
• 2-14	• Role of the highest governance body in sustainability reporting	• SR > Double Materiality Assessment – HCLTech’s management approach to Sustainability and ESG; page 9 • SR > Corporate Governance, Ethics and Transparency – ESG governance architecture; page 77	—
• 2-15	• Conflicts of interest	• BRSR > Section C, Principle 1 – Details of complaints with regard to conflict of interest	—
• 2-16	• Communication of critical concerns	• SR > Whistleblower Policy and Stakeholder grievance redressal; page 80	—
• 2-17	• Collective knowledge of the highest governance body	• SR > Corporate Governance, Ethics and Transparency – Corporate Governance; page 72 • AR > Board of Directors	
• 2-18	• Evaluation of the performance of the highest governance body	• SR > Corporate Governance, Ethics and Transparency – Board Accountability; page 75	—
• 2-19	• Remuneration policies	• BRSR > Section B – Remuneration policy • SR > People-centricity: Talent, Inclusion and Wellbeing – Long-term incentive programs; page 57 • SR > Corporate Governance, Ethics and Transparency – Management Ownership requirements; page 76 • SR > Corporate Governance, Ethics and Transparency – CEO Compensation; page 76	—
• 2-20	• Process to determine remuneration	• BRSR > Section B – Remuneration policy • BRSR > Section C, Principle 5 – Essential Indicator 3 • SR > Corporate Governance, Ethics and Transparency – CEO Compensation; page 76	—
• 2-21	• Annual total compensation ratio	• AR > Director’s report – Note 42 • SR > ESG Performance Metrics – Ratio of remuneration of each director to the median remuneration of the employees of the Company; page 158	

Strategy, policies and practices

Disclosure	Description	Location	Remarks/Reason for omission
• 2-22	• Statement on sustainable development strategy	• SR > Message from the CEO & Managing Director • SR > Message from the Global Head of Sustainability	—
• 2-23	• Policy commitments	• SR > Responsible Supply Chain and Human Rights – Governance and policies; page 64 • SR > Corporate Governance, Ethics and Transparency – Policy framework; page 79 • BRSR > Section B	—
• 2-24	• Embedding policy commitments	• SR > Climate Change, Net-Zero and Energy Transition – Climate response; page 18 • SR > Responsible Supply Chain and Human Rights – Governance and policies; page 64 • SR > Corporate Governance, Ethics and Transparency – Code of Business Ethics and Conduct; page 79	—
• 2-25	• Processes to remediate negative impacts	• SR > People-centricity: Talent, Inclusion and Wellbeing – Human Rights Risk Management; page 59 • SR > Responsible Supply Chain and Human Rights – Grievance mechanisms for value-chain partners; page 70	—
• 2-26	• Mechanisms for seeking advice and raising concerns	• SR > People-centricity: Talent, Inclusion and Wellbeing – Discrimination, harassment and grievance mechanisms; page 61 • SR > Responsible Supply Chain and Human Rights; page 64 • SR > Corporate Governance, Ethics and Transparency – Whistleblower Policy; page 80	—
• 2-27	• Compliance with laws and regulations	• SR > Corporate Governance, Ethics and Transparency – Policy framework and Anti-Bribery Management System (ABMS); page 79 • BRSR > Section B, 10.2 • BRSR > Section C, Principle 1, Essential Indicator 2 • BRSR > Section C, Principle 6, Essential Indicator 13	—
• 2-28	• Membership associations	• SR > Corporate Governance, Ethics and Transparency – Memberships and associations; page 81 • SR > Eco-Efficiency and Responsible Resource Management – Collective action at the basin level; page 28	—

Stakeholder engagement

Disclosure	Description	Location	Remarks/Reason for omission
• 2-29	• Approach to stakeholder engagement	• SR > Double Materiality Assessment – Methodology and process followed; page 8	—
• 2-30	• Collective bargaining agreements	• SR > People-centricity: Talent, Inclusion and Wellbeing – Freedom of Association, Collective Bargaining and Employee Participation; page 60	—

GRI 3: Material Topics 2021

Disclosure	Description	Location	Remarks/Reason for omission
• 3-1	• Process to determine material topics	• SR > Double Materiality Assessment – Methodology and process followed; page 8	—
• 3-2	• List of material topics	• SR > Double Materiality Assessment – Material sustainability topics; page 9	—
• 3-3	• Management of material topics	• SR > Climate Change, Net-Zero and Energy Transition; page 16 • SR > Eco-Efficiency and Responsible Resource Management; page 24 • SR > People-centricity; page 33 • SR > Responsible Supply Chain and Human Rights; page 64 • SR > Corporate Governance, Ethics and Transparency; page 72	—

GRI 200: Economic Topics

GRI 201: Economic Performance 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 201-1	• Direct economic value generated and distributed	• AR > Consolidated Financial Statements • AR > Finance Highlights	—
• 201-2	• Financial implications and other risks and opportunities due to climate change	• SR > Climate Change, Net-Zero and Energy Transition – Physical risks and our response; page 19 • SR > Climate Change, Net-Zero and Energy Transition – Transition Risks and our Response; page 20 • SR > ESG Performance Metrics – Table 8: Climate Risk Severity Heat Map; page 138	—
• 201-3	• Defined benefit plan obligations and other retirement plans	• AR > Notes to the Consolidated Financial Statements	—
• 201-4	• Financial assistance received from government	• SR > ESG Performance Metrics – Table 15: Governance – Financial Assistance Received from Government; page 159	—

GRI 202: Market Presence 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 202-1	• Ratios of standard entry level wage by gender compared to local minimum wage	• SR > People-centricity: Talent, Inclusion and Wellbeing – Fair wages and compensation; page 59 • SR > ESG Performance Metrics – Table 11– Employee Well-being and Benefits; page 149 • BRSR > Section C – Principle 5 – Essential Indicator 2	—
• 202-2	• Proportion of senior management hired from the local community	• SR > People-centricity: Talent, Inclusion and Wellbeing – Nearshore Operations; page 37 • SR > ESG Performance Metrics – Table 9: Workforce – Hiring; page 145-146	

GRI 203: Indirect Economic Impacts 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 203-1	• Infrastructure investments and services supported	• SR > Eco-Efficiency and Responsible Resource Management – Beyond the fence: Community water replenishment; page 27 • SR > Community Impact and Inclusive Growth; page 108	—
• 203-2	• Significant indirect economic impacts	• SR > Eco-Efficiency and Responsible Resource Management – Beyond the fence: Community water replenishment; page 27 • SR > Eco-Efficiency and Responsible Resource Management – Catchment-level restoration and Aquapreneurs: Turning Water Risk into Scalable Innovation; page 28 • SR > New Vistas; page 36	—

GRI 204: Procurement Practices 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 204-1	• Proportion of spending on local suppliers	• SR > Responsible Supply Chain and Human Rights – Inclusive sourcing and supplier diversity; page 69	—

GRI 205: Anti-corruption 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 205-1	• Operations assessed for risks related to corruption	• SR > Responsible Supply Chain and Human Rights – Risk-based vendor onboarding and assessment; page 65 • SR > Corporate Governance, Ethics and Transparency – Anti-Bribery and Anti-Corruption (ABAC) and Anti-Bribery Management System; page 79	—
• 205-2	• Communication and training about anti-corruption policies and procedures	• SR > Corporate Governance, Ethics and Transparency – Code of Business Ethics and Conduct; page 79 • SR > Corporate Governance, Ethics and Transparency – Fostering a culture of ethics; page 80	—
• 205-3	• Confirmed incidents of corruption and actions taken	• SR > Corporate Governance, Ethics and Transparency – Anti-Bribery Management System; page 79	—

Disclosure	Description	Location	Remarks/Reason for omission
		• SR > ESG Performance Metrics – Table 15: Governance – Ethics and Anti-Corruption; page 156 • BRSR > Principle 1, Essential Indicator 5, 7	

GRI 206: Anti-competitive Behavior 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 206-1	• Legal actions for anti-competitive behavior, anti-trust and monopoly practices	• SR > Corporate Governance, Ethics and Transparency – Code of Business Ethics and Conduct; page 79 • SR > ESG Performance Metrics – Table 15: Governance – Ethics and Anti-Corruption; page 156 • BRSR > Section C – Principle 7 – Essential Indicator 2	—

GRI 207: Tax 2019

Disclosure	Description	Location	Remarks/Reason for omission
• 207-1	• Approach to tax	• SR > Corporate Governance, Ethics and Transparency – Our policies; page 73 • SR > Corporate Governance, Ethics and Transparency – Tax transparency; page 87 • SR > ESG Performance Metrics – Table 15: Governance – Tax Reporting; page 161-162	—
• 207-2	• Tax governance, control and risk management	• SR > Corporate Governance, Ethics and Transparency – Tax transparency; page 87	—
• 207-3	• Stakeholder engagement and management of concerns related to tax	• SR > Corporate Governance, Ethics and Transparency – Tax transparency; page 87 • SR > Corporate Governance, Ethics and Transparency – Memberships and associations; page 81	—
• 207-4	• Country-by-country reporting	• SR > ESG Performance Metrics – Table 15: Governance – Tax Reporting; page 161-162 • Filed with tax authorities under statutory Country-by-Country Reporting	—

GRI 300: Environmental Topics

GRI 301: Materials 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 301-1	• Materials used by weight or volume	—	Not applicable: HCLTech is an IT and business services company and does not consume production raw materials. Raw Materials was not identified as a material topic in the FY26 Double Materiality Assessment on SR page 9.
• 301-2	• Recycled input materials used	—	Not applicable: HCLTech's services do not use production input materials. IT-asset circularity is addressed under GRI 306 and the e-waste management framework on SR page 31.
• 301-3	• Reclaimed products and their packaging materials	—	Not applicable: HCLTech does not manufacture physical products or product packaging.

GRI 302: Energy 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 302-1	• Energy consumption within the organization	• SR > Climate Change, Net-Zero and Energy Transition – Total energy consumption and mix; page 22 • SR > Climate Change, Net-Zero and Energy Transition – Data center performance and PUE; page 23 • SR > ESG Performance Metrics – Table 2: Energy; page 131	—
• 302-3	• Energy intensity	• SR > Climate Change, Net-Zero and Energy Transition – Energy; page 22 • SR > ESG Performance Metrics – Table 2: Energy; page 131	—
• 302-4	• Reduction of energy consumption	• SR > Climate Change, Net-Zero and Energy Transition – Decarbonization initiatives delivered in FY26; page 23	—
• 302-5	• Reductions in energy requirements of products and services	—	Not applicable

GRI 303: Water and Effluents 2018

Disclosure	Description	Location	Remarks/Reason for omission
• 303-1	• Interactions with water as a shared resource	• SR > Eco-Efficiency and Responsible Resource Management – Water Stewardship; page 25 • SR > Eco-Efficiency and Responsible Resource Management – Water risk assessment; page 26	—
• 303-2	• Management of water discharge-related impacts	• SR > Eco-Efficiency and Responsible Resource Management – Zero Liquid Discharge; page 33	—
• 303-3	• Water withdrawal	• SR > Eco-Efficiency and Responsible Resource Management – Within the fence: operational water stewardship; page 25 • SR > ESG Performance Metrics – Table 4: Water; page 134	—
• 303-4	• Water discharge	• SR > Eco-Efficiency and Responsible Resource Management – Water Stewardship; page 25 • SR > ESG Performance Metrics – Table 4: Water; page 134	—
• 303-5	• Water consumption	• SR > Eco-Efficiency and Responsible Resource Management – Water Stewardship; page 25 • SR > ESG Performance Metrics – Table 4: Water; page 134	—

GRI 304: Biodiversity 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 304-1	• Operational sites in or adjacent to protected areas and areas of high biodiversity value	—	Not applicable: HCLTech's operations are conducted from commercial office campuses in urban and peri-urban locations, none of which is located within or adjacent to legally protected biodiversity-sensitive areas.
• 304-2	• Significant impacts of activities, products and services on biodiversity	—	Not applicable: Biodiversity was assessed as non-material in the FY26 Double Materiality Assessment. HCLTech's services operations have no significant direct impacts on biodiversity.
• 304-3	• Habitats protected or restored	• SR > Eco-Efficiency and Responsible Resource Management – Beyond the fence: Community water replenishment; page 27 • SR > Community Impact and Inclusive Growth – Environment Action; page 110	—
• 304-4	• IUCN Red List species affected by operations	—	Not applicable: HCLTech's operational footprint does not affect habitats of IUCN Red List or nationally listed conservation species.

GRI 305: Emissions 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 305-1	• Direct (Scope 1) GHG emissions	• SR > Climate Change, Net-Zero and Energy Transition – Climate performance – against baseline; page 21 • SR > ESG Performance Metrics – Table: 3 GHG Emissions; page 132	—
• 305-2	• Energy indirect (Scope 2) GHG emissions	• SR > Climate Change, Net-Zero and Energy Transition – Climate performance – against baseline; page 21 • SR > ESG Performance Metrics – Table: 3 GHG Emissions; page 132	—
• 305-3	• Other indirect (Scope 3) GHG emissions	• SR > Climate Change, Net-Zero and Energy Transition – Climate performance – against baseline; page 21 • SR > ESG Performance Metrics – Table: 3 GHG Emissions; page 132	—
• 305-4	• GHG emissions intensity	• SR > ESG Performance Metrics – Table: 3 GHG Emissions; page 132	—
• 305-5	• Reduction of GHG emissions	• SR > Climate Change, Net-Zero and Energy Transition – Climate performance – against baseline; page 21 • SR > ESG Performance Metrics – Table: 1 – Environmental Goals and Target Performance; page 130	—
• 305-6	• Emissions of ozone-depleting substances (ODS)	• SR > ESG Performance Metrics – Table: 7 – Other Air Emissions; page 137	• During FY26, HCLTech's ozone depleting substance impact was 0.0358 tonnes of CFC-11 equivalent. This arises solely from the servicing of legacy HVAC equipment that uses R-22 (HCFC-22), of which 0.651 tonnes was recorded during the year. The figure is calculated as the quantity of R-22 multiplied by its Ozone Depletion Potential of 0.055 (UNEP, CFC-11 = 1.0). HCLTech does not produce,

Disclosure	Description	Location	Remarks/Reason for omission
			import or export ozone depleting substances, and no ODS is used as feedstock or process input. Our ODS impact is limited to residual refrigerant use and is being reduced through a planned phase down of R-22, with replacement by zero ODP alternatives such as R-410A, R-134A and R-407C.
• 305-7	• Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	• SR > ESG Performance Metrics – Table: 7 – Other Air Emissions; page 137	—

GRI 306: Waste 2020

Disclosure	Description	Location	Remarks/Reason for omission
• 306-1	• Waste generation and significant waste-related impacts	• SR, Eco-Efficiency and Responsible Resource Management; page 29 • SR, Eco-Efficiency and Responsible Resource Management – Electronic waste and responsible disposal; page 31	—
• 306-2	• Management of significant waste-related impacts	• SR, Eco-Efficiency and Responsible Resource Management – Waste Management Programs; page 29 • SR, Eco-Efficiency and Responsible Resource Management – Our e-waste management framework; page 31	—
• 306-3	• Waste generated	• SR, Eco-Efficiency and Responsible Resource Management – Waste performance; page 29 • SR > ESG Performance Metrics – Table: 5 Waste; page 135	—
• 306-4	• Waste diverted from disposal	• BRSR, Section C, Principle 6, Essential Indicator 9	—
• 306-5	• Waste directed to disposal	• SR, Eco-Efficiency and Responsible Resource Management – page 30	—

		• SR > ESG Performance Metrics – Table: 5 Waste; page 135	
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GRI 308: Supplier Environmental Assessment 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 308-1	• New suppliers that were screened using environmental criteria	• SR > Responsible Supply Chain and Human Rights – Risk-based vendor onboarding and assessment; page 65	—
• 308-2	• Negative environmental impacts in the supply chain and actions taken	• SR > Responsible Supply Chain and Human Rights – Engaging the value chain on climate; page 69 • SR > Responsible Supply Chain and Human Rights – How HCLTech responds to IROs; page 69	—

GRI 400: Social Topics**GRI 401: Employment 2016**

Disclosure	Description	Location	Remarks/Reason for omission
• 401-1	• New employee hires and employee turnover	• SR, People-centricity: Talent, Inclusion and Wellbeing – Talent attraction and retention; page 36 • SR, People-centricity: Talent, Inclusion and Wellbeing – Employee satisfaction; page 45 • SR > ESG Performance Metrics – Table: 9 – Workforce; page 145	—
• 401-2	• Benefits provided to full-time employees	• SR > People-centricity: Talent, Inclusion and Wellbeing – Managed Healthcare and Employee Insurance; page 51	—
• 401-3	• Parental leave	• SR > People-centricity: Talent, Inclusion and Wellbeing – Parental leave and caregiving support; page 52 • SR > ESG Performance Metrics – Table: 11 – Employee Well-being and Benefits; page 149-151	—

GRI 402: Labor/Management Relations 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 402-1	• Minimum notice periods regarding operational changes	• SR > People-centricity: Talent, Inclusion and Wellbeing – Workforce transitions; page 61	—

GRI 403: Occupational Health and Safety 2018

Disclosure	Description	Location	Remarks/Reason for omission
• 403-1	• Occupational health and safety management system	• SR > People-centricity: Talent, Inclusion and Wellbeing – Occupational health and safety; page 61	—
• 403-2	• Hazard identification, risk assessment and incident investigation	• SR > People-centricity: Talent, Inclusion and Wellbeing – Hazard Identification, Risk Assessment and Incident Investigation; page 63	—
• 403-3	• Occupational health services	• SR > People-centricity: Talent, Inclusion and Wellbeing – Managed Healthcare; page 51	—
• 403-4	• Worker participation, consultation and communication on OHS	• SR > People-centricity: Talent, Inclusion and Wellbeing – Occupational health and safety; page 61	—
• 403-5	• Worker training on occupational health and safety	• SR > People-centricity: Talent, Inclusion and Wellbeing – Occupational Health and Safety trainings; page 62	—
• 403-6	• Promotion of worker health	• SR > People-centricity: Talent, Inclusion and Wellbeing – iWoW: Building a Culture of Holistic Employee Wellbeing; page 55	—
• 403-7	• Prevention and mitigation of OHS impacts linked by business relationships	• SR > People-centricity: Talent, Inclusion and Wellbeing – Occupational health and safety; page 61 • SR > Responsible Supply Chain and Human Rights; page 64	—
• 403-8	• Workers covered by an OHS management system	• SR > People-centricity: Talent, Inclusion and Wellbeing – Occupational health and safety; page 61 • SR > ESG Performance Metrics – Table: 13 – Occupational Health and Safety; page 152	—

Disclosure	Description	Location	Remarks/Reason for omission
• 403-9	• Work-related injuries	• SR > People-centricity: Talent, Inclusion and Wellbeing – Occupational health and safety; page 61 • SR > ESG Performance Metrics – Table: 13 – Occupational Health and Safety; page 152	—
• 403-10	• Work-related ill health	• SR > People-centricity: Talent, Inclusion and Wellbeing – Occupational health and safety; page 61 • SR > ESG Performance Metrics – Table: 13 – Occupational Health and Safety; page 152	—

GRI 404: Training and Education 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 404-1	• Average hours of training per year per employee	• SR > People-centricity: Talent, Inclusion and Wellbeing – Talent development; page 38	—
• 404-2	• Programs for upgrading employee skills and transition assistance programs	• SR > People-centricity: Talent, Inclusion and Wellbeing – Reskilling and Upskilling; page 39 • SR > People-centricity: Talent, Inclusion and Wellbeing – Democratizing AI skills; page 40	—
• 404-3	• Employees receiving regular performance and career development reviews	• SR > People-centricity: Talent, Inclusion and Wellbeing – Performance review and career development; page 44	—

GRI 405: Diversity and Equal Opportunity 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 405-1	• Diversity of governance bodies and employees	• SR > People-centricity: Talent, Inclusion and Wellbeing – Advancing gender diversity; page 47 • SR > Corporate Governance, Ethics and Transparency – Board size and composition; page 73 • SR > ESG Performance Metrics – Table: 10 – Diversity and Inclusion; page 148	—

Disclosure	Description	Location	Remarks/Reason for omission
• 405-2	• Ratio of basic salary and remuneration of women to men	• SR > People-centricity: Talent, Inclusion and Wellbeing – Gender Pay Indicators; page 60	—

GRI 406: Non-discrimination 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 406-1	• Incidents of discrimination and corrective actions taken	• SR > People-centricity: Talent, Inclusion and Wellbeing – Discrimination, harassment and grievance mechanisms; page 61 • SR > ESG Performance Metrics – Table: 14: Human Rights; page 153	—

GRI 407: Freedom of Association and Collective Bargaining 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 407-1	• Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	• SR > People-centricity: Talent, Inclusion and Wellbeing – Freedom of Association, Collective Bargaining and Employee Participation; page 60 • SR > Responsible Supply Chain and Human Rights – Human rights due diligence (HRDD) across the value chain; page 73 • SR > ESG Performance Metrics – Table: 14: Human Rights – Human Rights Assessment; page 153-154	—

GRI 408: Child Labor 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 408-1	• Operations and suppliers at significant risk for incidents of child labor	• SR > People-centricity: Talent, Inclusion and Wellbeing – Human Rights Due Diligence (HRDD) Assessment; page 58 • SR > Responsible Supply Chain and Human Rights; page 64 • SR > ESG Performance Metrics – Table: 14: Human Rights – Human Rights Assessment; page 153-154	—

GRI 409: Forced or Compulsory Labor 2016

Disclosure	Description	Location	Remarks/Reason for omission
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• 409-1	• Operations and suppliers at significant risk for incidents of forced or compulsory labor	• SR > People-centricity: Talent, Inclusion and Wellbeing – Human Rights Due Diligence (HRDD) Assessment; page 58 • SR > Responsible Supply Chain and Human Rights; page 64 • SR > ESG Performance Metrics – Table: 14: Human Rights – Human Rights Assessment; page 153-154	—
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GRI 410: Security Practices 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 410-1	• Security personnel trained in human rights policies or procedures	• SR > People-centricity: Talent, Inclusion and Wellbeing – Human Rights Due Diligence (HRDD) Assessment; page 58	Physical security is outsourced to third-party agencies bound by the Supplier Code of Conduct, which includes human rights requirements.

GRI 411: Rights of Indigenous Peoples 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 411-1	• Incidents of violations involving rights of indigenous peoples	• SR > People-centricity: Talent, Inclusion and Wellbeing – Human Rights Due Diligence (HRDD) Assessment; page 58 • SR > ESG Performance Metrics – Table: 14: Human Rights; page 153 • BRSR, Section C, Principle 5, Essential Indicator 6 and Leadership Indicator 4	—

GRI 413: Local Communities 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 413-1	• Operations with local community engagement, impact assessments and development programs	• SR > Community Impact and Inclusive Growth; page 108 • SR > Eco-Efficiency and Responsible Resource Management – Beyond the fence: Community water replenishment; page 27	—
• 413-2	• Operations with significant actual and potential negative	• SR > Climate Change, Net-Zero and Energy Transition – Physical risks and our response – Water scarcity; page 19 • SR > Eco-Efficiency and Responsible Resource Management – Water Stewardship; page 25	—

Disclosure	Description	Location	Remarks/Reason for omission
	impacts on local communities		

GRI 414: Supplier Social Assessment 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 414-1	• New suppliers that were screened using social criteria	• SR > Responsible Supply Chain and Human Rights – Risk-based vendor onboarding and assessment; page 65	—
• 414-2	• Negative social impacts in the supply chain and actions taken	• SR > Responsible Supply Chain and Human Rights – Human rights due diligence (HRDD) across the value chain; page 66 • SR > Responsible Supply Chain and Human Rights – Capacity building and supplier engagement; page 70	—

GRI 415: Public Policy 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 415-1	• Political contributions	• SR, Corporate Governance, Ethics and Transparency – Anti-Bribery and Anti-Corruption (ABAC); page 79 • SR, Corporate Governance, Ethics and Transparency – Memberships and associations; page 81 • SR > ESG Performance Metrics – Table: 15 Governance – Ethics and Anti-Corruption – Political Contributions; page 155-156	—

GRI 416: Customer Health and Safety 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 416-1	• Assessment of the health and safety impacts of product and service categories	• BRSR, Principle 9, Essential Indicator 6	—
• 416-2	• Incidents of non-compliance concerning the health and safety	• SR > Supercharging progress for clients and ecosystem – Complaint handling and resolution; page 106 • BRSR, Principle 9, Essential Indicator 6	—

Disclosure	Description	Location	Remarks/Reason for omission
	impacts of products and services		

GRI 417: Marketing and Labeling 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 417-1	• Requirements for product and service information and labeling	• BRSR, Principle 9, Leadership Indicator 2	—
• 417-2	• Incidents of non-compliance concerning product and service information and labeling	• SR > Supercharging progress for clients and ecosystem – Complaint handling and resolution; page 106 • BRSR, Principle 9, Leadership Indicator 3	—
• 417-3	• Incidents of non-compliance concerning marketing communications	• SR > Supercharging progress for clients and ecosystem – Complaint handling and resolution; page 106 • BRSR, Principle 9, Leadership Indicator 3	—

GRI 418: Customer Privacy 2016

Disclosure	Description	Location	Remarks/Reason for omission
• 418-1	• Substantiated complaints concerning breaches of customer privacy and losses of customer data	• SR > Corporate Governance, Ethics and Transparency – Information Security and Data Protection; page 85 • SR > Corporate Governance, Ethics and Transparency – Data Privacy; page 85 • SR > Corporate Governance, Ethics and Transparency – Privacy Trust Center; page 86 • SR > ESG Performance Metrics – Table 15: Governance – Data Privacy and Cybersecurity; pages 155–157	—

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