

## QUARTERLY INTEGRATED FILING (GOVERNANCE)

### Compliance Report on Corporate Governance to be submitted by a listed entity on a quarterly basis

1. Name of the Listed Entity: **Infosys Limited**

2. Quarter ending: **March 31, 2025**

<b>I. Composition of Board of Directors</b>												
<b>Title (Mr./Ms.)</b>	<b>Name of the Director</b>	<b>PAN<sup>s</sup> &amp; DIN</b>	<b>Category (Chairperson /Executive/non-executive/in dependent/ Nominee) &amp;</b>	<b>Initial Date of Appointment</b>	<b>Date of Re-appointment</b>	<b>Date of Cessa tion</b>	<b>Ten ure*</b>	<b>Date of Birth</b>	<b>No. of directorship in listed entities including this listed entity [with reference to Reg 17A]</b>	<b>No. of Independent Directorship in listed entities including this listed entity [with reference to proviso to reg 17A(1)] &amp; reg. 17A(2)]</b>	<b>No. of memberships in Audit/ Stakeholder Committee(s) including this listed entity  (Refer Reg 26(1) of the LODR)</b>	<b>No. of post of Chairperson in Audit/ Stakeholder Committee held in listed entities including this listed entity  (Refer Reg 26(1) of the LODR)</b>
Mr.	Nandan Nilekani	0004 1245	Chairperson-Non-Executive-Non-Independent	24-Aug-2017			NA	02-Jun-1955	1	0	0	0
Mr.	Salil Parekh	0187 6159	Executive-Managing Director & Chief Executive Officer	02-Jan-2018	01-July-2022		NA	05-Jun-1964	1	0	0	0
Mr.	D. Sundaram	0001 6304	Non-Executive-Independent	14-Jul-2017	14-Jul-2022		93	16-Apr-1953	2	2	7	2
Mr.	Michael Nelson Gibbs	0817 7291	Non-Executive-Independent	13-Jul-2018	13-Jul-2021		81	08-Nov-1957	1	1	2	1
Mr.	Bobby Kanubhai Parikh	0001 9437	Non-Executive-Independent	15-Jul-2020	15-Jul-2023		57	30-Apr-1964	3	3	6	3
Ms.	Chitra Nayak	0910 1763	Non-Executive-Independent	25-Mar-2021	25-Mar-2024		48	09-Apr-1963	1	1	1	0
Mr.	Govind Iyer	0016 9343	Non-Executive-Independent	12-Jan-2023			27	22-Sept-1962	1	1	0	0
Ms.	Helene Auriol Potier	1016 6891	Non-Executive-Independent	26-May-2023			22	26-Nov-1962	1	1	0	0

Mr.	Nitin Paranjpe	0004 5204	Non-Executive-Independent	01-Jan-2024			15	04-Mar-1963	2	1	0	0
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<b>Whether Regular chairperson appointed</b>	<b>Yes</b>
<b>Whether Chairperson is related to managing director or CEO</b>	<b>No</b>
<p>§PAN number of any director would not be displayed on the website of Stock Exchange</p> <p>&amp;Category of directors means executive/non-executive/independent/Nominee. If a director fits into more than one category write all categories separating them with hyphen</p> <p>* to be filled only for Independent Director. Tenure would mean total period from which Independent director is serving on Board of directors of the listed entity in continuity without any cooling off period.</p>	

<b>II. Composition of Committees</b>					
<b>Name of Committee</b>	<b>Whether Regular chairperson appointed</b>	<b>Name of Committee members</b>	<b>Category (Chairperson/Executive/Non-Executive/independent/ Nominee)&amp;</b>	<b>Date of Appointment</b>	<b>Date of Cessation</b>
1. Audit Committee	Yes	1. Bobby Kanubhai Parikh	Chairperson-Non-Executive-Independent	16-Jul-2020	
		2. D. Sundaram	Non-Executive-Independent	14-Jul-2017	
		3. Michael Nelson Gibbs	Non-Executive-Independent	04-Feb-2020	
2. Nomination & Remuneration Committee	Yes	1. D. Sundaram	Chairperson-Non-Executive-Independent	14-Jul-2017	
		2. Michael Nelson Gibbs	Non-Executive-Independent	21-Apr-2020	
		3. Govind Iyer	Non-Executive-Independent	13-Jan-2023	
		4. Nitin Paranjpe	Non-Executive-Independent	01-Jan-2024	
3. Risk Management Committee	Yes	1. D. Sundaram	Chairperson-Non-Executive-Independent	14-Jul-2017	
		2. Michael Nelson Gibbs	Non-Executive-Independent	13-Jul-2018	
		3. Bobby Kanubhai Parikh	Non-Executive-Independent	16-Jul-2020	
		4. Chitra Nayak	Non-Executive-Independent	25-Mar-2021	
		5. Govind Iyer	Non-Executive-Independent	13-Jan-2023	
		6. Helene Auriol Potier	Non-Executive-Independent	17-Jun-2023	
		7. Nitin Paranjpe	Non-Executive-Independent	01-Jan-2024	
4. Stakeholders Relationship Committee	Yes	1. Michael Nelson Gibbs	Chairperson-Non-Executive-Independent	23-Mar-2023	
		2. D. Sundaram	Non-Executive-Independent	21-Apr-2020	
		3. Bobby Kanubhai Parikh	Non-Executive-Independent	14-Jan-2021	
		4. Chitra Nayak	Non-Executive-Independent	25-Mar-2021	

5. Corporate Social Responsibility Committee	Yes	Govind Iyer	Chairperson-Non-Executive-Independent	13-Jan-2023	
		Chitra Nayak	Non-Executive-Independent	25-Mar-2021	
		Michael Nelson Gibbs	Non-Executive-Independent	20-Apr-2023	
6. Environmental Social and Governance Committee	Yes	Chitra Nayak	Chairperson-Non-Executive-Independent	14-Apr-2021	
		Govind Iyer	Non-Executive-Independent	13-Jan-2023	
		Helene Auriol Potier	Non-Executive-Independent	17-Jun-2023	

*&Category of directors means executive/non-executive/independent/Nominee. if a director fits into more than one category write all categories separating them with hyphen*

III. Meeting of Board of Directors					
Date(s) of Meeting in the relevant quarter	Whether requirement of Quorum met*	Number of Directors present*	Number of independent directors present*	Date(s) of Meeting in the previous quarter	Maximum gap between any two consecutive meetings (in number of days)
January 16, 2025	Yes	9	7	October 17, 2024	90
* to be filled in only for the current quarter meetings Note – The Board meeting concluded on January 16, 2025, was held over two days, i.e. January 15, 2025, and January 16, 2025.					

IV. Meeting of Committees						
Name of the Committee	Date(s) of meeting of the committee in the relevant quarter	Whether requirement of Quorum met (details)	Number of Directors present	Number of independent directors' present	Date(s) of meeting of the committee in the previous quarter	Maximum gap between any two consecutive meetings in number of days
Audit Committee	January 16, 2025	Yes	3	3	October 17, 2024	90 days
	March 11, 2025	Yes	3	3		
	March 27, 2025	Yes	3	3		
Nomination & Remuneration Committee	January 15, 2025	Yes	4	4	October 16, 2024	90 days
Risk Management Committee	January 14, 2025	Yes	7	7	October 10, 2024	95 days
Stakeholders Relationship Committee	January 14, 2025	Yes	4	4	October 11, 2024	94 days

Corporate Social Responsibility Committee	January 14, 2025	Yes	3	3	October 11, 2024	94 days
Environmental Social and Governance Committee	January 14, 2025	Yes	3	3	October 11, 2024	94 days
Note - 1. The Audit Committee meeting concluded on January 16, 2025, was held over two days i.e. January 15, 2025, and January 16, 2025. 2. The Audit Committee meeting concluded on March 11, 2025, was held over two days i.e. March 10, 2025, and March 11, 2025.						

Annexure 1		
V. Affirmations		
Sr. No.	Subject	Compliance status (Yes/No)
1	The composition of Board of Directors is in terms of SEBI (Listing obligations and disclosure requirements) Regulations, 2015	Yes
2	The composition of the following committees is in terms of SEBI (Listing obligations and disclosure requirements) Regulations, 2015 <b>a. Audit Committee</b>	Yes
3	The composition of the following committees is in terms of SEBI (Listing obligations and disclosure requirements) Regulations, 2015. <b>b. Nomination &amp; remuneration committee</b>	Yes
4	The composition of the following committees is in terms of SEBI (Listing obligations and disclosure requirements) Regulations, 2015. <b>c. Stakeholders relationship committee</b>	Yes
5	The composition of the following committees is in terms of SEBI (Listing obligations and disclosure requirements) Regulations, 2015. <b>d. Risk management committee (applicable to the top 1000 listed entities)</b>	Yes
6	The committee members have been made aware of their powers, role and responsibilities as specified in SEBI (Listing obligations and disclosure requirements) Regulations, 2015.	Yes
7	The meetings of the board of directors and the above committees have been conducted in the manner as specified in SEBI (Listing obligations and disclosure requirements) Regulations, 2015.	Yes
8	This report and/or the report submitted in the previous quarter has been placed before Board of Directors.	Yes

### INVESTOR GRIEVANCE REDRESSAL REPORT

Investor Grievance Redressal Report	
No. of investor complaints pending at the beginning of Quarter	1
No. of investor complaints received during the Quarter	20
No. of investor complaints disposed off during the Quarter	20

No. of investor complaints those remaining unresolved at the end of the Quarter	1
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### DETAILS OF CYBER SECURITY INCIDENTENCE

Whether as per Regulation 27(2) (ba) of SEBI (LODR) Regulations, 2015 there has been cyber security incidents or breaches or loss of data or documents during the quarter	No
<b>Date of the event</b>	<b>Brief details of the event</b>
NA	NA

<b>Annexure II</b>
<b>Annexure II to be submitted by listed entity at the end of the financial year (for the whole of financial year)</b>
<b>I. Disclosure on website in terms of Listing Regulations</b>

Sr. No	Item	Compliance status (Yes/No/NA)	Web address
1.1	Details of business	Yes	<a href="https://www.infosys.com/about.html">https://www.infosys.com/about.html</a>
1.2	Memorandum of Association and Articles of Association	Yes	<a href="https://www.infosys.com/investors/shareholder-services/documents/memorandum-articles-association.pdf">https://www.infosys.com/investors/shareholder-services/documents/memorandum-articles-association.pdf</a>
1.3	Brief profile of board of directors including directorship and full-time positions in body corporates	Yes	<a href="https://www.infosys.com/about/management-profiles.html">https://www.infosys.com/about/management-profiles.html</a>
2	Terms and conditions of appointment of independent directors	Yes	<a href="https://www.infosys.com/investors/corporate-governance/documents/appointment-independent-director.pdf">https://www.infosys.com/investors/corporate-governance/documents/appointment-independent-director.pdf</a>
3	Composition of various committees of board of directors	Yes	<a href="https://www.infosys.com/investors/corporate-governance/documents/committee-composition.pdf">https://www.infosys.com/investors/corporate-governance/documents/committee-composition.pdf</a>
4	Code of conduct of board of directors and senior management personnel	Yes	<a href="https://www.infosys.com/investors/corporate-governance/documents/codeofconduct.pdf">https://www.infosys.com/investors/corporate-governance/documents/codeofconduct.pdf</a>
5	Details of establishment of vigil mechanism/ Whistle Blower policy	Yes	<a href="https://www.infosys.com/investors/corporate-governance/documents/whistleblower-policy.pdf">https://www.infosys.com/investors/corporate-governance/documents/whistleblower-policy.pdf</a>
6	Criteria of making payments to non-executive directors	Yes	<a href="https://www.infosys.com/investors/corporate-governance/documents/nomination-remuneration-policy.pdf">https://www.infosys.com/investors/corporate-governance/documents/nomination-remuneration-policy.pdf</a>
7	Policy on dealing with related party transactions	Yes	<a href="https://www.infosys.com/investors/corporate-governance/documents/related-party-transaction-policy.pdf">https://www.infosys.com/investors/corporate-governance/documents/related-party-transaction-policy.pdf</a>
8	Policy for determining 'material' subsidiaries	Yes	<a href="https://www.infosys.com/investors/corporate-governance/documents/material-subsidiaries-policy.pdf">https://www.infosys.com/investors/corporate-governance/documents/material-subsidiaries-policy.pdf</a>

9	Details of familiarization programmes imparted to independent directors	Yes	<a href="https://www.infosys.com/investors/reports-filings/Documents/training-board-members2024.pdf">https://www.infosys.com/investors/reports-filings/Documents/training-board-members2024.pdf</a>
10	Email address for grievance redressal and other relevant details	Yes	<a href="https://www.infosys.com/investors/shareholder-services/investor-contact.html">https://www.infosys.com/investors/shareholder-services/investor-contact.html</a>
11	Contact information of the designated officials of the listed entity who are responsible for assisting and handling investor grievances	Yes	<a href="https://www.infosys.com/investors/shareholder-services/investor-contact.html">https://www.infosys.com/investors/shareholder-services/investor-contact.html</a>
12	Financial results	Yes	<a href="https://www.infosys.com/investors/reports-filings/quarterly-results.html">https://www.infosys.com/investors/reports-filings/quarterly-results.html</a>
13	Shareholding pattern	Yes	<a href="https://www.infosys.com/investors/shareholder-services/shareholding.html">https://www.infosys.com/investors/shareholder-services/shareholding.html</a>
14	Details of agreements entered into with the media companies and/or their associates	NA	NA
15.1	Schedule of analyst or institutional investor meet and presentations made by the listed entity to analysts or institutional investors simultaneously with submission to stock exchange	Yes	<a href="https://www.infosys.com/investors/news-events/events.html">https://www.infosys.com/investors/news-events/events.html</a>
15.2	Audio or video recordings and transcripts of post earnings/quarterly calls	Yes	<a href="https://www.infosys.com/investors/news-events/events.html">https://www.infosys.com/investors/news-events/events.html</a>
16	New name and the old name of the listed entity	NA	NA
17	Advertisements as per regulation 47 (1)	Yes	<a href="https://www.infosys.com/investors/reports-filings/exchange-filings.html">https://www.infosys.com/investors/reports-filings/exchange-filings.html</a>
18	Credit rating or revision in credit rating obtained	Yes	<a href="https://www.infosys.com/investors/reports-filings/annual-report/annual/documents/infosys-ar-24.pdf">https://www.infosys.com/investors/reports-filings/annual-report/annual/documents/infosys-ar-24.pdf</a>
19	Separate audited financial statements of each subsidiary of the listed entity in respect of a relevant financial year	Yes	<a href="https://www.infosys.com/investors/reports-filings/documents/subsidiaries-financial-statements-2023-24.pdf">https://www.infosys.com/investors/reports-filings/documents/subsidiaries-financial-statements-2023-24.pdf</a>
20	Secretarial Compliance Report	Yes	<a href="https://www.infosys.com/investors/reports-filings/exchange-filings.html">https://www.infosys.com/investors/reports-filings/exchange-filings.html</a>
21	Materiality Policy as per Regulation 30 (4)	Yes	<a href="https://www.infosys.com/investors/corporate-governance/documents/policy-determining-materiality-disclosures.pdf">https://www.infosys.com/investors/corporate-governance/documents/policy-determining-materiality-disclosures.pdf</a>
22	Disclosure of contact details of KMP who are authorized for the purpose of determining materiality as required under regulation 30(5)	Yes	<a href="https://www.infosys.com/investors/corporate-governance/documents/policy-determining-materiality-disclosures.pdf">https://www.infosys.com/investors/corporate-governance/documents/policy-determining-materiality-disclosures.pdf</a>
23	Disclosures under regulation 30(8)	Yes	<a href="https://www.infosys.com/investors/reports-filings/exchange-filings.html">https://www.infosys.com/investors/reports-filings/exchange-filings.html</a>
24	Statements of deviation(s) or variations(s) as specified in regulation 32	NA	NA
25	Dividend Distribution policy as per Regulation 43A(1)	Yes	<a href="https://www.infosys.com/investors/corporate-governance/documents/dividend-distribution.pdf">https://www.infosys.com/investors/corporate-governance/documents/dividend-distribution.pdf</a>
26	Annual return as provided under section 92 of the Companies Act, 2013	Yes	<a href="https://www.infosys.com/investors/reports-filings/annual-report/annual-reports.html">https://www.infosys.com/investors/reports-filings/annual-report/annual-reports.html</a>

26.2	Employee Benefit scheme documents framed in terms of SEBI (SBEB) Regulations, 2021	Yes	<a href="https://www.infosys.com/investors/corporate-governance/documents/incentive-compensation-plan.pdf">https://www.infosys.com/investors/corporate-governance/documents/incentive-compensation-plan.pdf</a> and <a href="https://www.infosys.com/investors/reports-filings/documents/expanded-stock-ownership-program2019.pdf">https://www.infosys.com/investors/reports-filings/documents/expanded-stock-ownership-program2019.pdf</a>
27	Whether company has provided information under separate section on its website as per Regulation 46(2)	Yes	<a href="https://www.infosys.com/investors.html">https://www.infosys.com/investors.html</a>
28	Compliance with regulation 46(3) with respect to accuracy of disclosures on the website and timely updating	Yes	<a href="https://www.infosys.com/investors/reports-filings/exchange-filings.html">https://www.infosys.com/investors/reports-filings/exchange-filings.html</a>

Annexure II		
II. Annual Affirmations		
Particulars	Regulation Number	Compliance status (Yes/No/NA)
Independent director(s) have been appointed in terms of specified criteria of 'independence' and/or 'eligibility'	16(1)(b) & 25(6)	Yes
Board composition	17(1), 17(1A) & 17(1B)	Yes
Meeting of Board of directors	17(2)	Yes
Quorum of Board meeting	17(2A)	Yes
Review of Compliance Reports	17(3)	Yes
Plans for orderly succession for appointments	17(4)	Yes
Code of Conduct	17(5)	Yes
Fees/compensation	17(6)	Yes
Minimum Information	17(7)	Yes
Compliance Certificate	17(8)	Yes
Risk Assessment & Management	17(9)	Yes
Performance Evaluation of Independent Directors	17(10)	Yes
Recommendation of Board	17(11)	Yes
Maximum number of Directorships	17A	Yes
Composition of Audit Committee	18(1)	Yes

Meeting of Audit Committee	18(2)	Yes
Role of Audit Committee and information to be reviewed by the audit committee	18(3)	Yes
Composition of nomination & remuneration committee	19(1) & (2)	Yes
Quorum of Nomination and Remuneration Committee meeting	19(2A)	Yes
Meeting of Nomination and Remuneration Committee	19(3A)	Yes
Role of Nomination and Remuneration Committee	19(4)	Yes
Composition of Stakeholder Relationship Committee	20(1), 20(2) & 20(2A)	Yes
Meeting of Stakeholders Relationship Committee	20(3A)	Yes
Role of Stakeholders Relationship Committee	20(4)	Yes
Composition and role of risk management committee	21(1),(2),(3),(4)	Yes
Meeting of Risk Management Committee	21(3A)	Yes
Quorum of Risk Management Committee meeting	21(3B)	Yes
Gap between the meetings of the Risk Management Committee	21(3C)	Yes
Vigil Mechanism	22	Yes
Policy for related party Transaction	23(1),(1A),(5),(6),(7) & (8)	Yes
Prior or Omnibus approval of Audit Committee for all related party transactions	23(2), (3)	Yes
Approval for material related party transactions	23(4)	Yes
Disclosure of related party transactions on consolidated basis	23(9)	Yes
Composition of Board of Directors of unlisted material Subsidiary	24(1)	NA
Other Corporate Governance requirements with respect to subsidiary of listed entity	24(2),(3),(4),(5) & (6)	Yes
Alternate Director to Independent Director	25(1)	NA
Maximum Tenure	25(2)	Yes
Appointment, Re-appointment or removal of an Independent Director through special resolution or the alternate mechanism	25(2A)	Yes
Meeting of independent directors	25(3) & (4)	Yes
Familiarization of independent directors	25(7)	Yes

Declaration from Independent Director	25(8) & (9)	Yes
Directors and Officers insurance	25(10)	Yes
Confirmation with respect to appointment of Independent Directors who resigned from the listed entity	25(11)	Yes
Memberships in Committees	26(1)	Yes
Affirmation with compliance to code of conduct from members of Board of Directors and Senior management personnel	26(3)	Yes
Policy with respect to Obligations of directors and senior management	26(2) & 26(5)	Yes
Approval of the Board and shareholders for compensation or profit sharing in connection with dealings in the securities of the listed entity	26(6)	NA
Vacancies in respect Key Managerial Personnel	26A(1) & 26A(2)	Yes

Annexure II		
III. Affirmations		
Sr	Particulars	Compliance status (Yes/No/NA)
1	The Listed Entity has approved Material Subsidiary Policy and the Corporate Governance requirements with respect to subsidiary of Listed Entity have been complied	Yes

Additional Half-yearly disclosure		
Applicability of the Disclosure : Yes		
I. Disclosure of Loans/ guarantees/comfort letters /securities etc. refer note below		
(A)Any loan or any other form of debt advanced by the listed entity directly or indirectly to		
Entity	Aggregate amount advanced during six months	Balance outstanding at the end of six months
Promoter or any other entity controlled by them	Nil	Nil
Promoter Group or any other entity controlled by them	Nil	Nil
Directors (including relatives) or any other entity controlled by them	Nil	Nil
KMPs or any other entity controlled by them	Nil	Nil
(B) Any guarantee / comfort letter (by whatever name called) provided by the listed entity directly or indirectly, in connection with any loan(s) or any other form of debt availed by		

Entity	Type (guarantee, comfort letter etc.)	Aggregate amount of issuance during six months	Balance outstanding at the end of six-months (taking into account any invocation)
Promoter or any other entity controlled by them	Not applicable	Nil	Nil
Promoter Group or any other entity controlled by them	Not applicable	Nil	Nil
Directors (including relatives) or any other entity controlled by them	Not applicable	Nil	Nil
KMPs or any other entity controlled by them	Not applicable	Nil	Nil

(C) Any security provided by the listed entity directly or indirectly, in connection with any loan(s) or any other form of debt availed by			
Entity	Type of security (cash, shares etc.)	Aggregate value of security provided during six months	Balance outstanding at the end of six months
Promoter or any other entity controlled by them	Not applicable	Nil	Nil
Promoter Group or any other entity controlled by them	Not applicable	Nil	Nil
Directors (including relatives) or any other entity controlled by them	Not applicable	Nil	Nil
KMPs or any other entity controlled by them	Not applicable	Nil	Nil

(D) Additional Information	
Affirmations	Compliance Status
All loans (or other form of debt), guarantees, comfort letters (by whatever name called) or securities in connection with any loan(s) (or other form of debt) given directly or indirectly by the listed entity to promoter(s), promoter group, director(s) (including their relatives), key managerial personnel (including their relatives) or any entity controlled by them are in the economic interest of the company.	Yes

Name – Jayesh Sanghrajka
Designation - CFO
Place - Bengaluru
Date – April 23, 2025

### **DISCLOSURE OF ACQUISITION OF SHARES OR VOTING RIGHTS IN UNLISTED COMPANIES**

The details of acquisition of shares or voting rights in unlisted companies during the quarter in terms of sub-para 1 of para A of Part A of Schedule III are given below:

S. No.	Name of the unlisted company in which shares or voting rights have been acquired	Date of acquisition	Aggregate holding (% shares or voting rights) as at the end of the previous quarter	% shares or voting rights acquired during the quarter	Aggregate holding (% shares or voting rights) as at the end of the quarter
1.	Yali Deeptech Fund I	19-02-2025	0.0%	4.07%	4.07%

### **DISCLOSURE OF IMPOSITION OF FINE OR PENALTY**

The details of imposition of fine or penalty during the quarter in terms of sub-para 20 of para A of Part A of Schedule III are given below:

S. No.	Name of the authority	Nature and details of the action(s) taken or order(s) passed	Date of receipt of direction or order, including any ad-interim or interim orders, or any other communication from the authority	Details of the violation(s)/ contravention(s) committed or alleged to be committed	Impact on financial, operation or other activities of the listed entity, quantifiable in monetary terms to the extent possible
1.	Florida Department of Revenue, USA	Order passed/ action taken.  Penalty – \$ 148.47	January 16, 2025	Infosys Ltd Florida SUI Tax and Penalty notice for Q2'24 and Q3'24. As per authority there is short payment of tax whereas as per state of deposits, we have paid all taxes on time.	None, there is no material impact on financials, operations or other activities of the Company.
2.	Office of the collector of stamp, Delhi	Order passed/ action taken.  Penalty –INR 9900/-	January 21, 2025	Penalty towards stamp duty for the Arbitration Award	None, there is no material impact on financials, operations or other activities of the Company.
3.	Levisville Metro Revenue Commission	Order passed/ action taken.  Penalty – \$ 6.41	January 25, 2025	Short payment of Local tax for Q42023	None, there is no material impact on financials, operations or other activities of the Company.
4.	Všeobecná Zdravotní pojišťovna České Republiky	Order passed/ action taken.  Penalty –CZK 739/-	February 14, 2025	Under payment of social security pertaining to July 2021	None, there is no material impact on financials, operations or other activities of the Company.
5.	Assistant Commissioner of State tax	Order passed/ action taken.  Penalty –INR 89,449/-	February 21, 2025	Demand issued for alleged availment of ineligible ITC under GST for F.Y. 2020-21	None, there is no material impact on financials, operations or other activities of the Company.

6.	Office of the Superintendent, CGST & Central Excise, Odisha	Order passed/ action taken.  Penalty –INR 56,349/-	February 27, 2025	Demand issued for alleged availment of ineligible ITC under GST.	None, there is no material impact on financials, operations or other activities of the Company.
7.	Comptroller of Maryland	Order passed/ action taken.  Penalty – USD 26.77/-	February 27, 2025	Notice related to SIT returns for Q4'2023	None, there is no material impact on financials, operations or other activities of the Company.
8.	Comptroller of Maryland	Order passed/ action taken.  Penalty – USD 402.43/-	February 27, 2025	SIT notification concerning the fourth quarter of 2022 for Maryland.	None, there is no material impact on financials, operations or other activities of the Company.
9.	Illinois Department of Revenue	Order passed/ action taken.  Penalty – USD 245.12/-	February 28, 2025	Notice regarding the penalty imposed for the delay in SIT payment for the Q4'2024.	None, there is no material impact on financials, operations or other activities of the Company.
10.	Canada Revenue Agency	Order passed/ action taken.  Penalty – CAD 549.73/-	February 28, 2025	Penalty for late remittance of withholding tax amount for January 2025	None, there is no material impact on financials, operations or other activities of the Company.
11.	Mauritius Revenue Authority	Order passed/ action taken.  Penalty – MUR 46606.8/-	March 4, 2025	Delay in payment of Dec'24 PAYE amount	None, there is no material impact on financials, operations or other activities of the Company.
12.	Florida Department of Revenue	Order passed/ action taken.  Penalty – USD 80.94/-	March 18, 2025	Penalty for Q4'24 - SUI Returns	None, there is no material impact on financials, operations or other activities of the Company.
13.	Employment Security Department, USA	Order passed/ action taken.  Penalty – USD 250/-	March 19, 2025	Penalty Notice for Q4'24 for SSN and Hours missing for few employees in SUI returns.	None, there is no material impact on financials, operations or other activities of the Company.
14.	Florida Department of Revenue	Order passed/ action taken.  Penalty – USD 105.28/-	March 31, 2025	Penalty due to amendment of return for Q2'24 which led to an increase in taxes and subsequent penalty	None, there is no material impact on financials, operations or other activities of the Company.

15.	State of Rhode Island Division of Taxation	Order passed/ action taken.  Penalty – USD 4/-	March 31, 2025	Penalty for Withholding - Filing for Q1'23	None, there is no material impact on financials, operations or other activities of the Company.
16.	North Carolina Department of Labor	Order passed/ action taken.  Penalty – USD 750/-	April 1, 2025	Penalty due to nonpayment of Promised wages of Referral bonus	None, there is no material impact on financials, operations or other activities of the Company.

#### **DISCLOSURE OF UPDATES TO ONGOING TAX LITIGATIONS OR DISPUTES**

The updates on tax litigations or disputes in terms of sub-para 8 of para B of Part A of Schedule III read with corresponding provisions of Annexure 18 of the Master Circular are given below:

S. No.	Name of the opposing party	Date of initiation of the litigation / dispute	Status of the litigation / dispute as per last disclosure	Current status of the litigation / dispute
-	-	-	-	-

This report was placed before the Board of Directors in their meeting held on April 17, 2025 and there were no specific observations.

**Name: A.G.S Manikantha**  
**Designation: Company Secretary**  
**ACS- 21918**