



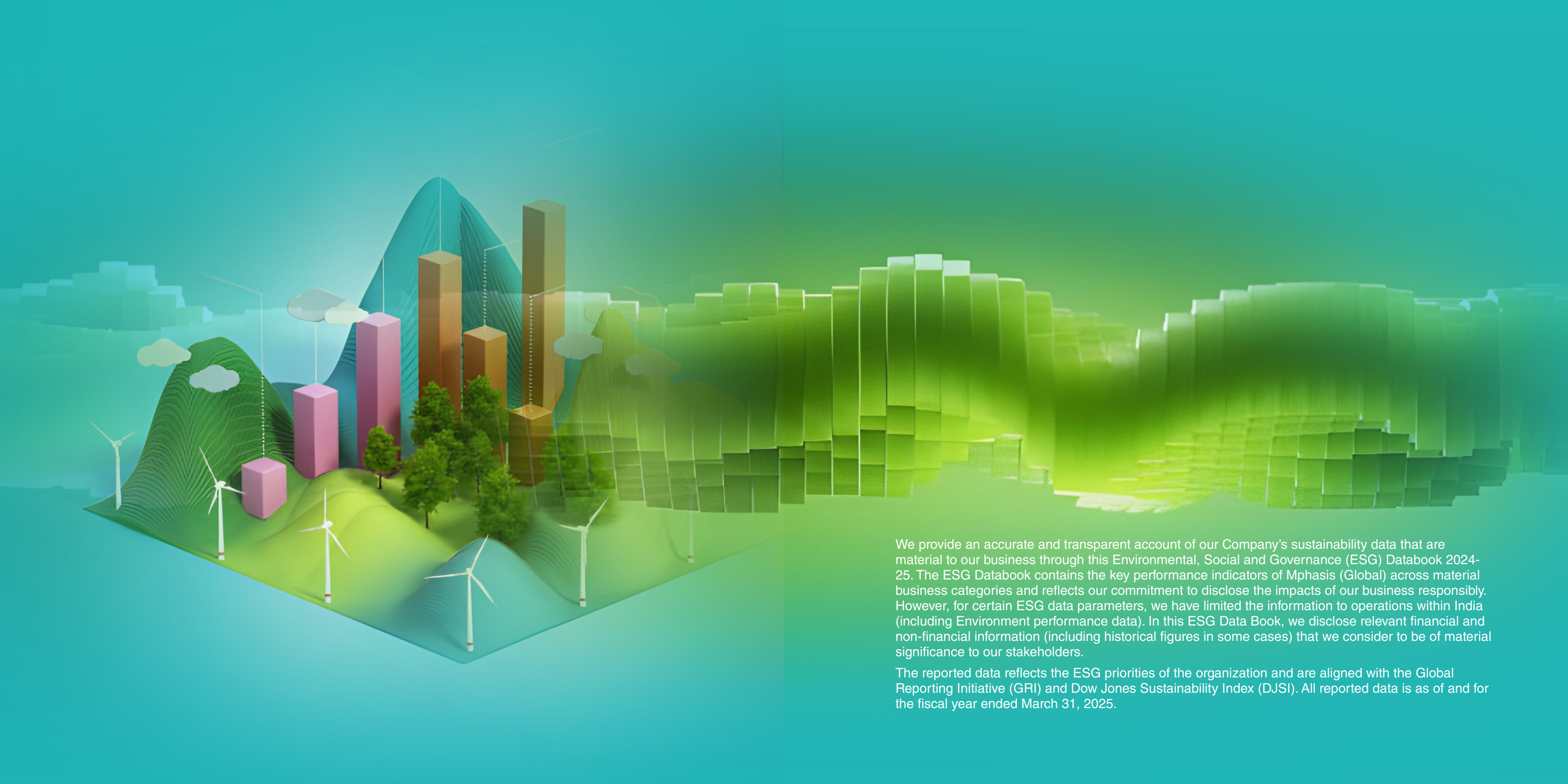
About Mphasis

Mphasis' purpose is to be the “Driver in the Driverless Car” for Global Enterprises by applying next-generation design, architecture and engineering services, to deliver scalable and sustainable software and technology solutions. Customer centricity is foundational to Mphasis, and is reflected in the Mphasis' Front2Back™ Transformation approach. Front2Back™ uses the exponential power of cloud and cognitive to provide hyper-personalized ($C = X2C_{STM} = 1$) digital experience to clients and their end customers. Mphasis' Service Transformation approach helps 'shrink the core' through the application of digital technologies across legacy environments within an enterprise, enabling businesses to stay ahead in a changing world. Mphasis' core reference architectures and tools, speed and innovation with domain expertise and specialization, combined with an integrated sustainability and purpose-led approach across its operations and solutions are key to building strong relationships with marquee clients.

[Click here](#) to know more. (BSE: 526299; NSE: MPHASIS)

ESG Databook

ESG REPORT 2024 - 2025



We provide an accurate and transparent account of our Company's sustainability data that are material to our business through this Environmental, Social and Governance (ESG) Databook 2024-25. The ESG Databook contains the key performance indicators of Mphasis (Global) across material business categories and reflects our commitment to disclose the impacts of our business responsibly. However, for certain ESG data parameters, we have limited the information to operations within India (including Environment performance data). In this ESG Data Book, we disclose relevant financial and non-financial information (including historical figures in some cases) that we consider to be of material significance to our stakeholders.

The reported data reflects the ESG priorities of the organization and are aligned with the Global Reporting Initiative (GRI) and Dow Jones Sustainability Index (DJSI). All reported data is as of and for the fiscal year ended March 31, 2025.

Economic & Governance Performance

Economic value

Category	Unit	2024-25	2023-24
Economic value generated			
Total revenue	Million INR	142,299.87	134,963.19
Earnings before tax	Million INR	22,601.43	20,683.22
Taxes reported	Million INR	5,580.04	5,135.02
Effective tax rate	%	24.69	24.83
Economic value distributed and retained			
Total operating costs	Million INR	34,383.48	29,313.04
Total employee-related expenses (salaries and benefits)	Million INR	81,446.59	79,253.27
Payments to providers of capital	Million INR	1,655.01	1,608.67
Payment to government	Million INR	5,535.16	5,775.90
Community investments	Million INR	389.49	368.86
Economic value retained	Million INR	1,655.01	1,608.67

Philanthropic contributions, Business ethics

Category	Unit	2024-25
CSR expense	Million INR	398.14
Community investments	% of total CSR spend	2.0%
Political contributions	Million INR	Nil

Category	Unit	2024-25	2023-24	2022-23	2021-22
Fines or settlements related to anti-competitive practices	Million INR	0	0	0	0
Fines as % of total revenue	%	0	0	0	0
Contributions to and spending for political campaigns, political organizations, lobbying, trade associations, tax-exempt entities	Million INR	0	0	0	0
Confirmed cases of corruption and bribery	No.	0	0	0	0

Category	Unit	2024-25
Ongoing investigations related to anti-competitive practices	No.	0
Current involvement in any ongoing corruption and bribery cases	No.	0
No. of incidents of discrimination and harassment	No.	0
No. of incidents of conflicts of interest	No.	0
Number of reports related to whistleblower procedure	No.	3
No. of incidents of money laundering or insider trading	No.	0
Total no. of information security breaches	No.	0
Complaints concerning breaches of customer privacy and losses of customer data	No.	0

Category	Unit	2024-25
Percentage of total workforce trained (e.g. through e-learning) on business ethics issues	%	98.10
Percentage of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	%	100
Percentage of risky trading partners covered by a due diligence process on corruption or information security	%	100
Percentage of all sites with an ethics certification, such as ISO 27001 or ISO 37001	%	100

CEO-to-Employee Pay Ratio

Indicator	2024-25
The total annual compensation of the Chief Executive Officer	526.80 million
The median annual compensation of all employees, except the Chief Executive Officer	USD: 104,000
The ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual);*	17:1
The ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	1:1.4

Management Ownership (Share ownership of CEO and other executives)

Position	Name	Multiple of base salary in 2024-25	Multiple of base salary in FY 2023-24
CEO and Managing Director	Mr. Nitin Rakesh	38.43	46.02
Executive committee members	Average of 6 ex.co members ¹	6.61	9.83

¹Manish Duggar, Elango R., Veda Sivamakrishnan Iyer, Ramanathan Srikumar, Ravi Vasantraj, Rohit Jayachandran

Membership Associations

Parameter	2024-25	2023-24
List of industry associations, other membership associations, and national or international advocacy organizations in which the Company participates in a significant role.	The National Association of Software and Service Companies (NASSCOM)	The National Association of Software and Service Companies (NASSCOM)
	American Chamber of Commerce (AMCHAM)	American Chamber of Commerce (AMCHAM)
	Confederation of Indian Industry (CII)	Confederation of Indian Industry (CII)
	US-India Strategic Partnership Forum (USISPF)	US-India Strategic Partnership Forum (USISPF)
	Calgary Chamber of Commerce	Calgary Chamber of Commerce
	Canada-India Business Council	Canada-India Business Council
	Calgary Economic Development (CED)	Calgary Economic Development (CED)
	The Indo Canadian Business Chamber	

Policy Influence: Contributions and Other Spending

Category	Currency	2024-25	2023-24	2022-23	2021-22
Lobbying, interest representation or similar	INR	Nil	Nil	Nil	Nil
Local, regional or national political campaigns / organizations / candidates	INR	Nil	Nil	Nil	Nil
Trade associations or tax-exempt groups (e.g. think tanks)	INR	94,50,313	10,764,749	7,530,000	7,488,747
Total contributions and other spending	INR	94,50,313	10,764,749	7,530,000	7,488,747

Largest Contributions & Expenditures

Name of trade and industry chamber/association	Trade association / Professional body membership	Currency	Total amount paid in 2024-25	Total amount paid in 2023-24
NASSCOM (National Association of Software and Service Companies)	Trade association	INR	40,00,000	40,00,000
AMCHAM (American Chambers of Commerce)	Trade association	INR	2,42,000	1,85,000
CII (Confederation of Indian Industry)	Trade association	INR	3,33,500	
USISPF (US - India Strategic Partnership Forum)	Trade association	INR	13,95,904	15,00,000
The Calgary Chamber of Commerce	Trade association	INR	6,34,464	
Canada-India Business Council	Trade association	INR	7,60,360	
Calgary Economic Development Ltd.	Trade association	INR	15,84,085	
The Indo Canadian Business Chamber	Trade association	INR	5,00,000	NA

Customer relationship management

Category	Unit	2024-25	2023-24	2022-23	2021-22
Customers using the online services solutions/sales platform	%	Not applicable			
% of revenues generated online (e.g., through direct sales, advertising, etc.)	%				
Respondents satisfied by Customer Satisfaction Survey	% of satisfied customers	81	87	80	83
Data coverage: % of customers/consumers surveyed out of the total number of customers	%	43	46	45	50
Target for FY25	85%				



Social Performance

Workforce

Category	Employees	Unit	2024-25	2023-24
Board of directors	Male	No	9	9
	Female	No	3	3
	<30	No	0	0
	30-50	No	3	3
	>50	No	9	9
Senior management	Male	No	64	69
	Female	No	11	11
	<30	No	0	-
	30-50	No	36	38
	>50	No	39	42
Middle management	Male	No	625	605
	Female	No	107	92
	<30	No	0	-
	30-50	No	463	461
	>50	No	269	237
Junior management	Male	No	1,830	1,779
	Female	No	401	405
	Others		1	-
	<30	No	10	11
	30-50	No	1,804	1,806
	>50	No	418	367
Other employees	Male	No	18,329	17,630
	Female	No	10,726	10,637
	Others	No	9	-
	<30	No	12,989	13,998
	30-50	No	15,039	13,490
	>50	No	1,036	779
Share of women in total workforce	as % of total workforce	%	35.03	35.68
Target for share of women in total workforce in 2026	38%			

Share of women in all management positions, including junior, middle, and top management	as % of total management positions	%	16.80%	4.56%
Target for share of women in all management positions in 2026	18%			
Share of women in junior management positions, i.e. first level of management	as % of total junior management positions	%	17.73%	3.63
Target for share of women in junior management positions in 2026	18%			
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	as % of total top management positions	%	13.18%	0.25%
Target for share of women in top management positions in 2026	15%			
Share of women in management positions in revenue-generating functions (e.g. sales)	as a % of all such managers	%	15.54%	35.67%
Target for share of women in management positions in revenue-generating functions in 2026	17%			
Share of women in STEM-related positions	as a % of total STEM positions	%	35.06%	31.37%
Target for share of women in STEM-related positions in 2026	36%			
People with disabilities	as a % of the total workforce	%	0.39%	0.42
Target for 2026	0.50%			
LGBTQI+	as a % of the total workforce	%	0.04%	0.041
Target for 2026	0.05%			
Contractual workers	Total	No	1,946	1,755
Workforce global	Male	No	20,833	20,084
	Female	No	11,242	11,146
	<30	No	11,959	14,009
	30-50	No	18,098	15,796
	>50	No	2,026	1,425

Workforce Breakdown: Nationality

Nationality	Share in total workforce (as % of total workforce)	Share in all management positions, including junior, middle and senior management (as % of total management workforce)
Indian	84.22%	80.06%
American	3.70%	5.79%
Chinese	0.70%	0.10%
British	0.55%	1.22%
Mexican	0.15%	0.03%

French	0.12%	0.53%
Nepali	0.09%	0.03%
Nigerian	0.08%	0.10%
Belarusian	0.08%	0.13%
Polish	0.08%	0.03%
Note: Please note on the Nationality details it is not a mandatory field that the candidate must fill in at the time of joining and details are not available for all, however we have populated the data with the available information for the employees. As discussed, have provided top 10 Nationality details.		

New employee hires

Category	Employees	Unit	2024-25	2023-24
Senior management	Male	No	13	5
	Female	No	1	0
	<30	No	0	0
	30-50	No	8	4
	>50	No	6	5
Middle management	Male	No	83	81
	Female	No	15	11
	<30	No	0	0
	30-50	No	69	71
	>50	No	29	21
Junior management	Male*	No	235	342
	Female*	No	61	94
	<30	No	3	11
	30-50	No	254	365
	>50	No	39	60
Other employees	Male	No	4,550	3,422
	Female	No	2,997	2,785
	Others	No	1	—
	<30	No	4,356	6,208
	30-50	No	3,034	3,040
	>50	No	158	213

New employee hires	Male*	No	5,644	6,128
	Female*	No	3,338	3,869
	Others	No	2	
	<30	No	4,663	6,218
	30-50	No	3,985	3,480
	>50	No	336	299
*The junior management and new employee recruits involve non-binary team members who prefer not to be categorized as strictly male or female. Their representation is appropriately accounted for within the age-wise breakdown.				

Category	Unit	2024-25	2023-24	2022-23	2021-22
Percentage of open positions filled by internal candidates (internal hires)	%	49.00	42.78	43.26	26.65
Average hiring cost/FTE	INR	80,609	70,999	81,838	65,459
New employee hires	No.	9,916	11,264	14,484	15,040

Gender-pay indicators

Employee level	Unit	2024-25		2023-24	
		Average Female Salary	Average Male Salary	Average Female Salary	Average Male Salary
Executive level (base salary only)	Million INR	6,16,381 INR	6,98,772 INR	5,91,777	6,61,484
Executive level (base salary + other cash incentives)	Million INR	15,10,626 INR	17,19,904 INR	14,91,818 Monetary Units	16,72,998
Management level (base salary only)	Million INR	11,19,827 INR	12,37,280 INR	10,83,357	11,90,438
Management level (base salary + other cash incentives)	Million INR	29,39,606 INR	32,29,299 INR	28,76,087 Monetary Units	31,80,214 Monetary Units
Non-management level	Million INR	1,61,968 INR	1,75,896 INR	1,66,897 Monetary Units	1,82,575 Monetary Units
Mean gender pay gap	%	11.5		9.4	
Median gender pay gap	%	9.5		6.7	
Mean bonus gap	%	14.8		1.7	
Median bonus gap	%	12.8		3	

Freedom of Association

Indicator	2024-25
% of employees represented by an independent tradeunion or covered by collective bargaining agreements:	0%

Employee turnover rate

Category	Employees	Unit	2024-25		2023-24	
			Voluntary	Total	Voluntary	Total
Senior management	Male	%	11.9%	17.1%	15%	26%
	Female	%	7.7%	7.7%	10%	19%
	<30	%	0	0	-	-
	30-50	%	12.2%	15.2%	20%	27%
	>50	%	10.8%	16.2%	10%	23%
Middle management	Male	%	10.3%	14.2%	8%	11%
	Female	%	11.2%	13.2%	7%	10%
	<30	%	0%	0%	100%	100%
	30-50	%	12.4%	13.8%	10%	13%
	>50	%	8.3%	16.0%	5%	9%
Junior management	Male	%	16.3%	21.8%	13%	18%
	Female	%	17.4%	33.4%	12%	19%
	<30	%	35%	35%	13%	13%
	30-50	%	14.8%	19%	13%	18%
	>50	%	12.4%	18.7%	10%	19%
Other employees (non-executive)	Male	%	27.2%	37.1%	24%	35%
	Female	%	29.7%	41.7%	26%	38%
	<30	%	35%	47.6%	28%	40%
	30-50	%	23.3%	31.7%	23%	33%
	>50	%	14.6%	35.2%	10%	36%

Category	Unit	2024-25	2023-24	2022-23	2021-22
Voluntary turnover rate	%	26.6	23.9	31.15	34.39
Total employee turnover rate	%	36.7	34.5	43.78	44.17
Data coverage (as % of all FTEs globally)	%	100	100	100	100

Training man hours

Category	Unit	2024-25		2023-24	
		Male	Female	Male	Female
Senior Management (L11 & L12)	Avg. hours of training	1.17	0	4.74	0
Middle management (L9 & L10)	Avg. hours of training	3.70	3.75	8.08	8.05
Junior management (L7 & L8)	Avg. hours of training	5.21	4.48	9.22	8.76
Other employees (non-executive) (L1 to L6)	Avg. hours of training	6.82	6.85	14.56	15.56

Category	Unit	2024-25	2023-24
Average hours per FTE of training and development	Avg. hours of training	13.47	14.63
Total amount spent per FTE on training and development	INR	51,055,925	88,058,185
Average amount spent per FTE on training and development	INR	1,590.4	2,819.6

Absentee Rate

Absentee rate	Unit	2024-25	2023-24	2022-23	2021-22
Employees	% of total days scheduled	0.50	0.58	0.47	-
Data coverage	% of employees	100%	100%	100%	100%

Parental leave (Permanent employees)

Category	Unit	2024-25			2023-24	
		Male	Female	Others	Male	Female
Employees entitled to parental leave	No.	15,901	8,810	7	20,084	11,146
Employees that took parental leave	No.	640	555	-	702	535
Employees that returned to work in the reporting period after parental leave ended	No.	546	485	-	702	518
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	No.	440	300	-	548	325
Rate of return to work that took parental leaves	%	98.13%	93.51%	-	100%	96.82%
Retention rate of employees that took parental leave	%	62.68%	56.07%	-	75.07%	61.90%



Benefits provided to permanent and temporary employees

Category/types of benefits provided	Unit	2024-25	
		Permanent employees	Temporary employees
Life insurance	Yes/No	Yes	No
Health care	Yes/No	Yes	No
Disability	Yes/No	Yes	No
Parental leave (maternity leave or paternity leave)	Yes/No	Yes	No
Marriage leave (additional to normal leaves allotted)	Yes/No	No	No
Bereavement leave (additional to normal leaves allotted)	Yes/No	No	No
Leave for Haj (additional to normal leaves allotted)	Yes/No	No	No
Leave for baptism (additional to normal leaves allotted)	Yes/No	No	No
Leave for circumcision ceremony (additional to normal leaves allotted)	Yes/No	No	No
Retirement provision	Yes/No	Yes	No
Stock ownership	Yes/No	Yes	No
Transportation	Yes/No	Yes	Yes
Housing	Yes/No	No	No
Food allowance	Yes/No	Yes	No
Extra paid holidays	Yes/No	No	No
Citizenship leave	Yes/No	No	No
Car lease	Yes/No	Yes	No
Sabbatical	Yes/No	Yes	No
Gender reassignment leave	Yes/No	Yes	No
Family treatment leave	Yes/No	No	No
Fertility treatment leave	Yes/No	Yes	No
Learn while you can	Yes/No	Yes	No

Employee Engagement

Indicator	Unit	2024-25	2023-24	2022-23	2021-22
Employee Net Promoter Score (eNPS)	% of employees with top level of engagement, satisfaction, wellbeing, or employee net promoter score (eNPS)	7.21	7.40	7.87	7.99
Target for FY 26	8.0				
Data coverage	% of employees who responded to the survey	79%	68%	59.3%	73.50%

Human capital return on investment

Indicator	Unit	2024-25	2023-24	2022-23	2021-22
a) Total Revenue	INR Million	1,44,849.88	1,34,963.19	1,39,600.96	1,21,218.94
b) Total Operating Expenses	INR Million	34,383.48	29,313.04	32,887.59	28,093.38
c) Total employee-related expenses (salaries + benefits)	INR Million	81,446.59	79,253.27	80,757.80	70,345.01
Resulting HC ROI (a - (b-c)) / c	-	2.356	2.3331	2.3214	1.32384
Total employees	No.	32,103	31,230	34,392	32,424

Privacy Protection

Indicator	Unit	2024-25	2023-24
Percentage of customers whose data is used for secondary purposes	%	0	0
Number of requests for customer information received from government or law enforcement agencies	No.	0	0
Of the requests, percentage of requests that resulted in disclosure	%	0	0

Suppliers and procurement spend*

Category	Unit	2024-25	2023-24	2022-23
Total suppliers	No.	5,416	5,322	7,473
Total procurement spend	Million INR	39,651.69	32,962.81	40,809.58
Procurement spend on locally-based suppliers	Percentage of total	99.79%	96.00%	99.00%
* The values correspond to all entities of the Mphasis Group				

Supplier Environmental Assessment

New suppliers screened			
Category	Unit	2024-25	2023-24
Percentage of new suppliers that were screened using environment criteria	%	100%	100%
Percentage of suppliers identified having significant actual and potential negative impacts	%	0%	0%
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment	%	0%	0%
Percentage of suppliers identified having significant actual and potential negative impacts on society with which relationship has been terminated	%	0%	0%

Human Rights Assessment

Category	Unit	% of total assessed in last three years	% of total assessed where risks have been identified	% of risk with mitigation actions taken
Own Operations (including Joint Ventures where the company has management control)	%	100%	0%	0%
Contractors and Tier I Suppliers (as a % of contractors or Tier I Suppliers)	%	100%	0%	0%
Joint Ventures (including stakes above 10%) (as a % of joint ventures)	%	0%	0%	0%

Human Rights Mitigation & Remediation

The number of sites with mitigation plans	Nil
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EcoVadis Requirements

Requirement	2024-25	2023-24
% of suppliers assessed on adverse sustainability impacts	100%	100%
% of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	100%	100%
% of buyers across all locations who have received training on sustainable procurement	100%	100%
% of targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	100%	100%



Environmental Performance

Energy consumption

Category	Unit	2024-25	2023-24	2022-23	2021-22
Energy consumed (from non-renewable sources)	MWh	11,119.93	12,168	11,405	9,950
Non-renewable energy consumption (Target for FY25)	MWh	11,675			
Captive DG power	MWh	215.05	218	228	109
Total renewable energy purchased or generated	MWh	14,179.71	11,868	11,088	11,889
Total cost of energy consumption	INR	29,15,43,235	29,54,86,600	25,44,13,266	23,85,06,035
Data coverage	%	100	100	100	100
Total energy consumption	MWh	25,514.69	24,254	22,721	21,948
Energy intensity	Total Energy consumption/ Revenue in Million INR	0.179	0.182	0.163	0.181

Emissions

Category	Unit	2024-25	2023-24	2022-23	2021-22
GHG emissions					
Scope 1: Direct emissions	tCO2eq	162.82	164.09	172.45	83
Data coverage	%	100	100	100	100
Target for FY25	Tonnes	161			
Scope 2: Indirect emissions Location-based	tCO2eq	18,047.77	17,146.84	16,045.69	15,579.10
Data coverage	%	100	100	100	100
Target for FY25	Tonnes	17,867			
Scope 2: Indirect emissions Market-based	tCO2eq	7,932.52	8,680.36	8,136.05	7,097.87
Data coverage	%	100	100	100	100
Target for FY25	Tonnes	7,853			
Scope 3: Indirect emissions	tCO2eq	2,996.76	3,416.94	2,864	2,756
Scope 3 Categories	Employee commuting (Diesel consumption*2.65 [Emission factor] / 1000)	2,996.76	3,416.94	2,864	2,756
Target for FY25	tCO2eq	2,997			

Category	Unit	2024-25	2023-24	2022-23	2021-22
Total GHG emissions (Scope 1+ Scope 2 Market-based +Scope 3)	tCO2eq	11,092.10	12,261.39	11,172.5	11,172.5
GHG emission intensity (includes Scope 1 + Scope 2 Market-based)	tCO2eq/Revenue in Million INR	0.078	0.092	0.06	0.06
Air pollutant management The main emissions from our support activities are Nitrogen Oxide (Nox), Sulfur Oxide (SOx). These are emitted primarily through the use of Diesel Generators sets at Mphasis campuses. An external agency is hired to conduct air quality testing once in 6 months within our work area after which the results are studied and verified by the EHS team. However, we do not monitor or measure air emissions other than GHG emissions.		Emissions of ozone-depleting substances (ODS) Heating, ventilation and air conditioning (HVAC) systems that are used at our facilities utilise refrigerants like R22 and R410A. The Ozone Depleting Potential (ODP) of each of these substances are different but a group-wide decision has been made to find minimum ODP and Global Warming Potential alternatives to replace all R22 refrigerants.			

Category	Unit	2024-25	2023-24
HCFC-22 or R-22	Tonnes	0.162	0.131
CFC-12 or R-12	Tonnes	0	0
CFC-11 or R-11	Tonnes	0	0
HFC-134a or R-134a	Tonnes	0	0
R404A	Tonnes	0	0
R123	Tonnes	0	0
R417A	Tonnes	0	0
R410A	Tonnes	0.307	0.789
R407C	Tonnes	0.038	0.101
R32	Tonnes	0	0

Water Consumption

Water is consumed within the organization only for drinking, cooking and lavatory operation. Water consumption is part of the maintenance charges of the company as all facilities are leased. Since our operations are not water-intensive, we do not actively track our water consumption. However, there are efforts made to ensure that water is consumed judiciously within all Mphasis facilities through the use of water aerators and sewage treatment plants. We also encourage our employees to minimize the impacts of their water consumption by raising awareness through collaboration with NGOs and internal awareness programs. The total water consumption for 2024-25 as well as the last 3 years for Mphasis facilities is mentioned below:

Category	Unit	2024-25	2023-24
Total net freshwater consumption	Million m3	0.04	0.051
Data coverage (Percentage of Operations)	%	100%	100%

Waste Management

Category	Unit	2024-25				
		Waste generated	Waste diverted from disposal	Waste directed to disposal		
Paper Waste & Food Waste	Tonnes	85.65	85.43	0		
Non-Hazardous Waste		56.66	7.24	49.17		
Hazardous Waste		56.13	0	53.76		
Total waste generated		198.43	92.67	102.93		
Waste disposed		Unit	2024-25	2023-24	2022-23	2021-22
A) Total waste generated		Tonnes	198.43	160.940	122.883	75.13
B) Total waste recycled/reused/sold			144.27	108.55	70.61	21.62
Total waste disposed (A-B)			51.32	36.690	52.273	53.51
Target for FY25			90			
Data coverage		%	100	100	100	100

Waste diverted from disposal by recovery operation, in metric tons (t)

Waste recovered	Unit	Onsite	Offsite	Total
A) Hazardous waste				
Preparation for reuse	Tonnes	0	0	0
Recycling		0	51.60	51.60
Other recovery operations		0	0	0
Total		0	51.60	51.60
B) Non-hazardous waste				
Preparation for reuse	Tonnes	0	0	0
Recycling		0	92.66	92.66
Other disposal operations		0	0	0
Total		0	92.66	92.66

Waste directed to disposal - by disposal operation in metric tons (t)

Waste disposed	Unit	2024-25
A) Hazardous waste		
Incineration (with energy recovery)	Tonnes	0
Incineration (without energy recovery) Biomedical waste		2.155
Landfilling		0

Other disposal operations	Tonnes	0
Total	Tonnes	2.155
B) Non-hazardous waste		
Incineration (with energy recovery)	Tonnes	0
Incineration (without energy recovery)	Tonnes	0
Landfilling	Tonnes	49.17
Other disposal operations	Tonnes	0
Total	Tonnes	49.17

Data center efficiency

Average PUE	Unit	2024-25	2023-24	2022-23	2021-22
Average PUE	-	1.80	2.37	2.31	2.08
Target for FY25	To sustain below 2.5				
Coverage (% of total ICT population)	%	71	71	71	71
Total energy used in data centers	MWh	8,620	7,630	7,002.3	7,241.4
% of renewable energy (of total energy)	%	47.53	39.48	46.07	9.29
Renewable energy target for FY25	48%				

Environmental Training and Compliance Metrics

	FY 2025
% of the total workforce across all locations who received training (internally or externally) on environmental issues	1.4%
% of all operational sites for which an environmental risk assessment has been conducted	69%
% of all operational sites with an environmental certification, such as ISO 14001	69%

