

38%
Clean
Energy Usage

282 LAKH
SPENT ON
CSR ACTIVITIES

2050 TO
BECOME A
NET ZERO
VALUE CHAIN

5300+
SKILLED
ASSOCIATES

SUSTAINABILITY

INTEGRATED WITH GOVERNANCE

FUTURE ASSURED.

Sustainability Report 2024-25

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**Building Tomorrow,
Together**

**Upskilling and Re-skilling
Diversity and Workplace
Culture :**

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Future Assured

In an era defined by intelligence, speed, and scale, Sify Technologies is building the digital foundation for a resilient and sustainable future. Our approach is rooted in purposeful investment, expanding AI-ready data centers, strengthening national connectivity, and building cloud-native platforms that are secure, efficient, and future-proof. Every new asset is designed with sustainability as a core specification, from renewable energy integration and water-efficient systems to automation-led

operations that reduce resource intensity. Governance frameworks are being enhanced to ensure transparency, ethical conduct, and ESG accountability at scale. As businesses recalibrate for an AI-powered economy, Sify is enabling this shift with infrastructure that delivers performance today and adaptability for tomorrow.

**AI- READY DATA
CENTERS**

**AI- POWERED
ECONOMY**

About the Report

Welcome to our 3rd Sustainability Report, aligned to the Global Reporting Initiative (GRI) standards. As India's leading ICT company, we are dedicated to collaboratively driving progress on sustainable development in partnership with our stakeholders.

This year onwards, we aim to periodically share insights on our sustainability performance covering our vision, strategy and key initiatives across the environmental, social and governance (ESG) parameters. We believe this will help our stakeholders appreciate our efforts and elevate our sustainability value proposition.*

This report demonstrates the embodiment of our mission in our business operations. It delves into our environmental, social, and governance (ESG) activities, performance, and

strategy for the year FY 2024-25. The focus is on addressing issues deemed materially significant from an ESG standpoint, a more extensive standard compared to our financial disclosures. This report has been prepared in accordance with the GRI Standards: Core option. We also used three relevant sector standards from the Sustainability Accounting Standards Board, the United Nations (UN) Global Compact and the UN Guiding Principles on Business and Human Rights frameworks to guide our reporting.

Scope of Reporting

Unless otherwise stated, the policies, statements, and materials in this report pertain to the operational scope of **Sify Technologies Limited** and our subsidiaries, consistent with the **Integrated Annual Report 2024-25**.

The Report, published annually, covers the **Indian operations** of Sify Technologies Limited and our two key subsidiaries—**Sify Infinet Spaces Limited** and **Sify Digital Services Limited**—for the period from **April 1, 2024, to March 31, 2025**. All performance data and disclosures are limited to **owned and operating facilities** under Sify Technologies and our subsidiaries unless explicitly noted otherwise. For any queries about the report or our reported information please contact investor.relations@sifycorp.com



For further details on Sify's ESG initiatives and corporate disclosures, please visit the Investors section of our website: <https://www.sifytechnologies.com/investors>.

Responsibility of the Board

All data used in this report originates from Sify Technologies Limited and our subsidiaries. The Board of Directors of the company is responsible for truthfulness, accuracy and completeness of the report.

Our Sustainability Strategy

At Sify Technologies, we recognize that sustainable business growth is inextricably linked to our Environmental, Social, and Governance (ESG) responsibilities. As a leader in Information and Communication Technology (ICT), we leverage our industry position to pioneer solutions that balance operational excellence with planetary stewardship.



Environmental Leadership

We systematically reduce our ecological impact through energy-efficient infrastructure, renewable energy adoption, and circular economy principles—ensuring our digital enablement services actively contribute to a low-carbon future.



Social Impact

Our workforce and community initiatives reflect a deep commitment to equity:

Cultivating an inclusive workplace through D&I programs

Investing in employee health, safety, and continuous upskilling

Deploying ICT solutions to bridge societal digital divides



Governance Excellence

A framework of rigorous compliance, ethical business practices, and stakeholder transparency forms the bedrock of our operations. Our board-led ESG oversight ensures accountability permeates every organizational tier.

Restatements of Information

No restatement of information has been made, only the reporting unit for energy data has changed from GJ to kWh as part of a change in reporting methodology, with no impact on the underlying figures. The information presented continues to align with the figures originally disclosed.

External Assurance

Mazars Advisory LLP is Sify Technologies Limited's independent third-party assurance partner and was engaged for the FY 2024-25 to provide limited assurance over key sustainability performance indicators.



Our Performance in FY 2025

Financial

Revenue

₹ **3,98,856** LAKH (▲ Up 12% over FY 2024)

EBITDA

₹ **75,618** LAKH (▲ Up 12% over FY 2024)

Capex

₹ **1,23,162** LAKH

Environment

	FY 2025	FY 2024
Energy consumption (kWh)	67,37,63,979.65 ▲	21,16,10,302.47
Water withdrawal* (kl)	3,06,915.60 ▼	61,32,323
Waste disposed by accredited recyclers (kg) [#]	4,44,094 ▲	2,21,209
Water efficiency initiatives undertaken	7 ▼	12
Energy leakages	20% (Decreased) ▼	20% (Decreased)
Water intensity/employee	29% ▲	2.77% (Increased)
Share of renewables (GJ)	38.36% (Increased) ▲	23% (Increased)

[#]The waste data represents significant information from select DC locations, with certain waste categories reported for specific sites based on data availability, excluding Kolkata and Chennai locations.

*In locations where water-related data was unavailable, total water requirement/withdrawal was estimated based on the guidelines issued by the Central Ground Water Authority (CGWA), Government of India, i.e., 45L/day/person.



Social

	FY 2025	FY 2024
Total training hours (e-learning)	1,36,759	1,38,964
CSR spend	INR 282 Lakh	INR 329 Lakh
Total customers	10,000	10,000
Percentage of Women employees	11.12%	10.52%

Beneficiaries of CSR programmes

FY 2025

Raju Vegesna Foundation, Visakhapatnam
Voluntary Health Services, Chennai
Shree Anand Charitable Trust, Mumbai
Sri Veda Paripalana Sabha
Pragna Bharati

FY 2024

Raju Vegesna Foundation, Visakhapatnam
Voluntary Health Services, Chennai
Sri Hanuman Mani Educational and Culture Trust

Governance



A culture of learn, transform and perform



No complaints related to child or forced labour



An ethical and fair business



No environmental, social or ethical violations



Strong focus on anti-bribery and anti-corruption

Operational¹

Secured contracts with major financial institutions, including the country's largest bank for data center capacity and a private bank for near-disaster recovery services.¹

Sify provides services via 1,137 fiber nodes across the country, an increase of 10% over the last fiscal year.

Sify provides services via 1,870 wireless base stations across the country, an increase of 8% over the last fiscal year.

Source: <https://www.marketscreener.com/quote/stock/SIFY-TECHNOLOGIES-LIMITED-10829/news/Sify-Technologies-Q1-2024-2025-Financial-Results-47440066>

Message from the Chairman and MD

Steering the Future, Sustainably

FY 2025 has been a pivotal year in Sify Technologies' journey as a digital transformation partner and a responsible corporate citizen.

We have continued to operate at the intersection of technological innovation and sustainable impact, building on a future-ready foundation that integrates digital infrastructure with ESG stewardship. At Sify, our mission has never been limited to delivering IT services; we are committed to shaping a smarter, more resilient, and sustainable digital future for India and beyond.



Navigating Business Growth with Purpose

Our performance this year has reaffirmed the strength of our core business segments and the strategic foresight of our investments. With a revenue of INR 3,98,856 Lakh, reflecting a 12% increase over FY 2024, and an EBITDA of INR 75,618, we continue to grow despite macroeconomic uncertainties and cost headwinds. Our Network Services contributed 40% of total revenue, Data Center Services 36%, and Digital Services 24%, a balanced performance that underscores the robustness of our integrated model.

Importantly, this growth has not come at the expense of sustainability. In fact, we have increasingly embedded ESG principles into our operational and investment decisions. FY 2025 saw us make strategic capex of INR 1,23,162 Lakh, a significant portion of which was directed toward expanding green and AI-ready data center infrastructure and fortifying our pan-India fiber network.

AI-Ready, ESG-Responsible Infrastructure

Sify's infrastructure is evolving rapidly to meet the demands of a digital economy driven by cloud, AI, and edge computing. Today, our 14 operational data centers, spread across India with 188 MW of IT power capacity, are not just technologically advanced, they are also built with a strong emphasis on energy and water efficiency.

STL Contributed

40 %

of total revenue — the largest share, reflecting strong market demand.

SISL Delivered

36 %

of revenue, showcasing the growing reliance on secure infrastructure.

SDSL Accounted for

24 %

of revenue, reinforcing the value of our end-to-end digital offerings.

In FY 2025, we added new data centers in Noida and Chennai, both designed with sustainability and scalability in mind. These facilities include our Rabale campus, which became India's first to achieve the NVIDIA DGX-Ready certification for liquid-cooled AI workloads. As AI adoption surges across sectors, our AI-ready infrastructure ensures that we are not only enabling digital transformation but doing so responsibly, with power-efficient design, renewable integration, and low-latency architecture.

We are also investing in regional expansion with the aim of deploying Edge Data Centers in Tier 2 and Tier 3 cities. These edge facilities will serve as AI inference hubs and will be built with green design principles from the outset.

Progress on Environmental Goals

We are acutely aware that digital infrastructure can be energy-intensive, and that makes our environmental responsibility all the more crucial. In FY 2025, we increased our renewable energy share to ~38%, up from 23% last year. Seven new water-efficiency initiatives were undertaken

Renewable energy share jumped to

~38%

in FY 2025 — a massive leap from 23% last year, underscoring our deep commitment to sustainability.

7 NEW

water-efficiency initiatives launched across campuses, bringing the total to 19 — advancing our responsible resource management.

Energy consumption rose to

67,37,63,979.6

kWh

with a 20% cut in energy leakages, reflecting efficient growth in line with infrastructure scale-up.

across our campuses, bringing the total implemented to date to 12. Our energy consumption stood at 67,37,63,979.6 kWh, a necessary rise aligned with the scaling of our infrastructure, yet managed with energy leakages kept in check at 20% reduction compared to last year.

While we discontinued the recycling of certain hazardous materials due to concerns about circularity integrity, we remain committed to developing responsible alternatives in collaboration with certified vendors. Waste management will continue to evolve as a priority area in our broader environmental roadmap.

Social Responsibility Rooted in Impact

This year, we spent INR 282 lakh on CSR initiatives focused on healthcare, education, and community well-being. While lower than the previous year, our focus has shifted toward long-term, scalable impact rather than transactional outreach. Projects supported through the Raju Vegesna Foundation and aligned trusts continue to benefit vulnerable communities across Andhra Pradesh and Telangana.

Our employee base has also grown both in numbers and inclusivity. The proportion of women employees rose to 11.12%, up from 10.52% in FY 2024. A total of 1,36,759 e-learning hours were delivered, helping build a digitally and operationally agile workforce ready for tomorrow's challenges.

No complaints were registered related to child or forced labour, and no incidents of environmental or ethical non-compliance were reported which is a testament to our culture of fairness and integrity.



Aligning with the Global Agenda

Sify's Sustainability Action Plan (2022–25) has matured significantly over the past year. We have completed the full lifecycle of our materiality matrix development, including stakeholder consultations, impact scoring, and the publication of three-year KPI roadmaps. This process, led by our executive team, ensures that our ESG strategy is data-driven, context-aware, and benchmarked against international best practices.

We continue to align with 13 of the 17 United Nations Sustainable Development Goals (UN SDGs), including those focused on climate action, decent work, industry innovation, and reduced inequalities. Our investor-facing ESG dashboard is updated in real-time to provide transparency on our performance and progress.

Building Tomorrow-Responsibly

Looking ahead, our strategic vision remains grounded in two principles: creating digital infrastructure for a smarter India and ensuring that this infrastructure

Women now make up

11.12%

of our workforce, up from 10.52% in FY 2024 — a step forward in gender diversity.

1,36,759

E-LEARNING HOURS

delivered — empowering a digitally agile and operationally resilient workforce.

is built sustainably. To this end, we are making anticipating a planned investment of INR 10,00,000 Lakh in Chennai alone over the next five years, where we aim to build a full-stack AI-ready ecosystem with hyperscaler and enterprise partnerships.

Simultaneously, we are working toward greening our energy mix, scaling AI-powered automation in data center operations, and enhancing the resilience of our networks to meet the demands of next-generation applications.

I am grateful to our employees, customers, partners, and investors who have believed in this vision and contributed to making it a reality. Together, we will continue to reimagine the future—one where performance is powered by purpose, and transformation is grounded in trust.

Raju Vegesna

Chairman and Managing Director
Sify Technologies Limited

Message from the ED and Group CFO

Strategy, Scale and Stewardship for a Digital Future

The year under review marked a defining phase in Sify's growth trajectory. It was a year of strategic investment, operational scaling, and deliberate transition toward a future-ready, AI-enabled, and sustainability-conscious infrastructure model.

As we continue to evolve our business to meet emerging technology demands, our financial and operational choices reflect both resilience and responsibility.



Strategic Investment with a Long-Term Lens

We approached the year with clarity on where we needed to invest, infrastructure, talent, and platforms, and followed through with conviction. Our capital expenditure stood at INR 1,23,162 Lakh, focused primarily on building scalable and AI-optimized data centers, expanding our national fiber and wireless footprint, and investing in automation and digital toolsets. These investments are aligned to our long-term strategy of offering enterprises a converged ICT ecosystem that is robust, secure, and cloud-native.

The expansion of our infrastructure was not opportunistic, but designed to anticipate future enterprise needs. We are investing ahead of demand to ensure capacity, flexibility, and reliability in a rapidly evolving digital landscape. The emphasis was on high-quality execution, whether in deploying additional network nodes or bringing AI-ready data centers online in Chennai and Noida.

Building India's Next-Generation Digital Backbone

Our presence now spans 14 live data centers with a cumulative IT power capacity of 188 MW. These are not merely physical assets, they are integral nodes in a national grid that is powering India's digital transformation. The Chennai data center campus exemplifies our vision. Strategically located with proximity to cable

We invested

INR 1,23,162
LAKH IN FY 2025

powering scalable, AI-optimized data centers, national network expansion, and digital automation — all aligned to our vision of a secure, cloud-native ICT ecosystem.

Operating

14 LIVE DATA CENTERS
with
188 MW

IT power capacity — key enablers of India's digital transformation.

With an investment of

INR 10,00,000
LAKH

over five years, our Chennai campus is evolving into a full-scale AI-ready hub, strategically positioned near global connectivity gateways.

landing stations and global connectivity hubs, the site is being developed into a full-scale AI-ready campus. We anticipate an investment of INR 10,00,000 Lakh over five years to develop this into one of India's most advanced digital infrastructure ecosystems.

On the network side, we expanded our reach through 1,137 fiber nodes and 1,870 wireless base stations, enabling connectivity in over 1,700 cities. We continue to invest in increasing metro bandwidth, supporting long-haul low-latency routes, and strengthening cloud interconnects. These capabilities are key for hyperscalers, BFSIs, government agencies, and digitally native businesses seeking secure, always-on infrastructure.

AI Readiness as Core Infrastructure Capability

We no longer view AI as an overlay to infrastructure, it is now central to how infrastructure is conceived, deployed, and managed. Our teams have embedded machine learning at scale to automate

1,137
Fiber Nodes

1,870
Wireless Base Stations

1,700+
Cities Connected

fault detection, optimize energy usage, and secure networks. We are also leveraging AI for predictive analytics in data center operations and integrating these models with our broader service management framework.

Through our corporate venture capital initiatives, we have backed early-stage companies in AI and ML to help accelerate this shift. These partnerships enhance our ability to bring modular intelligence to key network and data environments while offering our customers the benefit of agility and continuous innovation.

Operational Discipline and Financial Prudence

Even as we undertook significant expansion, our financial performance remained stable and aligned with expectations. Revenue grew by 12% Y-O-Y to INR 3,98,856 Lakh, with EBITDA also rising 12% to INR 75,618 Lakh. The revenue split across business segments remained balanced: 40% from Network Services, 36% from Data Center Services, and 24% from Digital Services.

We are fully aware of the implications of our investment-led model on margins and short-term profitability. Increased depreciation, interest expenses, and manpower costs impacted the bottom line, but these were factored into our planning. Our balance sheet remains healthy, with a year-end cash position of INR 6,836 Million, and we are well-placed to support further expansion without compromising liquidity.

Fiscal discipline remains a cornerstone of our approach. We are scaling through phased execution, ensuring that each step forward is backed by commercial viability and operational readiness.



Embedding Sustainability into Infrastructure Design

While performance metrics reflect financial results, our operating model has evolved to reflect environmental and social responsibility. Every new infrastructure project now begins with a sustainability framework, energy efficiency, renewable sourcing, water conservation, and waste minimization are embedded in design and execution.

In FY 2025, we increased the renewable share in our energy mix to 38.36, implemented seven new water-efficiency initiatives, and maintained tight control on energy leakages. We made a conscious decision to pause certain recycling streams where circularity was not guaranteed, underlining our commitment to doing sustainability the right way, not merely for the sake of disclosure.

Our data centers are built with lower power usage effectiveness (PUE) benchmarks and are pre-certified for green compliance wherever applicable. We are working to integrate solar and hybrid sources at new sites, with a roadmap to increase renewable contribution further over the coming years.

Governance, Compliance, and Risk Oversight

In line with our commitment to responsible growth, we strengthened internal controls, enhanced compliance reporting, and maintained full Board oversight on our ESG roadmap. There were no reported incidents of environmental, social, or governance violations during the year. We also recorded no complaints related to labour rights violations and continue to maintain high standards in anti-bribery, ethical conduct, and responsible procurement.

Our ESG performance is reported in accordance with SEBI's BRSR guidelines, GRI Standards, and aligned with the UN Sustainable Development Goals. These disclosures are subject to third-party assurance, adding credibility and transparency to our reporting.

Prepared for Scale, Calibrated for Resilience

Looking forward, our focus is to deepen our presence across high-growth markets, launch AI-inference-ready data centers in Tier 2 and Tier 3 cities, and scale cloud interconnectivity. Our Chennai campus, among others, will act as anchor for hyperscalers, public sector workloads, and global customers seeking high-performance digital infrastructure in India.

At the same time, we are investing in automation, upskilling talent, and fortifying cybersecurity frameworks, ensuring that growth is matched by resilience.

Sustainability will remain an operating discipline, not a compliance checkbox. From capital allocation to operating design, from governance to customer delivery, our approach will continue to be integrated, measurable, and future-oriented.

This has been a year of transition, investment, and consolidation. As custodians of financial and operational strategy, we remain committed to scaling responsibly, delivering enduring value to our stakeholders, and ensuring that Sify continues to lead by example in India's digital infrastructure landscape.

M. P. Vijay Kumar

Executive Director and Group CFO
Sify Technologies Limited

Sify Technologies Limited - India's Premier Sustainable Digital Transformation Partner

As India's most extensive, organically grown digital ICT solutions provider, Sify combines **25+ years of proven expertise** with **global-scale capabilities**. Our end-to-end service portfolio—powered by **Network Infrastructure, Data Centers and Cloud Platforms**—enables enterprises across sectors to navigate digital evolution seamlessly.

Headquartered in Chennai, India, Sify Technologies Limited is India's first ICT company listed on the Nasdaq.

We continuously adapt to the **dynamic needs of the digital economy**, serving businesses of all scales:

Large Enterprises and MNCs

Mission-critical transformation with integrated ICT ecosystems

Mid-Market and SMBs

Agile, scalable solutions tailored to growth-stage requirements

Startups:

Future-ready infrastructure to accelerate innovation

With **Cloud-native architectures** at the core of our offerings, we deliver:

Hyperscale-to-Edge

computing solutions

Secure, intelligent networks

for distributed operations

Industry-aligned digital services

driving measurable outcomes

Positioned at the intersection of **reliability** and **innovation**, Sify remains the partner of choice for organizations building competitive advantage in the digital era.



Our Business Value Proposition

Sify Technologies' mission is to enable an environment for the growth of a digital economy, driven by the collective digital transformation of enterprises.

Preferred Partner for Enterprise Digital Transformation

Sify's Technology leadership is built on three foundational pillars:



India's most extensive enterprise MPLS network



State-of-the-art AI ready data centers



Digital tools and services

Our strategic alliances with global technology leaders, combined with proven expertise in cloud-centric digital transformation, position us as the ideal partner for:



Startups seeking scalable infrastructure



Growing mid-market enterprises



Large organizations undergoing comprehensive modernization

This unique combination of network reach, cutting-edge infrastructure, and transformation experience makes Sify the preferred choice for businesses at every stage of their digital journey.

Key Lines of our Businesses and Offerings

Group Companies

As on 31st March, 2025

SIFY TECHNOLOGIES LIMITED

Network Services

Revenue

₹ **1,57,814** LAKH

40%

Share in Total Revenue

Reaches

1,700+

Towns and cities in India

Sify Dark Fibre

111,398 Kms

Fiber in

9 CITIES

Nx400 G metro networks deployed in India

3,700 base stations

1,700 cities and towns

Connects >70 on-net DCs across India

1,137 fiber nodes

1,870 wireless base stations

SIFY INFINIT SPACES LIMITED

Data Center Infrastructure

Revenue

₹ **141,959** LAKH

36%

Share in Total Revenue

3 out of 4 Hyperscalers co-located with Sify

Includes India's Top 5 Banks and India's largest digital wallet

188 MW

IT power available

14

Data centers currently live (Includes 2 AI-ready capacities)

99.999%

Uptime

SIFY DIGITAL SERVICES LIMITED

Cloud and Digital Services

Revenue

₹ **99,083** LAKH

24%

Share in Total Revenue

Hosted AI platform (Multi Instance GPU) as a Service

Full-stack observability platform

Multi-Cloud Platform

Hosted Private Cloud as a Service

HyperScale Cloud Services

Enterprise Applications Services: SAP, Oracle, Microsoft



Our Vision and Mission Statement



Vision

We are building a world in which our converged ICT ecosystem and our bring-it-on attitude will be the competitive advantage to our customers.



Mission

- Seed entrepreneurial abilities within the organization
- Build digital convergence technologies
- Deliver cost-effective solutions

Our Values that Drive the Business

Sify's ethos lies in the "Sify Way" of doing things. Everyone who is part of the Sify family is expected to conduct themselves by these values. The three tenets of the Sify Way are embedded in our corporate governance practices and provide guidance and direction:

Sify Way



Put Customers First



Be Accountable



Trust the Team

Sify Technologies – By the Numbers

25 YEARS

of experience in securing enterprise IT

Listed on the Nasdaq Stock Exchange for 26 years

5,300+

skilled associates

Provides services via

1,137

Fiber Nodes

Presence in

6

countries

MPLS network presence in

1,700

cities

14 pan-India Data Centers with

188 MW

IT Power

Delivery Centers in 5 major cities in India

10,772

SD-WAN of experience in securing enterprise IT

1

Open Cable Landing System

3

Submarine cables terminated

A Global and Rapidly Expanding Presence

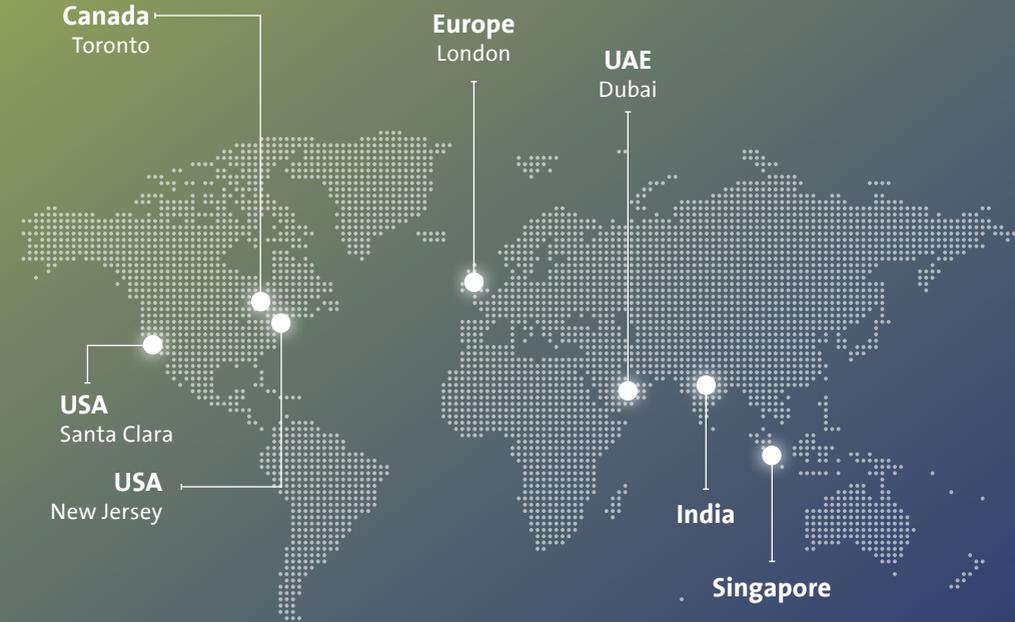
Sify Technologies serves over 10,000 enterprises across diverse sectors through our integrated Data Center, Network, and Security solutions, enabling seamless business operations spanning

1,700+ Indian cities

Our international footprint extends to strategic markets including North America, the United Kingdom, and Singapore, supporting organizations with globally consistent yet locally optimized digital infrastructure.



Our Footprint



Presence in **6 countries**

Partnering with Enterprises for **Digital Transformation**

Proven track record of **executing complex programs**

5,300+ Skilled Associates

Quality benchmarks **CMMI 5, ISO 9001, ISO 27001, SSAE 16 certifications**

14

Operational Data Centers

77

Connected Data Centers

50+

Pan-India Edge Nodes

1

Upcoming open Cable Landing System in Chennai

Delivery Centers in

5

Major Indian Cities

Why People Choose Sify?

<p>Cloud @ Core Full-spectrum of digital transformation services, today and for the future</p>	<p>Converged ICT Integrated value through data centers, cloud, network, and digital services</p>	<p>Engagement Models Component, subscription, usage, and business outcome aligned</p>
<p>Industry-vertical Aligned 10,000+ businesses across BFSI, Manufacturing, Retail, Healthcare, Pharma, and Digital-native born companies trust Sify</p>	<p>Transformation-driven Practice Strong services and project management portfolio on top of infrastructure investments</p>	<p>Digital Ambition Service delivery models enabling customers to move from traditional IT to digital IT</p>

What Makes Us Unique?

<p>People</p>	<p>Process</p>	<p>Tools</p>	<p>Innovation</p>
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Our Business Segments

Each of our business vertical delivers distinctive value, empowering organizations at every stage of their digital evolution. Our three core business units collectively provide cutting-edge IT services designed for the modern enterprise. We enable truly transformative business outcomes, by seamlessly integrating advanced technologies - including Artificial Intelligence, Machine Learning, Virtual Reality, and Augmented Reality - into our clients' ecosystems.

Sify Technologies Limited (Network Connectivity)

Sify's advanced network infrastructure delivers a comprehensive suite of connectivity solutions, establishing us as one of India's most flexible interconnectivity partners. Our offerings encompass domestic and international data services, wholesale voice solutions, and cloud-ready networking capabilities, all supported by our low-latency, data center-optimized architecture. This robust foundation enables enterprises to pursue their digital transformation and scaling objectives with confidence. Currently, we are focused on expanding our nationwide coverage through one of the largest IP Multiprotocol Label Switching-enabled networks, ensuring more organizations can access our reliable, high-performance service portfolio.

<p>7 International POPs</p>	<p>1,700+ Cities and towns pan India</p>	<p>Base stations 3,700+</p>
<p>1,11,398 KMS Of Sify Dark Fiber</p>	<p>7 Metro cities with hyperscale infrastructure</p>	<p>10,772 Contracted SDWAN service points deployed across India</p>
<p>Long-distance express network</p>	<p>Connects On-net Data Centers across India</p>	<p>Open CLS serving Europe/Asia cables</p>

Our Service Offerings

WAN

- VPN services over MPLS
- Business internet
- Ethernet services
- Sify OnNet: India's first automated enterprise WAN offering bandwidth on demand

INTERCONNECTION

- Data Center Interconnection (DCI)
- Cloud interconnect
- Internet Exchanges (IX)

Our Value Proposition

- One of the world's most extensive interconnect networks connecting users and customer locations across the globe
- Largest MPLS-enabled network in India, enabling seamless transportation of huge data traffic
- Extensive network supporting transformation of business into a fully digitized operation, and providing bandwidth services to enterprises, content providers, over-the-top (OTT) providers, and other network operators with speeds up to 200 GBPS pan-India

Assurance from Rating Agencies

Care

Long-term	Short-term
AA-	A1+

ICRA

Long-term	Short-term
AA-	A1+

Our Assets

- Wide footprint of Data Center interconnect services across 70+ DCs and CloudConnects
- **Sify OnNet:** SDN networks in over ~700+ buildings and targeting 1,200+ in the next 24 months
- Submarine capacities to Europe, Middle East, and Asia, in addition to submarine capacity backhaul services
- Open submarine landing station in Mumbai and another under development in Chennai
- Agility through software-defined infrastructure, app acceleration, and network resiliency with superior threat intelligence and advanced analytics
- Bespoke network designs for >99.99% hyperscale resiliency
- World-class service delivery platform, network agnostic, automation with proactive monitoring and management delivered from our global Network Operations Centers (NOCs)



Delivering Value to Our Customers

Hyper Reach

Many sites, ideal for branch expansion

Focused on enterprises participating in domestic consumption

Largest fixed wireless network deployment in India focused on enterprise consumption

Easy and quick adoption to newer technologies like 5G

Hyper Scale

Few sites with high bandwidth, Ideal for DC to Cloud/DC to DC traffic

Focused on enterprise participation in Digital Transformation

Hyperscale connects with all major Cloud and Content Providers

Strategy backed by significant investments in Metro networks

Key Highlights, FY 2025

- Network connectivity service deployed 10,772 SDWAN service points across the country.
- Upgraded countrywide National Long-Distance network to support services up to 600G, with Ciena's optical technology to connect our seven Metro Area Networks across India. This will help interconnect our key Artificial Intelligence (AI) ready data center hubs in Mumbai, Chennai and Noida and the surrounding metro areas with a highly scalable network.

7
Cities with
Hyperscale Infra

77+
Connected
Data Centers

50+
Addition of
Collector Nodes
across 10 metro
cities in FY 2024-25

03
Hyperscale customer
connects as of
FY 2024-25

Sify Infinet Spaces Limited (Data Center Services)

SISL is India's first commercial Data Center builder, with over 25 years of proven expertise in operating world-class facilities nationwide. We specialize in hyper-scale, carrier-neutral data centers designed to meet the demanding requirements of hyperscalers, OTT platforms, and enterprise clients.

3 out of 4 Hyperscalers co-locate with Sify Technologies	Includes India's Top 5 BANKS	Includes India's largest digital wallet	99.999% Uptime
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14
Pan India Data Centers live with 188 MW IT power available

Critical deployment for Multiple Hyperscalers

500+
Premier enterprises hosted on Sify Data Centers

300 MW
Renewable energy contracted

Truly carrier neutral

Continued investment in automation and BMS

Rich interconnect ecosystem

Built to Suit capabilities

Assurance from Rating Agencies

Care		CRISIL	
Long-term	Short-term	Long-term	Short-term
AA-	A1+	AA-	A1+

ICRA	
Long-term	Short-term
AA-	A1+



Our Value Proposition

Rich multi-decadal experience with deep insights into the Data Center space, the evolving regulatory framework, technology advancements and the business landscape evolution in India.

Established network player that lends a comprehensive understanding of client needs from a Data Center and Network perspective.

Concurrently maintainable Data Centers with a POD based architecture, ensuring high quality service at an optimized cost.

Our Offerings

<p>Co-Location Services</p> <p>This enables customers to bring in their own rack-mountable servers and house them in shared racks, or hire complete racks and 'secure cages' at the hosting facility.</p>	<p>Managed Hosting Services</p> <p>This includes storage, backup and restoration, performance monitoring and reporting, hardware and software procurement, and network configuration.</p>	<p>Value-added Services</p> <p>This includes rack space (half and full rack), caged enclosures with access control system, dedicated CCTV cameras, cross-connect services, rack cabling – power and network, dedicated seating space, asset migration, remote hands support, private connectivity to national and international internet exchanges and multiple public Cloud environments (specific to DCs), static transfer switch, as well as internet connectivity at the Data Center—fixed bandwidth or data transfer model.</p>
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Key Highlights of FY 2024-25

- At the end of FY 2024-25 Sify has commissioned 188 MW IT power and has 14 operational Data Centers.
- Rabale T5, Noida 02 and Chennai 02 are NVIDIA DGX ready certified for liquid cooling.

Case Study

Introduction to Anvaya – A Unified CMMS Platform for Data Centre Automation

In today’s mission-critical data center environment, operational excellence is driven by automation, predictability, and visibility. To address these priorities, we have developed and deployed **Anvaya** – an in-house, integrated **Computerized Maintenance Management System (CMMS)** platform tailored specifically for our data center operations.

Anvaya consolidates all key maintenance and operational workflows into a single digital ecosystem, offering centralized control, proactive decision-making, and compliance management. By enabling data-driven insights and automating routine functions, Anvaya significantly reduces manual effort, improves response times, and enhances infrastructure reliability.

The platform comprises multiple interlinked modules designed to streamline asset management, preventive maintenance, incident handling, logistics, safety, and service level compliance – all aligned with our broader objective of end-to-end data center automation.

Anvaya Modules and Their Benefits in Data Centre Automation

Module Name	Application in Anvaya	Objective & Benefits
Asset Management 	Core Asset Lifecycle & Maintenance Module	Centralized tracking and real-time health monitoring of critical assets to minimize downtime and improve lifecycle management.
Daily Task Management 	Task Automation Engine	Ensures scheduled execution of routine tasks with digital checklists, minimizing human error and improving operational discipline.
Planned Preventive Maintenance (PPM) 	Preventive Strategy Module	Automates time- and condition-based maintenance, increasing equipment uptime and reducing breakdown risk.



Service Desk 	Centralized Ticketing System	Facilitates quick resolution of faults, service requests, and infrastructure issues while ensuring SLA adherence.
Compliance 	Regulatory and Internal Compliance Monitor	Tracks statutory and internal compliance checkpoints, ensures audit readiness, and flags deviations proactively.
Incident Reporting 	Incident Analysis and RCA Tracker	Captures, categorizes, and analyzes incidents to enable root cause identification and corrective action implementation.
Work Permit Management 	Digital Permit-to-Work System	Streamlines permit approvals and enforces safety protocols for all high-risk and maintenance-related jobs within data center premises.
Material & Logistics Management 	Inventory and Spare Parts Control	Provides real-time visibility into stock levels, manages issuance and return of materials, and reduces delays in task execution.
Shift Handover (HOTO) 	Digital Shift Management	Standardizes handover protocols, logs pending actions, and ensures operational continuity between teams.
AMC Tracker 	Contractual Service Management	Tracks vendor AMCs, service coverage, renewal dates, and associated obligations, reducing risk of support lapses.
SLA Tracker 	Performance Compliance Monitor	Monitors performance of internal teams and external vendors against agreed SLAs, ensuring timely escalations and breach mitigation.

How Anvaya Adds Value to Data Centre Operations



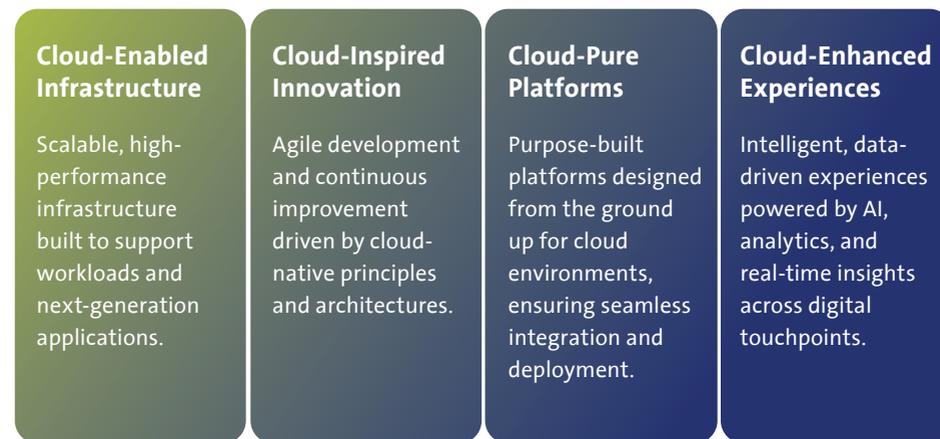
Sify Digital Services Limited (Digital and IT Services)

Sify Digital Services remains at the forefront of addressing evolving ICT demands in today's digital economy, delivering tailored solutions for enterprises across all scales - from large corporations to mid-sized businesses and startups. We empower organizations to transform into intelligent, future-ready enterprises that operate with greater efficiency and competitive advantage, by harnessing our deep domain expertise and innovative capabilities.

Cloud@Core to Digital@Core: Architecting Your Enterprise's Future

Sify has established Digital@Core as the foundation of our digital solutions, enabling enterprises to navigate their cloud transformation journeys with confidence.

Our Digital@Core evolution is structured around four strategic pillars that define how we build, innovate, and deliver in the cloud era:



This progression from cloud adoption to digital reinvention empowers businesses to:

- Future-proof their operations with scalable, intelligent solutions
- Accelerate innovation through cloud-native architectures
- Drive measurable outcomes across their digital ecosystem

Why It Matters

By transitioning from Cloud@Core to Digital@Core, we help clients transform cloud capabilities into competitive advantage, ensuring they stay ahead in today's rapidly evolving digital landscape.

One stop Engagement for Enterprises' Digital Pursuits



Network Digital Managed Services

- Managed Secure Network
- Network Management,
- Managed DDoS
- Managed CPE's
- NHS Digital Platform
- Unified Communication and Collaboration Services



Digital

Digital Apps Managed Services

- Infinit Full Stack Observability
- Infinit AML Platform
- App Modernization and DevOps
- Retailigence-Forum
- Digital Assessment and XR

Industry Apps Managed Services

- Consulting, Support, Maintenance, and Upgrades
- Microsoft
- Oracle
- SAP



Cloud and IT

Cloudinfinet ENT Cloud Infra

- Managed Public/Private Cloud
- Hosted AI Platform (Mut Instance GPU) as a Service
- Cloud Anywhere-EdgeCloud
- BCP
- Regulatory and compliance ready

Cloud and IT Managed Services

- Hybrid Cloud Assessment, Migration and Managed Services
 - Mus Cloud Platform
- Hypercale Cloud services AMS, Anure, GCP, OC End-to-End Managed services



Security Managed Services

- Cybersecurity assessment and managed services
- MSS, MOR & CIRC
- Global SOC
- AML driven Security Assurance

Key Highlights of FY 2024-25

- One of the largest private networks, the largest English media publishing group, an upcoming IT major and an MNC into heavy engineering signed up to migrate from their on-premise data center to multiple Cloud platforms.
- The largest housing lender, the largest NBFC, a joint venture steel making major and private capital advisor signed up for Greenfield cloud implementation.
- A subsidiary of an automobile major, a heavy engineering group, the largest MNC in India and a performance materials and specialty chemicals manufacturer signed up for services like DRaaS, PaaS and IaaS.
- The largest insurance player and the National insurance regulator signed up for Private Cloud commissioning at their data center.
- Multiple banks, a MNC in steel manufacturing, an NBFC and a retail major signed up for Managed services.
- Three of the largest banks and a paint manufacturing major were the largest signups for Security services, including building their Security Operations Center.

Digital ICT Services



PEOPLE

Cloud and Managed Services Team

900+
Network Experts

120+
Certified Security Experts



PRESENCE

India


United States


United Kingdom


UAE


Singapore


Canada




CUSTOMERS

600+
Cloud Clients

500+
Data Center Clients

900+
Network Clients

100+
Private Cloud and DR Services

100+
CDN and Cloud Security Clients



PROJECTS

50+
IT Ops Transformation Projects

556
Data Center Services projects executed

350+
Data Center Migration projects

80+
Platform Migration Projects



VOLUME

28,000
Managed Tickets Per Month

120K+
Network Devices

91K+
Managed Mailbox

7,000+
Security Devices

7
Petabyte Managed Storage and Back-up

Our Sustainability Commitments



Pioneering Sustainable Global Growth

As an Indian multinational championing responsible expansion, we are committed to establishing a green footprint across international markets. ESG remains central to our vision - leveraging our global capabilities, technical expertise, and purpose-driven approach to drive meaningful change.

FY 2025 marked a pivotal year in our sustainability journey:

Launched a comprehensive ESG policy to amplify social impact

Formalized ESG-integrated service offerings

Strengthened governance frameworks for accountable growth

Our “Do Well by Doing Good” philosophy fuels innovation that benefits both business and society. This report demonstrates how we are translating ESG commitments into:



Environmental stewardship through sustainable operations



Community empowerment via inclusive initiatives



Transparent governance ensuring ethical excellence

As an ICT leader, we continue to prove that technology and sustainability are powerful allies in building a better future.

Our Vision for Sustainability

Our vision is to move towards a low-carbon future and consistently reduce activities that result in emissions of greenhouse gases.

Commitment to Sustainability

We are committed to driving meaningful environmental conservation while advancing social welfare across all communities we serve. Our sustainability strategy delivers tangible, measurable benefits designed to endure for generations, directly supporting India's development goals.

Through innovative CSR programs, we translate this commitment into concrete action - harmonizing environmental protection with social progress. As a responsible corporate leader, we uphold full accountability for both our ecological footprint and societal impact.

ESG Framework and the Legislative Environment

The United Nations' 17 Sustainable Development Goals (UN SDGs) serve as our guiding framework for sustainability, providing measurable targets to create a more sustainable future. These goals establish clear, achievable benchmarks that inform our strategic planning and execution.

We began by developing a comprehensive materiality matrix to identify priority areas and establish a structured implementation roadmap. Leveraging technology, we systematically categorized existing materials according to global reporting standards and their specific requirements. Our ongoing focus involves deepening this materiality analysis while transparently communicating our progress. All disclosures align with SEBI's Business Responsibility and Sustainability Reporting (BRSR) requirements.

ESG Initiatives



Environment

As a leader in the IT industry with a sizable client base, our initiatives are focused on "restoring systems", and we strive to re-establish ecological harmony in the spheres of air, water and land. A strategic pillar of our ESG priorities is to align ourselves with best global practices to offer beyond regulatory compliance.



Social

Our systematic approach remains to foster social equity and economic resilience. With a key focus on healthcare, education, sanitation and general well-being, we strive for maximum impact in our CSR-related initiatives.



Governance

To drive accelerated progress on ESG and in recognition of importance to strategy and operations, we have established a robust governance framework, with full Board oversight and executive accountability.

Ethical Supply Chain: Our Shared Responsibility

Sify maintains rigorous ethical, legal, and professional standards across our supply chain. Our Supplier Code of Conduct establishes minimum requirements in:



Labor practices and human rights



Health, safety, and environmental protection



Business integrity and cybersecurity



Privacy protection and supplier diversity

We mandate compliance from all suppliers and their affiliates, with contractual obligations tied to these standards. Supplier selection prioritizes demonstrated adherence to our principles, ensuring alignment throughout our business ecosystem.

Material Topics: Sustainability Leadership Through Materiality

Having established two decades of ICT leadership, we formally launched our sustainability initiative by assessing material topics through stakeholder engagement. This process identified Potential Material Topics (PMTs) impacting our business across Economic, Environmental, Social, and Governance (ESG) metrics.

We prioritize these ESG factors based on their significance to business continuity and stakeholder impact, adhering to principles of stakeholder inclusiveness and materiality. The resulting insights critically inform our ESG objectives, target-setting, disclosure practices, and ongoing stakeholder collaboration.

Sify's Circle of Influence

Sify conducted an objective materiality assessment by engaging our full ecosystem of known stakeholders—employees, investors, clients, service providers, regulators, and policy influencers. This defined circle provided the foundational data to map material topics across all business units, leading to an evolved internal perspective that deepened our understanding at both strategic and operational levels. The resulting three-year roadmap reflects these insights and our commitment to delivering measurable outcomes.

The Board of Directors and ESG Executive Oversight Committee (ESG EOC) have formally reviewed and approved this materiality assessment, ensuring alignment with corporate policies, business strategies, and risk priorities. Comprehensive details of our ESG governance structure and the ESG EOC's role are documented in the Governance section.



Global

- Global customers

- Global regulatory bodies

- Global vendors International certification bodies

- International forums - UNGC/SBTi/CDP



Society

- Global customers

- Global regulatory bodies

- Global vendors International certification bodies

- International forums - UNGC/SBTi/CDP



Individual and Immediate Community

- Local institutes

- Local authorities

- Local vendors

- Local administration

- Local NGOs

- Local press



National

- Domestic customers

- Investors

- Banks

- Regulatory bodies

- National press

- Professional institutes

- National business forums and Chambers of Commerce

- National NGOs

- National vendors

Materiality Matrix

Sify identified 12 material topics through comprehensive stakeholder feedback, regulatory analysis (including SASB, GRI, and AA1000S standards), and peer benchmarking. These priorities, validated by senior leadership, directly align with UN Sustainable Development Goals. The material topics established in FY 2022-23 remain unchanged for FY 2024-25, as detailed in the accompanying chart.



Material Topics Classified



Environment

- 11 GHG Emissions
- 7 Energy Efficiency and Management
- 10 Water Management



Social

- 8 Diversity and Inclusion
- 12 Community Engagement
- 6 Employee Engagement
- 9 Procurement and Supply



Governance

- 4 Business Ethics
- 3 Regulatory Compliance
- 2 Data Privacy and IT Security
- 5 Product Innovation and Transformation
- 1 Customer Delight



Discover more about our Materiality approach in the Integrated Report 2024-25

Stakeholder Engagement

Sify actively manages relationships with all key stakeholders—including customers, employees, suppliers, investors, regulators, and local communities—whose interests intersect with our ESG performance and business value. We maintain ongoing dialogue through structured business processes and targeted engagement when required.

Stakeholders	Stakeholder Representative	Communication Methods and Channels	Communication Topics
 <p>Investors</p>	<ul style="list-style-type: none"> Investor Relations Analysts Shareholders Financial Institutions Investor Road shows 	<ul style="list-style-type: none"> Annual Report Annual General Meeting (AGM) Website Webcasts Investor Road shows 	<ul style="list-style-type: none"> Quarterly and annual financial results Climate change Diversity and Inclusion (D&I) Corporate governance ESG initiatives, goals and targets Investor Road shows
 <p>Employees</p>	<ul style="list-style-type: none"> Human Resources Talent Acquisition Social Impact subject matter experts 	<ul style="list-style-type: none"> Internal emails Surveys Intranet Employee Resource Groups Social media 	<ul style="list-style-type: none"> Training and development D&I Corporate governance Climate change Health and safety Community engagement
 <p>Customers</p>	<ul style="list-style-type: none"> Sales Customer Support 	<ul style="list-style-type: none"> Direct interactions with customers via meetings or written responses Customer focus groups Responses to customer requested surveys Website Social media 	<ul style="list-style-type: none"> Product, energy and carbon data Corporate climate change metrics Product recycled information Supplier due diligence information



Stakeholders	Stakeholder Representative	Communication Methods and Channels	Communication Topics
 <p>Supply Chain</p>	<ul style="list-style-type: none"> Suppliers 	<ul style="list-style-type: none"> Surveys and audits Global Supply Chain Website Newsletter 	<ul style="list-style-type: none"> Environmental performance Human rights Labour practices Distribution Health and safety D&I Climate change Supplier training
 <p>Communities</p>	<ul style="list-style-type: none"> NGOs Philanthropic organizations Civic and communities' partnerships Regulators and Legislators 	<ul style="list-style-type: none"> Community service events Surveys Emails Service campaigns Website Social media 	<ul style="list-style-type: none"> Access to technology STEM education Employee engagement Natural disasters
 <p>Advocacy Groups</p>	<ul style="list-style-type: none"> Global, national, and local alliances NGOs 	<ul style="list-style-type: none"> Technical working groups Webinars Newsletters 	<ul style="list-style-type: none"> Supply chain due diligence Climate change Water management Product - end of life management Circular economy D&I Philanthropy

Stakeholders	Stakeholder Representative	Communication Methods and Channels	Communication Topics
<p>Board of Directors</p>	<ul style="list-style-type: none"> • Company Secretary • ESG Executive Oversight Committee 	<ul style="list-style-type: none"> • Board meetings and newsletters • AGM 	<ul style="list-style-type: none"> • Corporate governance; ESG oversight • Climate change topics • ESG risks and opportunities • Ethics and compliance
<p>Regulators and Legislators</p>	<ul style="list-style-type: none"> • Government agencies • Patent board • Government Affairs • Legal 	<ul style="list-style-type: none"> • Compliance assessment tools • Regulatory tracking services • External legal resources • Newsletters • Webinars 	<ul style="list-style-type: none"> • Regulatory requirements and trends • Compliance requirements • Data security and privacy requirements • Labour practice requirements
<p>Industry Associations</p>	<ul style="list-style-type: none"> • National or local industry associations • Conformance groups • Industry councils • Standards development working groups 	<ul style="list-style-type: none"> • Newsletters • Meetings • Webinars • Emails 	<ul style="list-style-type: none"> • Policy recommendations • Regulatory updates and standards development activities for energy efficiency • Chemicals restrictions • Ecolabels

Alignment with the United Nations Sustainable Development Goals

Sify Technology operationalizes sustainability through direct contributions to key UN SDGs. Our energy-efficient data centers and responsible resource management reduce environmental impact, while diversity initiatives and community programs drive social inclusion. Technology solutions in education, healthcare, and digital access, further demonstrate our commitment to sustainable development. This integrated approach embeds SDG advancement across our business model, addressing global challenges through actionable, measurable outcomes. The following 17 interrelated Sustainable Development Goals represent an ambitious agenda to achieve a sustainable future by 2030. Some examples of our work to advance specific SDGs can be found throughout this report.





ENVIRONMENT

Pioneering Green Innovation

Sify’s commitment to environmental conservation is embedded in our core strategy. By consciously optimizing resource use and minimizing ecological impact, we integrate sustainability into every layer of our operations — from infrastructure development and system design to solution delivery. Recognizing the high energy demands of our data centers, Sify is proactively implementing measures to lower our carbon footprint and contribute meaningfully to a cleaner, more sustainable future.

Environmental Management System (EMS)

Sify’s environmental leadership is built on a foundation of continuous improvement, powered by our ISO 14001:2015 certified Environmental Management System across all Indian facilities. Our multi-layered governance approach - spanning corporate, regional and facility levels - ensures strict implementation and monitoring of sustainability initiatives.



We maintain rigorous oversight through monthly progress tracking against site-specific conservation targets and quarterly reviews by Senior Management. Recognizing that true sustainability requires collective effort, we actively engage employees through targeted programs that foster environmental consciousness at every level.



This structured yet adaptive framework allows us to consistently elevate our environmental performance while maintaining operational excellence - proving that responsible business and ecological stewardship can thrive together.

We have formulated a comprehensive set of environmental policies that guide and govern our business strategies and actions. These policies reflect our unwavering commitment to transitioning towards a sustainable growth model, while actively embracing robust environmental restoration and conservation initiatives.

Building an environmentally conscious culture and enabling a participatory approach to drive environmental excellence

- 
Training and awareness building on environmental themes facilitated by internal and external experts

- 
Engagement through meetings, celebrations, competitions (quiz, slogan, poster), brainstorming sessions

- 
Knowledge sharing through global EHS portal and other digital intervention

- 
Site-wise environmental goals and targets with defined responsibility for action. This enables systematic and active employee engagement in resource conservation

- 
Audits and inspections conducted by in-house and external experts

Green House Gas Emissions

Sify recognizes our responsibility in addressing climate change and has implemented a comprehensive, multi-year strategy to systematically reduce energy consumption and emissions across our operations. With our sights set on achieving net-zero emissions by 2050 or sooner, we maintain rigorous tracking and benchmarking against both local and global industry standards through robust internal review processes.

Our Three-Pillar Emissions Reduction Framework



Operational Excellence

Standardized policies and procedures that optimize energy efficiency while maintaining ideal operating conditions



Strategic Infrastructure Modernization

Planned capital improvements and timely asset upgrades synchronized with equipment lifecycles and business needs



Digital Transformation

Advanced management systems providing complete visibility and precision control of energy usage

Renewable Energy Transition

A cornerstone of our decarbonization strategy involves transitioning all Sify India facilities to 100% renewable energy through a diversified sourcing approach:

Direct procurement from renewable sources

Strategic power purchase agreements

Innovative clean energy partnerships



Scope

1

Fuels We Burn

Emissions from energy sources controlled or owned by us

Company vehicles

Back-up generators in data centers

Fugitive emissions in data centers

Cooling of our data centers

Scope

2

Power We Consume

Indirect emissions from purchased electricity, for our operations

Transparent Carbon Accounting and Emission Trends

Sify maintains rigorous carbon measurement practices, tracking all greenhouse gas emissions in CO₂e (carbon dioxide equivalent) units in full compliance with GHG Protocol standards. Our detailed reporting methodology ensures complete transparency in emissions disclosure.

Reducing energy consumption

During the year, Sify enhanced energy performance by optimizing Power Usage Effectiveness (PUE) and reducing energy losses through the adoption of advanced technologies and efficiency-improving tools. We have also strengthened our commitment to sustainability by entering into green power purchase agreements and procuring renewable energy through power exchanges.

Key Emission Trends:

Increased Scope 1 Emissions:

Scope 1 emissions rose significantly to 13372.87 tCO₂e in FY 2025 from 2,858 tCO₂e in FY 2024. This increase is primarily attributed to the addition of new data centers as part of our expansion (from 106 MW to 188 MW). The proportional increase in IT Load led to higher use of refrigerants, which significantly contributed to the rise in Scope 1 emissions.

Moderate Rise in Scope 2 Emissions:

Scope 2 emissions increased to 294,696.24 tCO₂e from 2,44,579 tCO₂e in the previous year. The increase reflects growth in power demand across existing and new operational assets, despite ongoing energy efficiency efforts.

Total Emissions Increased by ~25%

Combined Scope 1 and 2 emissions for FY 2025 stood at 308,069.11 tCO₂e, compared to 2,47,437 tCO₂e in FY 2024—indicating a year-on-year increase of over 60,000 tCO₂e.

Emission Intensity Slightly Worsened

Emission intensity per 1 Lakh turnover increased to 0.77, up from 0.69 in FY 2024. The rise is linked to higher energy demand outpacing revenue growth, alongside increased use of coolants.

Emissions (tCO ₂ e)	FY 2022-23	FY 2023-24	FY 2024-25
Scope 1	729	2,858	13,372.87 ▲
Scope 2	2,48,789	2,44,579	294,696.24 ▲
Total	2,49,518	2,47,437	308,069.11 ▲



GHG Reduction

Over the next few years, we aim to meet 50–75% of our power needs through renewable energy. Several of our data center towers are already powered by solar energy for daily operations, while some also leverage wind energy to lower their carbon footprint. We are committed to increasing our reliance on sustainable energy sources and further reducing emissions across upcoming assets.

GHG Intensity: The GHG emissions impact per unit of physical activity or unit of economic output. Sify Technologies’ GHG intensity represents market-based emissions per total number of employees. Definition adapted from the GHG Protocol.

Absolute location-based: Based on Sify Technologies’ total purchased energy consumption and the average emissions intensity of the grid in the geographic locations where consumption is occurring. Definition adapted from the GHG protocol.

Absolute market-based: Based on Sify Technologies’ total purchased energy consumption and the emissions intensity associated with the specific energy suppliers and products that Sify Technologies’ chooses to use. This value incorporates the renewable electricity that Sify Technologies is proactively procuring. Definition adapted from the GHG Protocol.

GHG Intensity
(tCO₂e/total number of employees)

57.76

Our Renewable Energy Transition

Sify is actively decoupling business growth from emissions by replacing fossil fuels with renewable energy solutions. Our strategic investments in solar and wind power are transforming energy procurement:

Key Milestone Achieved:

Secured **75MW** through Sunsure PPAs in addition to 231 MW contracted previously

Mumbai Flagship Initiative:

Transitioning primary data center operations to renewable sources

Currently powering our hyperscale data centers with commissioned renewables

National Expansion Plan:

Progressive rollout of clean energy adoption across all facilities

Data Center Footprint - Our AI-ready Hyperscale Data Centers

MUMBAI

Vashi

India's first commercial Data Center

Operational: Since 2000

IT Power:

0.9 MW

Airoli

Sify's first Cloud Data Center

Operational: Since 2008

IT Power:

5.4 MW

Rabale

AI-ready Hyperscale Data Center campus

Operational: Since 2013

IT Power:

377+ MW eventually

Current Status:

- Tower 5 now live
- 7 new towers to be operational in the upcoming year

NOIDA

India's first Hyperscale Data Center

Operational: Since 2015

IT Power:

10.8 MW

AI-ready Hyperscale Data Center campus

Operational: Tower B – Since 2025

Tower A&C to be operational in the coming years

IT Power:

130+ MW eventually



HYDERABAD

Financial District

Hyperscale Data Center

Operational: Since 2018

IT Power:

14.4 MW

BENGALURU

Electronic City

Purpose-built Data Center

Operational: Since 2011

IT Power:

7.6 MW

CHENNAI

Tidel Park

Operational: Since 2000

IT Power:

3.6 MW

Siruseri

AI-ready Hyperscale Data Center campus

Operational: Tower B – Since 2025

Tower A&C to be operational in the coming years

IT Power:

130+ MW eventually

KOLKATA

Cloud Data Center

Operational: Since 2021

IT Power:

2.2 MW

Harnessing the Power of Sify's Hyperscale, Hyperconnected, Green, AI-ready Data Centers

14
Pan-India Data Centers

With
188 MW IT Power

Case Study

Participating in India's Clean Energy Future

India is well-positioned to potentially achieve Net Zero ahead of its 2070 target. With the help of robust financial incentives, government backing, advancements in technology, and increasing investor interest, its energy transformation journey offers a plethora of opportunities. At Sify, we understand India's need for steadfastness in its ambition to achieve the status of a developed nation by 2047 and its transition towards a more sustainable world.

We pride in becoming a part of the clean energy future as a result of the expanding need for world-class data center facilities and the imperative to meet burgeoning data centric transformation of Indian businesses. Having adopted the ESG guidelines early on, our shift to renewables is set to deliver clear economic advantages, while we are also focusing on adopting green energy solutions that are viable at an industrial scale.



Green Investment Group (GIG)

A part of Macquarie Group, focusing on renewable energy investment



Blue Leaf Energy

GIG's APAC onshore renewable energy investment platform, operating on a standalone basis



Vibrant Energy

Blue Leaf Energy's India renewable energy investment platform, operating on standalone basis



Energy

Sify is systematically optimizing energy use, equipment efficiency, and rack space utilization across its data centers while rigorously monitoring environmental impact. As we advance toward our net-zero goal, we are implementing tailored energy-efficient solutions for diverse facilities, processes, and equipment.

Sustainability remains central to our strategy—through lower emissions, and improved operational efficiency. A key milestone in this journey is our strategic shift to renewable energy sources, ensuring environmentally responsible growth without compromising performance.

₹ 100 LAKH Investment in Renewable Energy in Fy 2024-25

Key Initiatives

Signed an PPA to secure

75 MW renewable power for our Data Center campus in Mumbai.

Actively pursuing

GREEN DATA CENTERS

which host servers to store, manage and disseminate data designed to maximize energy efficiency and minimize environmental impact, making further strides towards a sustainable, carbon-neutral future.

Implementing End-to-End Green Data Center Solutions

Sify is executing a complete Green Data Center framework encompassing facility planning, construction, migration, and management. Our sustainable facilities reduce operational incidents through proactive maintenance while boosting efficiency—achieving both ecological and operational excellence through integrated technology and processes.

Green Features in Data Center creation blueprint



Site ecology



Water conservation



Smart energy meters and equipment



Reduction of CO₂ emissions



High cycle content



Effective waste management



Eco-friendly interiors



Afforestation

Case Study

Strategic Renewable Energy Partnership with Sunsure

Sify Infnit Spaces Limited has secured a **75MWp** power purchase agreement with Sunsure Energy to transition our Maharashtra data centers (Rabale and Airoli) to renewable power. The arrangement supplies **31MWp** from Sunsure’s Solapur solar plant and **44MWp** from their Dhule facility,

directly replacing conventional energy sources. This initiative eliminates **81,600 tons** of annual CO₂e emissions while reducing operational costs, simultaneously advancing India’s climate goals and Sify’s sustainability targets through tangible, large-scale renewable adoption.



Case Study

Introduction to CanopyPower Dashboard and Its Benefits to SIFY

The **CanopyPower Dashboard** is a smart and easy-to-use platform that helps us monitor and manage our renewable energy systems. It brings together live data from solar panels, wind turbines, and battery storage, and shows everything in one place.

For **SIFY**, this dashboard is a valuable tool that supports our goals of reducing energy costs, improving system performance, and becoming more sustainable.

How the CanopyPower Dashboard Helps SIFY

All Energy Data in One Place

The dashboard shows how much energy we are generating, using, storing, and exporting. Everything is visible in real-time, making it easier for our team to monitor of RE energy systems across different locations.

Supports Sustainability Goals

The dashboard tracks how much renewable energy we have produced and how much carbon we have saved. This helps us measure our environmental impact and show our commitment to green and responsible operations.

Quick Problem Detection

If there’s an issue with any part of the system—like a faulty sensor or drop in solar output—the dashboard alerts us immediately. This helps our team take quick action and avoid bigger problems or downtime.

Conclusion

The **CanopyPower Dashboard** gives SIFY clear, real-time control over our renewable energy systems. It helps us work more efficiently, reduce costs, and support our sustainability journey. By using this dashboard, we are not only improving our operations but also moving closer to our vision of being a leader in green and smart energy solutions

Energy Data Breakdown



Non-Renewable Energy

Electricity (Grid) (kWh)
40,53,59,341.12

Diesel Generation (kWh)
99,16,297.53

Total (kWh)
41,52,75,638.65

Renewable Sources

Wind
98,60,120 kWh

Hydro
52,85,000 kWh

Other Sources
37,90,402 kWh

Solar
23,95,52,819 kWh

Total
25,84,88,341 kW

99,16,297.53 kWh

Total DG Power

Energy Intensity (GWH/Employee)

0.13

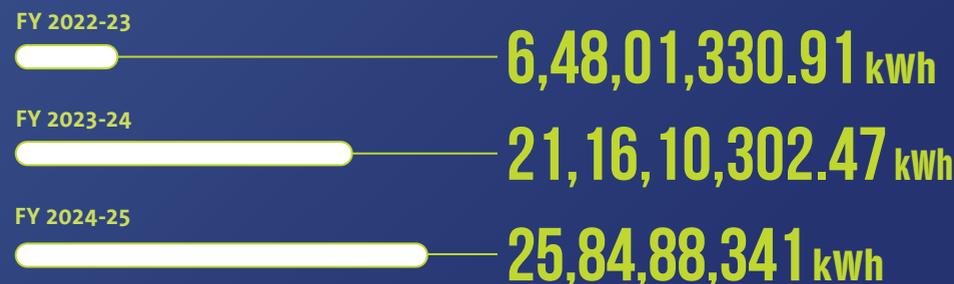


Internal Audit completed by the EHS Management Team

Parameter	FY 2023-24	FY 2024-25
Energy from Renewables (A)	21,16,10,302.47 KWh	25,84,88,341 kWh
Energy from Fossil Fuel (B)	1,10,29,771.20 KWh	99,16,297.53 kWh
Energy from GRID (C)	34,16,17,882.80 KWh	40,53,59,341.12 kWh
Total Energy Consumption (A+B+C)	56,42,57,898.13 KWh	67,37,63,979.65 kWh
Energy Intensity per Lakh of Turnover	570.01	1,689.24



Use of Renewable Energy



Waste

Responsible waste management is a core pillar of our environmental commitment. From the earliest stages of development, we integrate waste considerations into our processes to embed circularity and reduce our operational carbon footprint.

100% Of waste disposed by accredited recyclers

Sify's nationwide operations primarily generate hazardous non-hazardous waste and battery waste. All waste is collected and segregated at the source and disposed of through authorized third-party waste management partners, in strict adherence to our site-specific Environmental Programs Manual and applicable legal regulations. This ensures proper handling while minimizing environmental impact.

To monitor progress, we use an internal environmental database to track the quantity and disposal methods of hazardous and non-hazardous waste during FY 2024-25. Site-level environmental focal points upload monthly waste data—based on direct

measurements wherever possible or calculated estimates when required.

Our waste streams primarily consist of e-waste, including scrap modems and routers, fiber optic cables, batteries, network equipment, and various electronic devices. A smaller portion of hazardous waste comprises discarded lubricants, mechanical fluids, DG oils, and service oils. We also generate plastic waste—such as tarpaulins—from marketing activities. In addition, typical office waste includes paper, plastics, and general refuse, while construction activities produce mixed debris.



E-WASTE (KG)

FY 2023-24

10,422

FY 2024-25

3,900



BATTERY WASTE (KG)

FY 2023-24

2,10,787

FY 2024-25

3,45,600



OTHER HAZARDOUS WASTE (KG)

FY 2023-24

32,925

FY 2024-25

25,926



NON-HAZARDOUS WASTE (KG)

FY 2023-24

96,466

FY 2024-25

68,669

4,44,094kg

Total waste generated

4,44,094kg*

Waste disposed by accredited recyclers

*The waste data represents significant information from select DC locations, with certain waste categories reported for specific sites based on data availability, excluding Kolkata and Chennai locations.

Product End-of-Life Management

In 2023, we strengthened our end-of-life management by embedding circularity into our operations, successfully diverting wastes from disposal to recycling, supporting circular economy goals in collaboration with accredited recyclers.

Engaged with key suppliers to encourage their continued commitment to green product design and manufacturing, reduce waste, inventory obsolescence, and damage through better planning and develop future recovery initiatives for operational reuse of materials

Partnered with accredited recyclers for the processing, recycling, or thermal dissolution (waste-to-energy) of e-waste

Partnered for the upcycling of excess marketing materials

Zero Waste Campaign

launched in 2022 to support solid waste management target of

ZERO WASTE TO LANDFILL BY 2030

Solid and Hazardous Waste Management Framework



Development of waste management classification scheme



To engage third-party for collection and treatment/disposal of residual waste



Product End-of-Life Management



Product Design for Longevity:

Sify has begun integrating design principles that prioritize durability, modularity, and upgradeability across our products. This approach not only extends the operational lifespan of devices but also enables easier repairs and component replacements, thereby reducing the overall demand for new equipment.



Recycling Programs:

To manage end-of-life products responsibly, Sify has implemented structured process in place. We collaborate with certified e-waste recycling facilities to ensure environmentally sound disposal and recycling of electronic components, significantly minimizing their environmental impact.



Material Recycling and Reuse:

Instead of discarding electronic components, Sify partners with specialized recycling facilities to recover valuable materials such as metals, plastics, and rare earth elements. These recovered materials are reintegrated into the system again, reducing dependency on virgin resources and lowering the overall carbon footprint.



Circular Procurement Practices:

Sify has embraced circular procurement by prioritizing suppliers and partners committed to sustainability. This includes selecting vendors that use recycled materials, uphold ethical labor practices, and maintain robust waste reduction strategies.

Water

In alignment with national sustainability goals, Sify follows a robust sustainable water management policy to ensure the responsible use of water resources in our daily operations. We primarily rely on municipal water supplies, with a smaller proportion sourced from groundwater extraction. Water is mainly used for domestic purposes, indirect cooling in data centers via refrigeration equipment, and limited usage for water access, sanitation, and hygiene (WASH) facilities for employees, contractors, and visitors across our locations.

During the reporting period, Sify's total water withdrawal stood at **3,06,915.60 KL**. Our environmental management systems are certified under ISO 14001:2015, affirming our structured approach to monitoring and mitigating environmental impacts, including water usage.

Sify remains committed to water conservation through the principles of **Reduce, Reuse, and Recycle (3R)**.

We are proactively working towards making our premises water sustainable by reducing freshwater intake and implementing targeted conservation measures. Through strategic retrofits and consolidation of building operations, we have successfully lowered freshwater consumption across multiple locations.

Freshwater at our facilities is primarily used for data center operations and basic human sustenance. Given this focused usage, we believe our impact on broader water resources is minimal. Nonetheless, we remain committed to further minimizing our freshwater footprint through a range of initiatives.

We have developed a comprehensive water management strategy aimed at achieving water sufficiency. Our approach combines demand-side reduction measures with on-site recycling of wastewater across all campuses.

Sify is committed to adopting effective water management practices focused on efficiency and recycling to minimize our water footprint and achieve Zero Liquid Discharge (ZLD) at our hyperscale locations. Most of our data centers are equipped with wastewater treatment facilities and water-saving measures that ensure reclaimed water is reused for purposes such as flushing and landscaping.

We have invested in high-efficiency HVAC systems, low-flow fixtures, and sewage treatment plants (STPs), all of which have significantly reduced our water withdrawals and overall consumption. Across all our buildings, only treated water is used for landscaping and other non-contact applications, including flushing, in select locations, as make-up water for HVAC systems.

Total water withdrawal

306,915.60KL

Total water discharged

153,457.80KL

Total water consumption

153,457.80KL

*For office locations without direct water measurement, withdrawal and consumption have been estimated using the CGWA guideline of 45 litres per person per working day, based on the number of employees at each site. Where discharge data is not available, it is assumed that in facilities without a zero-discharge system, 50% of the withdrawn water is consumed and the remaining 50% is discharged.



Water Risks

Global water risks are escalating due to increasing scarcity, pollution, and erratic weather patterns driven by climate change. These factors affect both the availability of raw materials and product manufacturing, making corporate water risk management more critical than ever.

At Sify, we integrate water risk assessment into our broader corporate risk management framework. This assessment evaluates potential impacts on both ecosystems and stakeholders. Based on the insights derived, we prioritize and implement site-specific mitigation measures to address the identified risks. We also take proactive steps to minimize our environmental footprint by ensuring full compliance with regional wastewater regulations.

Additionally, we assess the water-related impact of our products throughout their lifecycle—from development to end-of-life—and strive to minimize these effects wherever possible.

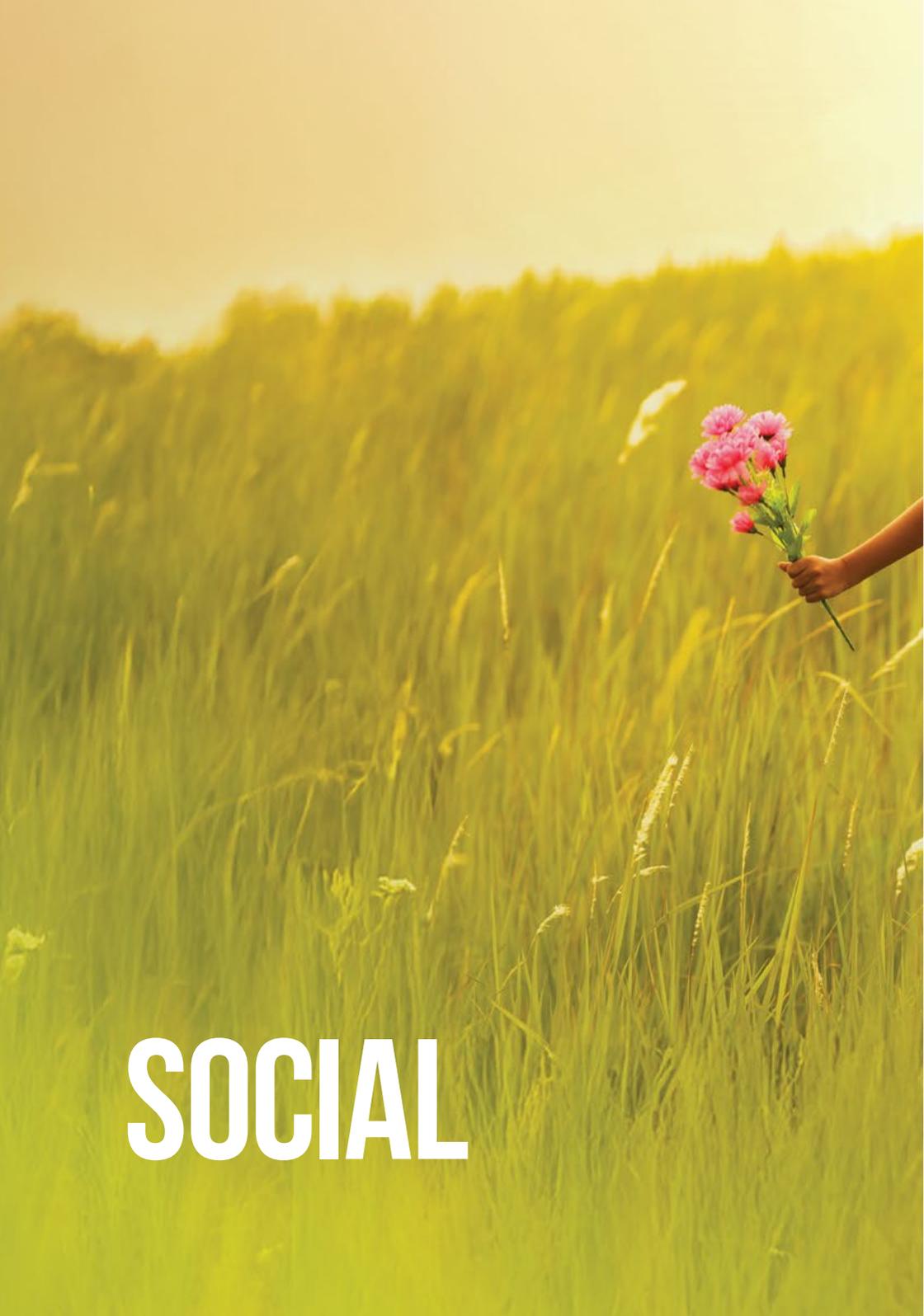


WTP and STP Retrofitting

Upgrading our Wastewater Treatment Plants (WTPs) and Sewage Treatment Plants (STPs) with advanced technologies is a key part of our strategy to drive efficient and sustainable water management. All treated water is reused within our campuses, and its quality is closely monitored to ensure compliance with applicable standards.

New WTP designs are optimized for space, incorporate improved treatment technologies, and deliver superior water quality. Older treatment facilities have been retrofitted with advanced Membrane Bio-Reactor (MBR) technology, which ensures high-quality treated water that meets or exceeds all regulatory requirements.

We ensure that the wastewater generated from our operations is treated and reused within our premises—for flushing, landscaping, and cooling tower applications—supporting our goal of water sustainability.



SOCIAL

Building Tomorrow, Together

Sify cultivates a culture of purposeful growth, where every employee is empowered to drive transformative change. By embedding continuous learning into the employee journey, we build a dynamic ecosystem that nurtures skills, fosters innovation, and delivers sustainable value for all stakeholders. At Sify, investment in people isn't just policy—it's the foundation of inclusive progress.

Human Capital

Sify is a globally diverse organization that celebrates individuality by fostering an inclusive, empowering culture. We enable employees to bring their authentic selves to work every day in a holistic environment where they find purpose and drive value.

Our human capital strategy delivers an unparalleled employee experience—rooted in empowerment, inclusion, and continuous learning. By nurturing collaboration, creativity, and innovation, we invest deeply in career growth, well-being, and development.

At Sify, we cultivate operational excellence by embedding our core philosophy in every employee, ensuring a supportive, safe, and dynamic workplace where progress never stops.

Our HR Philosophy
 Our HR philosophy is to be an
EMPLOYER OF CHOICE
 by creating a high-performance work culture through effective people practices that enable our associates to feel empowered and have a feeling of ownership and pride



Building a Future-Ready Workforce

Exceptional talent transforms good organizations into great ones. At Sify, we attract top-tier professionals through strategic hiring, competitive compensation, and a safe, inclusive workplace. Our HR strategy ensures a workforce that is:

Right-sized:

Aligned with evolving role requirements and future skill needs

Cost-Optimized:

Competitively structured while maintaining talent quality

Agile:

Lean, adaptable, and responsive to market shifts

Leadership-Ready:

Focused on succession planning and bench strength development

This dynamic approach balances operational efficiency with long-term growth potential.

Our Growth Engine – People

Our people are the cornerstone of our success. Their passion, resilience, and belief in our vision continue to power Sify's growth. We foster an environment of equal opportunity, industry-leading rewards, a safe and inclusive workplace, and continuous learning. To support our expanding team, we have digitalized our people management system, enabling real-time workforce visibility and seamless coordination across locations.

	Male		Female		Total	
	On-Roll	Contractual	On-Roll	Contractual	On-Roll	On-Roll + Contractual
Sify Technologies Limited	932	701	184	19	1,116	1,836
Sify Infnit Spaces Limited	204	47	11	1	215	263
Sify Digital Services Limited	2,707	150	368	10	3,075	3,235
Total	3,843	898	563	30	4,406	5,334

The Company confirms that there are only permanent employees and no “workers” in the Company.

Powering Growth Through Precision Talent Acquisition

Our workforce strategy aligns talent acquisition with business growth by leveraging data-driven planning and diverse hiring channels—from campuses and veteran recruitment to unconventional talent pipelines.

How We Deliver



Sify's Hiring Approach

Strategic Lateral Hiring

We target experienced professionals with niche skills, ensuring both technical expertise and cultural alignment. Our rigorous selection process combines competency assessments, case studies, and scenario-based evaluations—all tailored to specific roles.

Key Features:

- Expert-Led Evaluation:**
 Dedicated panels assess candidates by technology domain, validating skills through real-world challenges.
- Data-Driven Selection:**
 Leveraging tools like Mettl and Thomas profiling for objective competency measurement.
- Internal Mobility:**
 Prioritizing internal talent via IJPs (Internal Job Postings) to foster career growth.

Campus Connect

Our Campus Connect program bridges academia and industry by equipping students with job-ready skills through:

- Industry-Aligned Training**
 In-course modules that enhance curriculum with practical, real-world skills
- Certified Excellence**
 A rigorous program culminating in Graduation Day certifications and team placements
- Targeted Recruitment**
 Proactive partnerships with top engineering/management institutes to identify high-potential talent
- Multi-Stage Screening**
 Rigorous selection via aptitude tests, technical assessments, and HR interviews
- Dedicated Oversight**
 A specialized team managing campus relationships and program execution

345

New hires from campuses in FY 2025

Campus Visits (Management vs Engineering)



Seamless Onboarding: From Day One to Day One Hundred

Sify's structured onboarding process ensures a smooth transition for every new hire, with continuous feedback loops to optimize the experience:

Key Features:

<p>Phased Check-ins: Automated "Onboarding Experience" surveys at Day 1, 7, 30, and 90</p>	<p>Actionable Insights: Real-time feedback shared with stakeholders for immediate improvements</p>	<p>Employee-Centric Design: Regular interventions to enhance satisfaction and engagement</p>
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Cultivating Engagement: Empowering Employees to Thrive

Sify fosters a culture of high morale and peak performance through dynamic engagement initiatives and cutting-edge support platforms:



Engagement Highlights

Community Building: Talent showcases, sports events, health camps, and quarterly town halls

Wellbeing Focus: MFINE platform for discounted healthcare services (employees + dependents)

Mental Health Support: 1-to-1 counselling with psychologists for personal/professional challenges



Tech-Enabled HR Ecosystem

Sapphire IMS: Streamlined HR request tracking and resolution

Amara AI: Real-time engagement analytics from onboarding to exit, with attrition risk alerts



Safe Workplace Commitment

Rigorous POSH Policy enforcement by cross-functional grievance panels

Mandatory training programs on prevention of sexual harassment

Upskilling and Reskilling

Future-Ready Skills: Powering Growth Through Continuous Learning

At Sify, we don't just keep pace with change - we stay ahead of it. Our comprehensive learning ecosystem empowers employees at every level to develop cutting-edge skills through:

Strategic Learning Framework

- Quarterly Learning Mandate** > Minimum 32 hours/year (8 hours/quarter) to ensure continuous skill development
- Competency-Focused Curriculum** > Programs designed to drive both individual growth and organizational excellence
- Adaptive Approach** > Dynamic content that evolves with technological and business transformations



Key Differentiators

World-class digital learning resources accessible 24/7

Skill development tied directly to emerging business needs

Culture that values and rewards continuous improvement

Learning Without Limits: Cultivating Growth at Every Level

At Sify, continuous learning isn't just encouraged—it's embedded in our DNA. Our LiveWire Learning Portal, powered by Percipio, offers employees a dynamic, ever-evolving platform for professional development. The portal features curated learning pathways that combine technical skill-building with leadership development, all while preparing teams for critical certifications that drive both personal growth and business success.

5,989 HOURS

Spent in training conducted externally in FY 2025

1,36,759

Hours spent in e-learning in FY 2025

With premium content that's regularly updated, LiveWire ensures our workforce stays ahead of industry curves. Whether mastering new technologies or developing leadership capabilities, every employee has access to the tools they need to excel today while preparing for tomorrow's challenges.

Learning as Legacy: Architecting Sify's Future-Ready Workforce

At Sify, we treat skill development as strategic infrastructure. Our talent transformation framework doesn't just fill competency gaps—it architects capabilities for the next decade. Every learning intervention is precision-engineered: role-specific curricula delivered through our hybrid knowledge ecosystem (internal repositories augmented by global thought leadership), with completion timelines that ensure momentum.

This rigor stems from our Chairman's vision of "Sify for Generations"—a recognition that while technologies obsolesce, adaptable intellects endure.

We cultivate such minds through three pillars:

Leadership DNA – Building decision-making scaffolds for tomorrow's challenges

Technical Mastery – Fluency in both current tools and emerging paradigms

Behavioral Agility – The emotional architecture for transformation

The proof lives in our mandates: structured learning journeys with measurable milestones, certifications that validate rather than just decorate, and a culture where upskilling is the expectation, not the exception.

Learning & Development

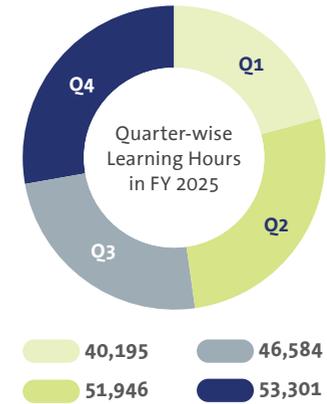
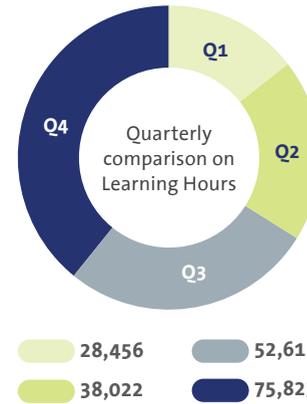
No. of learning hours (YoY)



Demonstrates Y-O-Y commitment in learning participation and hours, reflecting our strengthened learning culture across the organization. The marginal dip in learning hours was due to the completion of foundational training rollouts in FY 2024 and a shift towards more targeted, time-efficient learning formats in FY 2025.



Quarterly comparison on Learning Hours



Training delivery mode – Learning Hours

	E-Learning	ILT	Supplementary Learning
Sify Digital Services Limited	110,402	9,867	23,410
Sify Infinit Spaces Limited	5,590	2,799	222
Sify Technologies Limited	20,767	11,905	7,064

Average Learning Hours Per Employee in FY 2025



Learning Hours Business Unit-wise

	Apps	DC	DMS	DTIS	NCS	Sales & Mktg	SBI	Support
Associates Covered	60%	69%	46%	62%	62%	42%	83%	56%
Learning Hours	15,012	7,590	15,330	14,662	50,724	11,151	68,357	8,952

Key Highlights on Learning and Development in FY 2025

Illuminate Learning Sessions: A pitch enablement session by SMEs/experts on latest technologies/trends/value proposition on chosen topics. Overall, 10 sessions conducted.

CHIP ET and MT: Engineering (303) and Management (42) students underwent the CHIP covering the technical/domain and Behavioral Trainings between February and June 2024.

Business Impact Intervention: Tailored to upskill and develop resources with desired business impact as an end-goal. Overall, 246 interventions conducted across BUS.

SD-WAN Certification Program: Created on Sify LMS across 3 Identified OEMs for SD-WAN which include Cisco, Fortinet, and Versa. Course is launched and the 1st assignment will be done for 38 associates from NCS team

Managerial and Leadership Development Program: Helps build an individual's leadership skill and capacity to excel, both personally and professionally, within their role and organization. Overall, 10 programs conducted.

Employee Orientation for SBI NI Project: This module outlines the behaviour and conduct expected from associates working on the SBI Project. It ensures alignment with the client's work culture, essential for smooth collaboration at the client location.

Sales Excellence Workshop: This intensive full-day workshop empowered sales professionals with advanced communication skills through DISC analysis, presentation mastery, and strategic storytelling techniques.

Sify SEED Program: SEED Career Progression Phase for 169 associates launched for NCS BU and in-progress.

Training at College Campus: Soft Skill Training delivered at Vishnu Institute of Technology, Bhimavaram for Third Year students for CSE Allied, Circuit and Core Branches. Topics delivered - Effective storytelling for business and presentations, Breaking tasks into manageable steps and Overcoming procrastination, Client Interfacing Skills and Understanding team dynamics.



ETS Integration Program (Duration: 6 months): 52 ETs from Digital and Industry applications were part of this program. Skills and scope were benchmarked based on input from leaders. The program focused on:

Fundamentals Skilling: Development of behavioral skills, with each associate presenting what they learned.

Deep Skilling on Technical Areas: Technologies relevant to the project and role.

Shadowing Phase: ETs were mentored by buddies.

Final Milestone Evaluation: Assessment of competencies and skills acquired.



Leadership Development

The focus is on developing leaders and honing their professional abilities to take on critical responsibilities and perform efficiently in various leadership roles.



Certifications

Certification programs provide learners with an opportunity to train and develop a specialized skill based on the business requirement. It helps organizations to achieve professional goals and helps in advancement of associate professional career as well.

Learning Certifications and OEMs

Total Certifications: **261**



Technical and Behavioural Skill Enhancement

The focus is on both soft and hard skills to develop technical and behavioural competencies of an individual which will help them perform their job efficiently and effectively in various leadership roles.

Key learning and development initiatives

Career Progression Framework

- Created for GNOC team
- Levels covered - L0 to L3 for nine teams

Competency Framework

- Piloted with DC operations to identify competencies of nine job families
- Identified 23 core competencies (Technical and Functional)

DC Induction Program

- Launched on 10 January 2023 to create awareness of the Sify Data Center setup, technical knowhow, behavioral skills, financial components, and compliances
- Overall 15 modules totaling 8.44 hours Certification Tracking Tool
- Initiated across BUs to collect information on global certification completed by the associates
- 261 certifications in FY 2025

Learn On the Go

- An initiative that enables associates to access courses based on their interests and domain as they go about their daily work schedule or at leisure
- Courses are of short duration (range 5–15 minutes), which can be consumed by associates anytime, anywhere
- These short bursts of courses are identified by the L&D team and published twice weekly
- A total of 59 Learn-on-the-Go courses rolled out



Other Initiatives:

Sify sponsors industry-grade certification programs and OEM-sponsored programs for associates identified to play key roles in critical projects. These programs help associates acquire direct training from the service owners and experts.

Sify reimburses the fees for specific technical courses undertaken by associates to encourage and facilitate upgradation of technical skills and for learning of new technologies.

No. of learning hours (YoY)

INR 134 LAKHS

Total L&D Expenses

1,36,759 HOURS

spent in e-learning

24,571 HOURS

spent in ILT training

4,363

Associates trained in e-learning

1,746

Associates trained in ILT

5,989 HOURS

spent in external trainings

1,48,642 HOURS

spent in Technical and Domain Training

12,320 HOURS

spent in behavioral training

4,277

Associates trained in technical and domain

Employee Engagement



Engagement programs



Employee Well-being Sessions

Rewards and Recognitions

Employees who demonstrate excellence at work are recognized and rewarded every year at regional and national levels during the Sify Annual Business Conference.

We keep our people motivated and inspired through several employee engagement forums. These forums are aimed at keeping high the morale of our employees and ensuring satisfaction. Throughout the year, 100% of our employees received regular performance evaluations and career development reviews. We are committed to supporting our employees in achieving successful career growth.

UNSDGs impacted



Management Quote: Chief Human Resource Officer

At Sify, we believe that sustained performance comes from empowering our incredible team. We make effective utilization of resource. And while we understand productivity is important, we focus on celebrating achievements and recognizing future growth potential of each employee. Our talent development strategy blends performance and growth, cultivating future leaders through succession planning and a culture of continuous learning. We are excited to create an environment where everyone can thrive together.

- Mayuri Phalgunan,
Director, HR



Diversity and Workplace Culture : Cultivating Inclusive Excellence

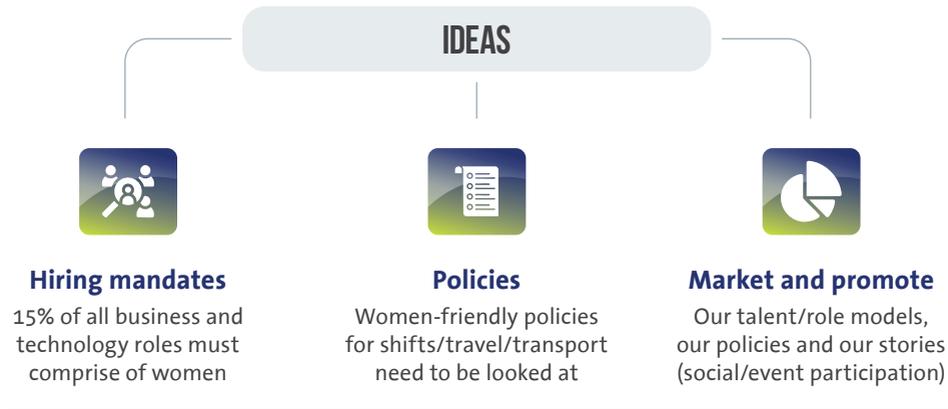
Sify transforms diversity, equity, and inclusion from aspiration to operational reality. We go beyond representation to create an ecosystem where difference drives innovation—whether through talent acquisition strategies that eliminate bias, development programs that democratize opportunity, or cultural initiatives that make belonging actionable.

Our approach manifests in measurable business outcomes: teams that mirror our global customer base, leadership pipelines rich with varied perspectives, and decision-making strengthened by cognitive diversity. The proof lives in our daily practices—from equitable promotion frameworks to supplier diversity programs—all designed to ensure DEI principles permeate every business function.

What sets Sify apart isn't just our commitment to inclusion, but our recognition of it as the engine of sustainable growth. When we say diversity is our competitive advantage, we mean it literally: our DEI framework directly correlates with enhanced innovation capacity, stronger client relationships, and superior market performance. This is how future-ready organizations operate.

 <p>Systems</p> <p>A look at practices, processes and systems to weed out sexism, racism, ageism, ableism, gender disparities and others</p>	 <p>People</p> <p>To engage and know people well for shared vision and voices heard</p>
 <p>Fairness</p> <p>Provide what people need, specifically in equity as well as access and opportunity</p>	 <p>Inclusion</p> <p>Create inclusive strategies that foster representation and belonging</p>

Focus Areas for 2025-26



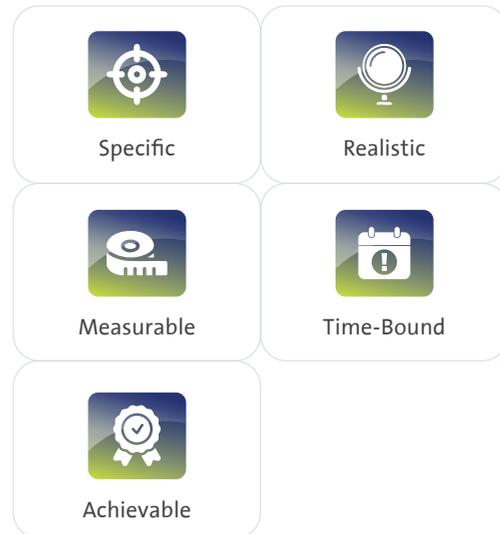
Sify embeds diversity, equity, and inclusion (DEI) into the fabric of our organizational culture, ensuring continuous, meaningful progress. To catalyze this transformation, we have established a focused three-month roadmap with SMART goals—clear, measurable objectives that align with our broader vision.

11.12%

Women in the workforce

Beyond internal initiatives, Sify amplifies our impact through strategic external campaigns. These efforts not only strengthen hiring practices but also elevate talent, celebrate role models, and foster a more inclusive industry ecosystem.

SMART Goals



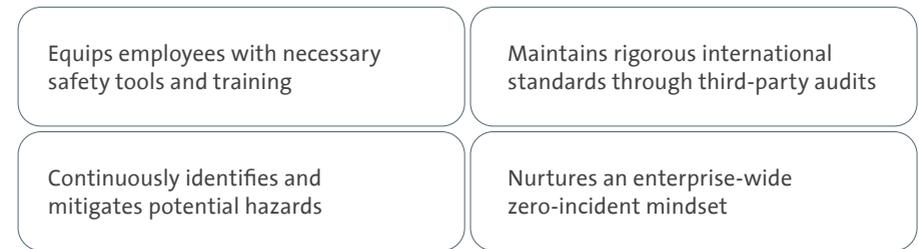
Sify's SMART goals are well-aligned with our internal and external stakeholders, planning and review cadence, and for setting our core objectives.



Health, Safety and Wellbeing

At Sify, workplace safety is not just a policy - it's a core value embedded in every operation. Our comprehensive Occupational Health and Safety (OHS) Management System, certified to ISO 45001:2018 standards alongside ISO 9001:2015 (Quality) and ISO 14001:2015 (Environmental) certifications across all locations, demonstrates our commitment to world-class safety practices.

We implement a proactive, prevention-first approach that



This disciplined approach yielded exemplary results, with **zero safety** incidents across all Sify facilities during FY 2024-25. We remain committed in our mission to provide the safest possible work environment for both employees and contractors, ensuring that safety excellence remains our hallmark.

Regulatory Compliance Excellence

Sify maintains meticulous compliance with occupational health and safety regulations through a living framework that:



Employee Health Ecosystem

Our health protection strategy combines prevention, monitoring, and care:



Pre-Employment Screening

Fitness evaluations for role suitability



Continuous Monitoring

On-site periodic health checkups & employee wellness sessions



Full-Spectrum Coverage

Comprehensive insurance and confidential health records

This dual approach ensures we don't just meet standards, but redefine workplace safety through measurable outcomes—like our FY 2024-25 zero-incident achievement.

Creating a Culture of Safety

At Sify, health and safety are deeply embedded in our culture. Active employee participation is key to effective safety management, and we use diverse engagement tools—e-learning modules, in-person training, informative emails, and awareness events like Safety Month and ESG Week—to drive this culture forward. Our efforts aim to ensure that every employee clearly understands:



The significance of our OHS policy, procedures, and their role in upholding them

Emergency response protocols and preparedness

The risks and consequences associated with workplace hazards and the benefits of safe practices

The competencies required for roles with significant health and safety risks



Championing Employee Well-being

We take a proactive approach to mental health, aiming to reduce stigma and foster a supportive, inclusive environment. Our well-being strategy includes access to:

Virtual counselling and behavioral coaching

Substance use support services

Personalized learning, on-demand coaching, and caregiver assistance

Programs promoting healthy lifestyle management



Supporting Mental and Emotional Wellness

We nurture holistic well-being—mental, emotional, psychological, and spiritual—through a compassionate, safe workplace. Our initiatives include:

Open dialogue and awareness to challenge misconceptions around mental health

On-site medical kits across all locations

Regular yoga sessions

Regular health check-ups and campaigns

Online sessions with health experts

The Employee Assistant Program

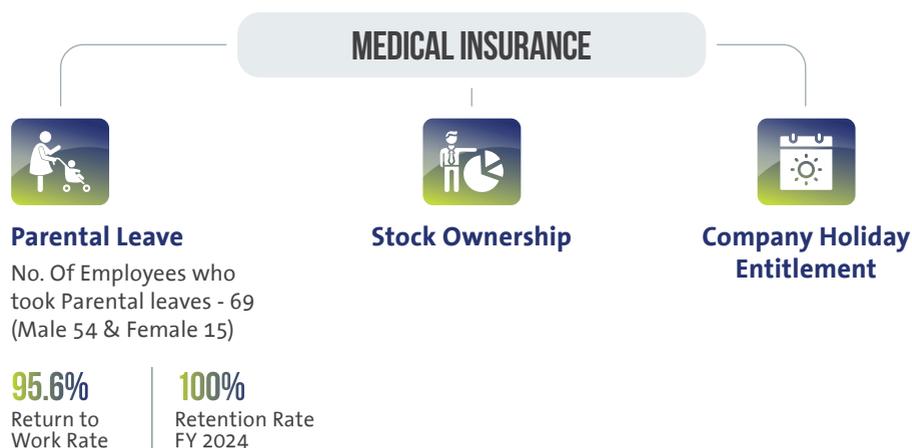
As part of our health and well-being measures, we offer professional Employee Assistance and Counselling Services for our employees and their immediate family members. It includes online health and well-being resources, counselling assistance, support and guidance on family and work-related matters and is completely confidential.

The Employee Assistance Program (EAP) support helpline is available

**24 HOURS A DAY,
365 DAYS A YEAR.**

Comprehensive Employee Benefits

At Sify, employee happiness and satisfaction are central to our culture. We offer a well-structured benefits system that supports work-life balance, childcare needs, and overall well-being. In every location where we operate, employees receive social insurance in line with local laws. In India, for instance, the company and our subsidiaries provide all regular employees with insurance and medical coverage. Beyond statutory requirements, we extend a range of additional benefits designed to enhance employee satisfaction and meet evolving needs.



Prioritizing Health and Safety in Data Centers

As data centers evolve into critical infrastructure for modern businesses, Sify has implemented robust measures to ensure a safe and secure work environment. These initiatives are designed to protect the health and well-being of all personnel operating within our data center facilities. We ensure that all training providers meet stringent quality standards, and that the services delivered equip our teams with the skills needed for effective risk minimization and hazard identification.

<p>Ergonomic Workspaces: Workstations are designed with adjustable furniture and optimal lighting to reduce physical strain and promote comfort.</p>	<p>Robust Health and Safety Training: Employees undergo regular training on equipment handling, emergency response, and the use of personal protective equipment (PPE).</p>	<p>Provision of PPE: Safety gear such as gloves, safety glasses, and electrostatic discharge-resistant clothing is provided to minimize occupational risks.</p>
<p>Health Monitoring: Routine health check-ups and screenings are conducted to proactively detect and manage potential health concerns.</p>	<p>Thoughtful Shift Planning: Schedules include adequate rest breaks to prevent fatigue and ensure sustained focus in 24/7 operations.</p>	<p>Emergency Preparedness: Periodic drills equip employees with the skills to respond swiftly and effectively in emergency situations.</p>
<p>Continuous Improvement: Feedback channels and safety committees help us identify risks early and implement timely corrective actions.</p>	<p>Regulatory Compliance: All safety protocols strictly adhere to and often exceed statutory standards and industry best practices.</p>	

Supply Chain



Responsible and Efficient Supply Chain Management

We manage procurement, logistics, planning, and inventory through dedicated teams, guided by defined KPIs and an integrated system for real-time oversight. Our goal is to build a reliable supply chain that ensures cost-efficiency, quality, and timely delivery.

All vendor partners must comply with applicable laws and our Anti-Bribery and Code of Conduct policies. ESG clauses are included in contracts, with third-party audits ensuring labour law compliance. Child labour is strictly prohibited.

In FY 2024-25, 99% of goods and services were sourced locally. Based on vendor and internal feedback, we introduced Aadhaar-based e-signatures for policy affirmation, significantly reducing transaction time and eliminating paper-based processes.



New Supplier Validation

We rigorously evaluate new suppliers across multiple parameters, including operational capabilities, financial health, product and information security, and ESG commitments. Specifically, we assess their sustainability policies, codes of conduct, ISO certifications, environmental impact practices, anti-forced labour measures, and public ESG disclosures. Special scrutiny is applied to entities that may appear on

government or international restricted/denied party lists. In line with our policy, employees are strictly prohibited from engaging in any transactions that violate export regulations or involve restricted individuals or entities.



Supplier Code of Conduct

We expect all suppliers—and their subcontractors and agents—to comply with our Supplier Code of Conduct or an equivalent framework. The Code outlines mandatory standards that:

Prohibit child and forced labour

Uphold employees' rights to freedom of association and collective bargaining, in accordance with local laws

Forbid discrimination on any legally protected grounds, including race, gender, religion, sexual orientation, and disability

Sify reserves the right to audit supplier compliance and integrates adherence to the Code into ongoing business relationships and procurement decisions.



Supplier Diversity

We actively promote diversity within our supply chain, partnering with businesses owned by women, minorities, veterans, LGBTQ individuals, and persons with disabilities. Our inclusive procurement process identifies and pre-qualifies diverse-owned businesses that meet our quality, experience, and value standards.

We believe a diverse supplier base brings fresh perspectives, specialized capabilities, and innovative thinking—strengthening our supply chain, deepening client relationships, and supporting local economic growth. We ensure fair and transparent access to opportunities for both direct and indirect suppliers.

Since 2022, we have conducted supplier diversity training for internal teams and external partners. We request Tier I suppliers to report diversity spending and provide guidance to help them align with our diversity goals. We also support supplier development through mentorship and capacity-building efforts.



Sustainable Sourcing and Value Chain Management

We are committed to ethical and sustainable sourcing practices that reduce environmental impact and uphold human rights. Our Supplier Code of Conduct outlines expectations for legal, responsible, and transparent operations across our supply chain.

We assess suppliers on ESG parameters including environmental management, ethics, health and safety, and labour practices. All key procurement agreements include related compliance clauses. We also monitor adherence to anti-human trafficking laws and prohibit forced or coerced labour.

To build a resilient value chain, we organize capacity-building programs and promote certifications such as SA8000, ISO 14001, and ISO 45001. We prioritize local sourcing to support communities and national development. In FY 2024, we engaged with over 100 Tier-1 and an equivalent number of Tier-2 vendors.



Digital Responsibility

Sify Technology Cybersecurity Framework

Our Security Operations Center (SOC) employs SIEM technology for real-time monitoring of Key Business Applications (KBA), with automated firewall blocking of malicious IPs/domains. We enforce:

- Multi-Factor Authentication for all VPN access
- 12-20 character password requirements via Group Policy
- SSL encryption for Oracle EBS data transmission
- Next-gen anti-malware protection on all endpoints



Access and Data Protection

- Privileged Access Management secures ERP systems
- Role-based access controls limit user permissions
- Full-disk encryption on critical laptops
- Network segmentation contains potential breaches



Operational Resilience

- Automated patch management for all endpoints
- Regular vulnerability assessments and penetration testing
- Comprehensive disaster recovery for Oracle EBS
- Validated backup systems with retention policies



Governance and Compliance

- SDLC-integrated security protocols
- Strict change control processes
- Detailed audit trails for financial transactions
- ISMS policy framework alignment

We maintain this dynamic security posture through continuous monitoring and improvement to address evolving cyber threats.



DPDP Act – Implementation at Sify

Personally Identifiable (PI) Data in the organization. Applications and tools where the PI are collected and stored

Third parties processing our PI data. PI data collected by Corporate and Marketing websites

Outsourced activity in all SBUs - and ascertain whether PI data is collected

Perform Personal data Impact Analysis (PIA) and Implement on procedure for all departments

Data Classification

Policy and procedure to be developed for data management

Develop a Notice for requesting the PI data

Obtain consent from data principal to process the same



ZERO COMPLAINTS REPORTED
concerning breaches of customer privacy and losses of customer data in FY 2025

Enhanced Implementation of DPDP Controls – Additional Measures



Incident Management

Enhance Breach Reporting Process: Strengthen procedures for identifying, reporting, and responding to personal data breaches in a timely manner.



Governance & Accountability

Assign Data Protection SPOCs: Appoint a Single Point of Contact (SPOC) for Data Protection in each department to ensure accountability and compliance.



Cyber Insurance

Update Cybersecurity Policy: Review and revise cybersecurity insurance policies to include comprehensive coverage for data breaches.



Training and Awareness

Expand Awareness Programs: Increase the frequency and scope of training sessions to improve employee awareness of data protection requirements and best practices.



Digital Authorization

Implement Data Collection for Digital Signatures: Establish standardized processes to collect necessary information for DocuSign and issuance of Digital Certificates.



Grievance Handling

Enhance Redressal Mechanisms: Improve the effectiveness and responsiveness of grievance and redressal channels to address data subject complaints.



Data Transfer Oversight

Manage Data Transfers to Fiduciaries: Ensure proper handling and compliance in transferring data to third-party fiduciaries (e.g., PF, ESI, Insurance, L&D, TDS, BGV vendors).



Data Audits

Conduct Periodic Data Audits: Schedule regular audits to assess data lifecycle practices and ensure ongoing compliance with the DPDP Act.



Corporate Social Responsibility

Social and Relationship Capital

Sify is dedicated to building strong, trust-based relationships through transparent and effective communication. Guided by a philosophy of long-term, sustainable value creation, we uphold inclusive governance and ethical practices across our value chain.

With a strong focus on integrity, Sify remains committed to the success and well-being of all our stakeholders.

Delivering Customer-Centric Value

With deep domain expertise and a versatile service portfolio, Sify is the trusted digital transformation partner for enterprises and government bodies alike. Our brand-agnostic approach ensures tailor-made solutions aligned with client needs and budgets.

- **Global Cloud Connect:** A cloud-neutral platform connecting AWS, Azure, GCP, and others through Sify's pan-India MPLS network.
- **Data Center Interconnect:** Offers high-performance, low-latency connections for mission-critical applications from 77 DCs nationwide, including 14 Sify-owned facilities.
- **One-Stop Solution:** Clients benefit from dealing with Sify directly, avoiding the complexity of multiple service providers.

INR 282 LAKHS

Investment in initiatives in FY 2025

Driving Industry Innovation

Sify has consistently led the way in India's digital transformation by offering a unique integration of Network, Data Center, and Digital services—all under one roof.

- Built India's first commercial data center, laying the foundation for DCs as a business model.
- Developed one of the country's earliest Green Data Centers in Noida.
- Launched India's first MPLS network, enabling digital growth for enterprises, content creators, and OTT platforms.
- Became the first non-telco to introduce an open cable landing system, democratizing global connectivity.



Empowering Shareholders

With strong fundamentals and strategic foresight, Sify has consistently delivered robust profits over the past five years—driving long-term wealth creation. We remain committed to prudent financial management and achieving our medium-term performance goals.



Enriching Communities

Sify's CSR efforts focus on meaningful, long-term impact in underserved regions—going beyond our operational footprint. Through initiatives in healthcare, education, sanitation, and well-being, we strive to uplift the most marginalized communities across India.



GOVERNANCE

Corporate Governance: Building Trust Through Transparency and Accountability

At **Sify Technologies**, we don't just meet compliance standards—we exceed them. Our governance philosophy is rooted in **ethical values, financial prudence, and unwavering commitment to stakeholder trust.**

By embedding transparency and accountability into every facet of our operations, we ensure long-term value creation while safeguarding the interests of all stakeholders.



Regular monitoring of our corporate governance framework is undertaken by the Board, our Committees, and Executive Leadership, ensuring transparent business practices are stringently implemented. The Board delegates the execution of policies, initiatives, risk management, and sustainability matters to the company's leadership. Senior executives are responsible for integrating sustainability across business functions and report to the Board and relevant committees on a quarterly basis, or as required, on the management of our environmental, social, and economic impacts. This structure ensures alignment with our governance ethos and long-term ESG commitments, including the SDGs and GRI Standards

Our Pillars of Corporate Governance



Transparency and Integrity

Every decision and action aligns with open communication and ethical conduct.



Accountability and Fairness

Clear responsibilities and equitable practices guide our leadership and teams.



Digital Transformation

Advanced management systems providing complete visibility and precision control of energy usage.



Board Leadership

Our Board champions ethical values, supported by a robust governance framework that empowers employees.

Beyond statutory requirements, our **culture of good governance** reflects who we are—a company that leads by principle, not just by rule

Responsible Oversight

Sify's **Board, Committees, and Executive Leadership** are central to upholding robust corporate governance. They enforce **transparent business practices**, rigorously monitor policies, initiatives, and risks, and drive sustainability in alignment with the **UN Sustainable Development Goals (SDGs)**. Through active oversight, the Board ensures adherence to Sify's governance principles, fostering accountability and long-term value.

Corporate Governance Framework



Key Functions at Sify Technologies



We ensure that members of the highest governance body are familiar with material ESG topics. A preliminary orientation session is conducted for all newly appointed Directors, covering our material ESG topics, sustainability framework, and related governance processes. In addition, Directors participate in relevant sustainability conferences, workshops, and industry forums as and when opportunities arise, enabling them to stay updated on emerging ESG trends, risks, and opportunities.

Key Responsibilities

Global Standards Compliance

Sify adheres to NASDAQ governance requirements and the SOX Act while exceeding international ethical benchmarks, ensuring our growing global customer base receives service of uncompromising integrity.

Ethical Foundation

Our institutionalized Code of Conduct requires:

- Transparent business practices
- Timely disclosures
- Ethical conflict resolution

This framework binds all employees and stakeholders to the highest standards of professional conduct.

100%

Salaried employees completed code of conduct training in FY 2025

100%

Salaried employees completed anti-corruption training in FY 2025

Stakeholder Assurance

Through structured grievance mechanisms, we actively address concerns with fairness and urgency, reinforcing trust across our business ecosystem.

Handling Conflicts of interest

We address conflict of interest through specific clauses, which is also applicable to all vendors, contractors, and business partners. These clauses require that suppliers and associated parties avoid any relationships, activities, or arrangements that could create actual or perceived conflicts with the Company's interests.

For the reporting period, no actual or potential conflicts of interest were identified. None of the company's Directors, senior management, or employees have any financial or personal relationships with third parties with whom the company has contractual agreements, nor with any other industry entities with which we engage.

Key Policies

Adequate compliance with our corporate philosophy and governance framework is ensured through our well-defined policies. The policies have a key objective to closely bind the organization, our partners and people, and all our stakeholders through ethical business practices.



Embedding Policy Commitments

Sify Technologies Limited is committed to embedding ethical, environmental, and human rights values across our operations and extended supply chain. Our commitments are institutionalized through well-defined governance frameworks, such as the Supplier Code of Conduct, Ethics Policy, and associated corporate compliance mechanisms.



Investor/Shareholder Transparency Policy

Periodic meetings are conducted with all the shareholders to serve their needs and demands. During the blackout period, no selective engagement is done with any shareholder/investor and no announcement perceived as having material benefit is shared.



Anti-Corruption Policy

All transactions related to Sify's business are adequately and accurately recorded in our books. The anti-corruption policy prohibits bribery or any other illegal payments of any form and in any transaction, which may include our suppliers, agents, distributors, agents, consultants.

100%

Significant locations are assessed



Whistle Blower Policy

This policy is a critical tool that enables stakeholders to raise actual or suspected violations of any kind. All the necessary safeguards on protection of the employees from reprisals or victimization for whistle blowing are well covered in the Whistle Blower policy. It prescribes methods in which stakeholders can voice their concerns related to any kind of suspected violation to any Code or to applicable national and international laws, including statutory/regulatory rules and regulations. Suspected or actual violation of any kind can be reported on the Code of Ethical Business Conduct, Accounting, Internal Accounting Controls, and Auditing Matters.



Human Rights Policy

This policy is well aligned with the United Nations' guiding principles on Business and Human Rights. The Human Rights policy encompasses stringent prohibition of child or forced labour, either directly or through contract labour. A mandate is laid down in our Business Ethics and Code of Conduct that protects the fundamental rights of all employees (direct and indirect), communities and the immediate supply chain and prohibits any violation of the above kind.



Risk Management

Sify has institutionalized a dynamic risk management strategy that proactively addresses both current and emerging business challenges. Our framework serves as both shield and compass – protecting stakeholder interests while identifying strategic opportunities across all time horizons.

Through continuous monitoring and periodic evaluation, we maintain vigilance in:



This disciplined approach achieves dual objectives:



The system's responsiveness ensures we can adapt our protections while maintaining growth momentum, creating a resilient foundation for long-term value creation.





Data Center

Aspect	Description	Mitigation Plan
<p>Delivery Timelines: Customers must be onboarded within defined timelines.</p>	<p>Most projects are progressing as scheduled, though minor delays may occur due to lead times on racks, biometrics, and cabling.</p>	<p>Maintain customer confidence by enforcing strict delivery SLAs and back-to-back timelines with vendors.</p>
<p>Competitive Pressure: New DCs emerging in Navi Mumbai.</p>	<p>Limited space and power at Sify Airoli could affect competitiveness. Competitors in Bangalore and Chennai are gaining ground due to better availability.</p>	<p>Proactively engage with clients to utilize capacity in Noida, Chennai, and Navi Mumbai.</p>
<p>Capacity Utilization: Rack Spaces should be sold quickly to maximize ROI.</p>	<p>Underutilized assets can impact ROI. Aligning customer onboarding with available capacity is essential for operational efficiency.</p>	<p>Improved fill rates seen; a targeted GTM strategy is in place for upcoming capacity in Chennai and Noida.</p>
<p>Supply Chain Delays: High lag between PR/PO and material delivery.</p>	<p>Delays in procurement impact project timelines.</p>	<p>Procurement processes are being streamlined to boost responsiveness and efficiency.</p>



Network

Aspect	Description	Mitigation Plan
<p>Delivery Delays</p>	<p>Lead times for hardware delivery have extended up to 40–50 days since Jan 2022, impacting large project timelines.</p>	<p>Implemented forward planning; created buffer stock.</p>
<p>Supply Chain Restrictions</p>	<p>Huawei-related risks due to geopolitical tensions; potential ban on further imports by DOT.</p>	<p>Established parallel network in Mumbai. Slow migration in progress to reduce Huawei dependency.</p>
<p>Customer Churn</p>	<p>Global price competition has led to higher churn and revenue loss beyond forecasts.</p>	<p>Enhanced service quality and proactive BRM management have reduced churn significantly.</p>
<p>Bandwidth Surge</p>	<p>Rising demand for bandwidth due to rich media and upcoming 5G impact.</p>	<p>Fiber deployed in Tier 1 cities; Tier 2 upgrades in progress. Proactive link conversion to fiber to mitigate 5G threats.</p>
<p>Market Saturation</p>	<p>New entrants in enterprise space may intensify price wars, eroding margins.</p>	<p>Investing in product differentiation and revising cost structures to stay competitive.</p>
<p>Supplier Consolidation</p>	<p>Shrinking vendor base for backbone procurement may impact cost and service levels.</p>	<p>Developing alternate vendors, deploying microwave tech, and expanding own network (e.g., Mumbai–Pune backbone).</p>



Digital Services

Aspect	Description	Mitigation Plan
Supply Chain: <ul style="list-style-type: none"> Industry-wide component and semiconductor shortage Russia-Ukraine conflict impacting OEM production capacity 	OEM deliveries are delayed at plant level and Indian entry points, impacting final delivery. OEMs are projecting 5-7 weeks lead times. Situation is gradually improving.	Working closely with OEMs to align production/shipping from alternate locations. Engaging with customers for phased delivery using available components or rentals to ensure infra goes LIVE.
Operational and Technology Risk: Misunderstanding of project scope by L&C team may cause delays and damage reputation	Initial misalignment in BOM/BOQ sizing may escalate costs and delay project timelines.	Cross-functional teams validate scope during bidding. Detailed review and Day-0 call ensure alignment and delivery ownership across internal/external stakeholders.
Customer Satisfaction and Execution Delays: Delays can affect trust and repeat business	Lack of real-time visibility and coordination may result in delayed delivery and strained customer relationships.	Centralized project tracker, regular governance reviews, and proactive escalation matrix ensure visibility and timely delivery.
Supply Chain Risk: <ul style="list-style-type: none"> Industry-wide component crunch and semiconductor shortage War impact on OEMs 	OEM deliveries are delayed at plant and customs in India, causing end-point delivery delays. OEM ETAs range from 5-7 weeks. Slight improvements expected by Q2 FY 2025.	Constant coordination with OEMs for production/shipping from less impacted locations. Projects prioritized at executive level. Revised delivery schedules shared with clients. Alternative OEMs proposed when needed. Phased completion using available inventory, with rental equipment where necessary, to maintain infra-LIVE progress.



Aspect	Description	Mitigation Plan
Operational and Technology Risk: <ul style="list-style-type: none"> L&C team may misinterpret scope, impacting timelines & reputation 	Misjudged project scope can lead to incorrect BOM/BOQ, driving cost overruns and delays in execution.	All key teams (BU, BD, Solution, Delivery, PMO) participate in pre-bid validations. Detailed review at bid stage ensures aligned understanding. For all wins, Day-0 call confirms project scope, delivery plan, and inter-team ownership (delivery, billing, revenue, collection).
Financial Risk: <ul style="list-style-type: none"> High working capital dependency and long gestation periods 	Poor cash flow management could affect TIS's ability to sustain project-level capital requirements.	Bid qualification criteria in place. Long-term credit terms negotiated with vendors. Regular senior-level assessment of project cash flow and working capital health. Finance team, supported by commercial function, actively monitors A/P to secure favorable terms.
Strategic Business Risk: <ul style="list-style-type: none"> Exposure to delayed payments from govt. and PSU clients 	Government contracts involve guarantees, and service gaps may cause significant cash losses.	Focus on corporate, BFSI, and select PSU/government clients. Strict delivery milestone tracking ensures timely revenue recognition and cash flow. Non-compliant bids are filtered out at intake stage.
Skilled Talent Risk: <ul style="list-style-type: none"> Heavy reliance on external partners for deployments 	Shortage of skilled resources can hinder quality and timelines.	Internal resource pool being developed for all deployments. Partner reliance minimized to control cost and leakages. Teams encouraged to attend OEM training. Risk persists due to limited internal availability during peak activity.

Board of Directors



Raju Vegesna

Chairman, Managing Director and Member of the Management Team



M.P. Vijay Kumar

Executive Director, Group CFO and Member of the Management Team



Vegesna Bala Saraswathi

Director



Dr. Tom Bradicich

Independent Director



Dr. Ajay Kumar

Independent Director



Padmaja Chunduru

Independent Director



Arun Seth

Independent Director

28.57%

Board Diversity



Management Team



Raju Vegesna

Chairman, Managing Director and Member of the Management Team



M.P. Vijay Kumar

Executive Director, Group CFO and Member of the Management Team



C R Srinivasan

Chief Executive Officer- SDSL



Sharad Agarwal

Chief Executive Officer- SISL



David Nishball

Chief Strategy Officer



C.R. Rao

Chief Operating Officer

Corporate Information

Board of Directors

Raju Vegesna

Chairman and Managing Director

Vegesna Bala Saraswathi

Director

M P Vijay Kumar

Whole-time Director

Dr. Ajay Kumar

Independent Director

Arun Seth

Independent Director

Dr. Thomas Michael Bradicich

Independent Director

Padmaja Chunduru

Independent Director

Audit Committee

Dr. Ajay Kumar

Arun Seth

Padmaja Chunduru

Compensation / Nomination & Remuneration Committee

Dr. Ajay Kumar

Arun Seth

Dr. Thomas Michael Bradicich

Corporate Social Responsibility Committee

Vegesna Bala Saraswathi

Raju Vegesna

Dr. Thomas Michael Bradicich

Technology and Sustainability Committee

Dr. Thomas Michael Bradicich

Raju Vegesna

Arun Seth

Registered Office

2nd Floor, Tidel Park,

No. 4, Rajiv Gandhi Salai,

Taramani, Chennai- 600113

Chief Financial Officer

V Ramanujan

Company Secretary

J Meenakshi



GRI Content Index

Statement of use	Sify Technologies Limited has reported the information cited in this GRI content index for the period April 1, 2024, to March 31, 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	PAGE NO.
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	2-22 Statement on sustainable development strategy	8-11
	2-23 Policy commitments	108
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	2-26 Mechanisms for seeking advice and raising concerns	108
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GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	6, 13, 14, 18
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	13
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GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	108
GRI 302: Energy	302-1 Energy consumption within the organization	Cover page, 6, 10, 64-65
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GRI 303: Water and Effluents	303-1 Interactions with water as a shared resource	70-71
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GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	56
	305-2 Energy indirect (Scope 2) GHG emissions	56
	305-4 GHG emissions intensity	56-57
	305-5 Reduction of GHG emissions	56



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GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	66
	306-2 Management of significant waste-related impacts	66, 68-69
	306-3 Waste generated	67
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GRI 401: Employment	401-1 New employee hires and employee turnover	78
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	94
	401-3 Parental leave	94
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	91-92
	403-2 Hazard identification, risk assessment, and incident investigation	29, 91, 95
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GRI 404: Training and Education	404-1 Average hours of training per year per employee	7, 11, 81, 82, 83, 87
	404-2 Programs for upgrading employee skills and transition assistance programs	84-85
	404-3 Percentage of employees receiving regular performance and career development reviews	88
GRI 405: Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	114
GRI 413: Local Communities	413-1 Operations with local community engagement, impact assessments, and development programs	7, 39, 101
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	99

UN SDG Mapping

SDG	Indicators in the Report	Location
	<ul style="list-style-type: none"> Eradicate extreme poverty Reduce poverty by at least 50% Implement social protection systems Equal rights to ownership, basic services, technology, and economic resources Build resilience to environmental, economic, and social disasters Policy frameworks for poverty eradication 	6-7, 101
	<ul style="list-style-type: none"> Community outreach Education and training Skill development CSR initiatives Supply chain management 	7, 39, 96-97, 101
	<ul style="list-style-type: none"> Health and safety Contractors' health and safety Emergency procedure guidelines Health and safety metrics Health and safety policies Implementing health & safety plans Tenant wellness initiatives Employee engagement initiatives Employee well-being programs Independent health and safety verification 	88, 91-95
	<ul style="list-style-type: none"> Supporting educational institutions Providing education through the Raju Vegesna Foundation Employee education and training Learning and development 	7, 80-87, 101



SDG	Indicators in the Report	Location
	<ul style="list-style-type: none"> Gender diversity across businesses Practices against sexism and gender POSH policy Board gender split Workforce gender split 	11, 89, 90, 96, 114
	<ul style="list-style-type: none"> Water management Water usage efficiency Water consumption and conservation Water efficiency initiatives Making clean water available through the Raju Vegesna Foundation 	6, 70-71
	<ul style="list-style-type: none"> Focus on renewable energy Energy-efficient strategies Smart energy meters and equipment Investments in renewable energy Optimization of energy consumption 	6, 61-65
	<ul style="list-style-type: none"> Fair wages, benefits, and contracts Fair working hours Labor management initiatives Local employment and sourcing Lost-time incidents Number of differently-abled employees, part-time workers, and contractors Youth employment initiatives Internal promotion rate Employee turnover rate Rewards and recognition for employees Protection of fundamental employee rights Employee retention and satisfaction 	7, 75, 78-79, 81, 88

SDG	Indicators in the Report	Location
	<ul style="list-style-type: none"> Green building design Product innovation Digital innovation Network infrastructure Digital infrastructure 	6, 34-35, 52-53, 98-100
	<ul style="list-style-type: none"> DEI Council Anti-discrimination workplace Prevention of forced, child, and bonded labor Respecting employee rights Inclusive workplace environment 	7, 74-75, 89-90, 108,
	<ul style="list-style-type: none"> Paper usage Waste recycling Supplier responsibility initiatives Social initiatives towards community empowerment 	6-7, 8-11, 66-69, 96-97, 101
	<ul style="list-style-type: none"> Reduced GHG emissions Reduced material usage Reduced waste generation Clean technology initiatives Eliminating landfill waste Maximizing product life Circular economy initiatives Recycling waste Product safety and quality metrics 	6, 54-57, 62-63, 66-69,



SDG	Indicators in the Report	Location
	<ul style="list-style-type: none"> GHG emission reduction 	6, 54-57
	<ul style="list-style-type: none"> Ethical governance Anti-corruption measures Compliance and legal frameworks Transparency in reporting Digital inclusion and access Data protection and privacy 	7, 104-108
	<ul style="list-style-type: none"> Collaborative projects Public private partnerships CSR programmes Technology and innovation partnerships Human rights policy 	7, 98-100, 101, 108

51-52, Sector 18, Phase-IV, Udyog Vihar,
Gurugram, Haryana 122015, India
Tel +91 124 481 4444
www.forvismazars.com/in

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mazars**

INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT ON THE IDENTIFIED SUSTAINABILITY INFORMATION, AS CONTAINED IN AND MAPPED TO THE GRI CONTENT INDEX OF THE SUSTAINABILITY REPORT 2024-25 OF THE REPORTING ENTITIES

To the Board of Directors of Sify Technologies Limited

We have undertaken to perform a Limited Assurance engagement for Sify Technologies Limited (the "Company") and two of its Indian subsidiaries, namely Sify Infinit Spaces Limited (SISL) and Sify Digital Services Limited (SDSL) (collectively referred to as the "Reporting Entities"), as described in the "Scope, Boundary and Limitations" Section below, pursuant to the agreement dated 19 May 2025 in respect of the agreed Identified Sustainability Information of the Reporting Entities for the Financial Year ended 31 March 2025 in accordance with the "Criteria" stated below. This engagement was conducted by a multidisciplinary team, including professionals with suitable skills and experience in auditing environmental, social, and economic information (Chartered Accountants, Company Secretary, Lawyer, Engineers and Environment Professionals).

Identified Sustainability Information

The Identified Sustainability Information for the Financial Year beginning 1 April 2024 and ending 31 March 2025 is summarized below:

The Identified Sustainability Information of the Reporting Entities are the select Sustainability Performance Indicators of the Reporting Entities for the Financial Year ended 31 March 2025, as per Appendix 1 to this Report, as contained in and mapped to the GRI Content Index of the Sustainability Report 2024-25 of the Reporting Entities.

Our Limited Assurance engagement was with respect to the Financial Year ended 31 March 2025, unless otherwise stated and we have not performed any procedures with respect to earlier periods and, therefore, do not express any Limited Assurance conclusion thereon.

Criteria

The Identified Sustainability Information is prepared with reference to the Global Reporting Initiative (GRI) Standards, 2021.

Management's Responsibilities

The management of the Reporting Entities is responsible for establishing the "Criteria" for preparing the Identified Sustainability Information in all material respects, including the reporting boundary of Identified Sustainability Information taking into account applicable Laws and Regulations, if any, related to reporting on Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of Identified Sustainability Information in accordance with the "Criteria". This responsibility includes design, implementation and maintenance of internal controls, relevant to the preparation and measurement of the Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between Entities.

Measurement of certain indicators reported with reference to the selected GRI Standards, some of which are estimates, is subject to inherent measurement uncertainty, for example, GHG footprint, Water footprint, Waste

Forvis Mazars LLP
(Formerly known as "Mazars Advisory LLP")
Regd. Office: 106-107, First Floor, Mercantile House, 15 Kasturba Gandhi Marg, New Delhi-110001, India. Tel: 011-43684444



footprint and Energy footprint. Obtaining sufficient appropriate evidence to support our opinion does not reduce the uncertainty in the amounts and metrics.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants ("IESBA Code"), which is founded on fundamental principles of integrity, objectivity, professional competence, due care, confidentiality, and professional behavior.

Our firm applies International Standard on Quality Management ("ISQM") 1, "Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements" and accordingly maintains a comprehensive system of quality management, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a Limited Assurance conclusion on the Identified Sustainability Information with respect to the Reporting Entities covered in the "Scope, Boundary, and Limitations" paragraph given below, based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the International Standard on Assurance Engagements ("ISAE") 3000 (Revised), "Assurance Engagements other than Audits or Reviews of Historical Financial Information", issued by the International Auditing and Assurance Standards Board. This standard requires that we plan and perform our engagement to obtain Limited Assurance about whether the Identified Sustainability Information is free from material misstatement.

A Limited Assurance engagement involves assessing the suitability in the circumstances of the use of the Criteria as the basis for the preparation of the Identified Sustainability Information of the Reporting Entities whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information.

A Limited Assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal controls, and the procedures performed in response to the assessed risks.

Scope, Boundary and Limitations

Scope and Boundary

- The scope of our Limited Assurance covers the Identified Sustainability Information for the period 1 April 2024 to 31 March 2025.
- Out of the boundary used for the preparation of the audited Consolidated Financial Statements of the Company with all of its Group Entities for the Financial Year 2024-25, vide Assurance Letter dated 18 April 2025 as contained in the Annual Report 2024-25, the boundary used for the purpose of preparation of the Identified Sustainability Information includes the data and the information of the Reporting Entities, as mentioned in GRI 2-2 of the Sustainability Report 2024-25 and as detailed in the first paragraph of this Report.
- The data review and validation of the Reporting Entities was performed through physical office visits and/or together with desktop reviews.

Limitations

Our Limited Assurance scope excludes the following and therefore we do not express a Limited Assurance conclusion on the following:



- Operations of the Reporting Entities other than those covered in the “Scope and Boundary”.
- The data/information (qualitative or quantitative) other than the Identified Sustainability Information.
- Data and information outside the defined reporting period i.e., Financial Year 2024-25.
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Reporting Entities.
- Data related to environment, economic and financial performance, strategy and other related linkages of the Reporting Entities expressed in the Annual Report 2024-25 of the Company with all of its Group Entities or any other Report containing the Identified Sustainability Information.
- Effectiveness of management’s internal controls of the Reporting Entities, while we considered the same when determining the nature and extent of our procedures; however, our Limited Assurance engagement was not designed to provide assurance on these internal controls.
- Compliance of the Reporting Entities with the applicable Acts, Regulations and Guidelines, other than those as specified in the Identified Sustainability Information.

Assurance Procedures

The procedures we performed were based on our professional judgement and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the following:
 - Business activities of the Reporting Entities, processes and their operating locations, as identified by the Reporting Entities.
 - Identified Sustainability Information and related disclosures.
 - Assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information.
- Interviewed people involved to understand the reporting process, governance, design and implementation of data management systems and internal controls in place for capturing, collating, calculating and reporting the Identified Sustainability Information with reference to the GRI Standards during the reporting period.
- Performed limited substantive testing on a sample basis of the Identified Sustainability Information for the Reporting Entities, as covered in the “Scope, Boundary and Limitations” to verify whether the data was appropriately recorded, collated, measured and reported with underlying supporting documents.
- Checked the consistency of the data/information within the Identified Sustainability Information.
- Checked the consolidation methodology for the Reporting Entities as covered in the “Scope, Boundary and Limitations” for ensuring the completeness of data being reported.
- Tested the mathematical accuracy of the data provided on a test-check basis.



- Assessed the level of adherence of the “Criteria”, as mentioned above by the Reporting Entities while reporting.
- Assessed the appropriateness of various assumptions, estimations and thresholds used by the Reporting Entities in preparation of the Identified Sustainability Information.
- Undertook analytical review procedures to support the reasonableness of the data used in the Identified Sustainability Information.
- We traced the relevant data and assumptions from the following published Reports and the internal documents of the Reporting Entities:
 - The Annual Report 2024-25 of the Company with all of its Group Entities (Independent Auditors’ Report, issued by another auditor, vide Audit Report dated 18 April 2025).
 - The Identified Sustainability Information, as contained in and mapped to the GRI content Index of the Integrated Report 2024-25 of the Company. (Independent Auditors’ Report, issued by us, vide Audit Report dated 18 July 2025)
 - Internal Email confirmations from various stakeholders.
- Enquired to corroborate with the relevant management personnel to understand the progress against the Sustainability commitments.
- Obtained written representations from the management of the Reporting Entities.

The procedures performed in a Limited Assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a Limited Assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Information have been prepared, in all material respects, in accordance with the “Criteria”.

Other information

The management of the Reporting Entities is responsible for the other information. The other information comprises the information included in the Sustainability Report 2024-25 of the Reporting Entities (but does not include the Identified Sustainability Information and assurance report thereon).

Our opinion on the Identified Sustainability Information does not cover the other information and we do not express any form of assurance thereon.

In connection with our assurance engagement of the Identified Sustainability Information, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the Identified Sustainability Information or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Identified Sustainability Information of the Reporting Entities for the Financial Year ended 31 March 2025 are not prepared, in all material respects, in accordance with the “Criteria”.

Emphasis of Matter

We draw your attention to the following matters:



- The “Scope, Boundary and Limitations” in this Report, detailing the Entities considered for the purpose of reporting in the Sustainability Report 2024-25 are as per the management’s assessment.
- The Reporting Entities presently follow manual processes for non-financial (ESG) data management systems and currently not integrated with other Reporting Systems.
- In locations where water-related data was unavailable, total water requirement/withdrawal was estimated based on the guidelines issued by the Central Ground Water Authority (CGWA), Government of India.

Our Limited Assurance conclusion is not modified in respect of these matters.

Restriction on use

Our Limited Assurance Report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely to assist the Reporting Entities in reporting on their sustainability performance and activities. Accordingly, we accept no liability to anyone other than the Reporting Entities. Our Limited Assurance Report should not be used for any other purpose or by any person other than the addressees of our Report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our Report is shown or into whose hands it may come without our prior consent in writing.

For FORVIS MAZARS LLP

Firm Registration No. 1AI-2887



Sarika Gosain
Partner

Gurugram
21 August 2025



Appendix I to the Independent Auditor's Limited Assurance Report on the Identified Sustainability Information, as contained in and mapped to the GRI Content Index of the Sustainability Report 2024-25 of the Reporting Entities

S. No.	GRI Indicators	Disclosures	Page Number
1.	2-1	Organizational details	Limited to the paragraph under the heading “Sify Technologies Limited -India’s Premier Sustainable Digital Transformation Partner” on Page No. 16 and “Key lines of our businesses and offerings” on Page No. 18, respectively of the Sustainability Report 2024-25
2.	2-2	Entities included in the organization’s sustainability reporting	Limited to the second paragraph under the heading “Scope of Reporting” on Page No. 4 of the Sustainability Report 2024-25
3.	2-3	Reporting period, frequency and contact point	Limited to the second paragraph under the heading “Scope of Reporting” on Page No. 4 of the Sustainability Report 2024-25
4.	2-4	Restatements of information	Limited to the paragraph under the heading “Restatements of Information” on Page No. 5 of the Sustainability Report 2024-25
5.	2-5	External assurance	Limited to the paragraph under “External Assurance” on Page No. 5 of the Sustainability Report 2024-25
6.	2-6	Activities, value chain and other business relationships	Page No. 18, 23-27, 44-46 of the Sustainability Report 2024-25
7.	2-7	Employees	Limited to the “Percentage of women employee” details given in the table under “Social” on Page No. 7, the second paragraph under the heading “Social Responsibility Rooted in Impact” on Page No. 10, the percentage of women in workforce under the heading “Building Tomorrow-Responsibly” on Page No. 11, the Employees details under the heading “Our Growth Engine – People” on Page No. 75, and Women in the workforce details on Page No. 90, respectively of the Sustainability Report 2024-25
8.	2-8	Workers who are not employees	Limited to the statement of no of workers mentioned on Page No. 75 of the Sustainability Report 2024-25
9.	2-9	Governance structure and composition	Limited to Page No. 104-106, name and designation details on Page No. 114-116, respectively of the Sustainability Report 2024-25
10.	2-11	Chair of the highest governance body	Limited to name and designation details on Page No. 114 of the Sustainability Report 2024-25
11.	2-12	Role of the highest governance body in overseeing the management of impacts	Limited to the details under the heading “Responsible Oversight” on Page No. 105 of the Sustainability Report 2024-25
12.	2-13	Delegation of responsibility for managing impacts	Limited to first paragraph on Page No. 105 of the Sustainability Report 2024-25
13.	2-14	Role of the highest governance body in sustainability reporting	Limited to the paragraph under “Responsibility of the Board” on Page No. 5 of the Sustainability Report 2024-25
14.	2-17	Collective knowledge of the highest governance body	Limited to the first paragraph on Page No. 107 of the Sustainability Report 2024-25
15.	2-22	Statement on sustainable development strategy	Limited to the details under the heading “Progress on Environmental Goals” and “Social Responsibility Report on Impact” on Page No. 10 of the Sustainability Report 2024-25





16.	2-23	Policy commitments	Page No. 108 of the Sustainability Report 2024-25
17.	2-24	Embedding policy commitments	Limited to the details under the heading "Embedding Policy Commitments" on Page No. 108 of the Sustainability Report 2024-25
18.	2-26	Mechanisms for seeking advice and raising concerns	Limited to the details under the heading "Whistle Blower Policy" on Page No. 108 of the Sustainability Report 2024-25
19.	2-27	Compliance with laws and regulations	Limited to the third paragraph under the heading "Social Responsibility Rooted in Impact" on Page No. 10 and the first paragraph under the heading "Governance, Compliance, and Risk Oversight" on Page No. 15, respectively of the Sustainability Report 2024-25
20.	2-29	Approach to stakeholder engagement	Page No. 44-46 of the Sustainability Report 2024-25
21.	3-1	Process to determine material topics	Page No. 40-43 of the Sustainability Report 2024-25
22.	3-2	List of material topics	Page No. 43 of the Sustainability Report 2024-25
23.	205-1	Operations assessed for risks related to corruption	Limited to the details under the heading "Anti-Corruption Policy" on Page No. 108 of the Sustainability Report 2024-25
24.	302-1	Energy consumption within the organization	Limited to the details of the clean energy usage on Cover Page, Energy Consumption details and share of Renewables details given in the table "Environment" on Page No. 6, details of energy consumption on Page No. 10, and details on Page No. 64-65, respectively of the Sustainability Report 2024-25
25.	302-3	Energy intensity	Limited to the Energy Intensity details on Page No. 64 of the Sustainability Report 2024-25
26.	303-3	Water withdrawal	Limited to the Water withdrawal details given in the table "Environment" on Page No. 6 and Total water withdrawal details on Page No. 70, respectively of the Sustainability Report 2024-25
27.	303-4	Total Water Discharged	Limited to the Water Discharge details on Page No. 70 of the Sustainability Report 2024-25
28.	303-5	Water consumption	Limited to the Water Consumption details on Page No. 70 of the Sustainability Report 2024-25
29.	305-1	Direct (Scope 1) GHG emissions	Limited to the Scope 1 Emissions details on Page No. 56 of the Sustainability Report 2024-25
30.	305-2	Indirect (Scope 2) GHG emissions	Limited to the Scope 2 Emissions details on Page No. 56 of the Sustainability Report 2024-25
31.	305-4	GHG emissions intensity	Limited to the details under the heading "Emission Intensity Slightly Worsened" on Page No. 56 and the details under GHG Intensity on Page No. 57, respectively of the Sustainability Report 2024-25
32.	306-2	Management of significant waste-related impacts	Limited to the details under the heading "Product End-of-Life Management" on Page No. 68 and "Product End-of-Life Management" on page No. 69, respectively of the Sustainability Report 2024-25
33.	306-3	Waste generated	Limited to the Waste generated details on Page No. 67 of the Sustainability Report 2024-25
34.	401-1	New employee hires and employee turnover	Limited to the details under the heading "Campus Visits (Management vs Engineering)" on Page No. 78 of the Sustainability Report 2024-25
35.	401-2	Benefits provided to full-time employees that are not provided	Limited to the details under the heading "Comprehensive Employee Benefits" on Page No. 94 of the Sustainability Report 2024-25



		to temporary or part-time employees	
36.	401-3	Parental leave	Limited to the details under the heading "Parental Leave" on Page No. 94 of the Sustainability Report 2024-25
37.	403-1	Occupational health and safety management system	Limited to the details under the heading "Health, Safety and Wellbeing" on Page No. 91 and the details under the heading "Employee Health Ecosystem" on Page No. 92, respectively of the Sustainability Report 2024-25
38.	403-2	Hazard identification, risk assessment, and incident investigation	Limited to the details on Page No. 91 and Page No. 95 of the Sustainability Report 2024-25
39.	403-3	Occupational health services	Limited to the details on Page No. 95 of the Sustainability Report 2024-25
40.	403-5	Worker training on occupational health and safety	Limited to the details under the heading "Robust Health & Safety Training" on Page No. 95 of the Sustainability Report 2024-25
41.	403-6	Promotion of worker health	Limited to the Page No. 92-94 of the Sustainability Report 2024-25
42.	403-9	Work-related injuries	Limited to the details about Zero safety incident under the heading "Health, Safety and Wellbeing" on Page No. 91 and "Employee Health Ecosystem" on Page No. 92, respectively of the Sustainability Report 2024-25
43.	404-1	Average hours of training per year per employee	Limited to the total training hours (e-learning) details under the heading "Social" on Page No. 7, the e-learning hours details on Page No. 11, the training hours details on Page No. 81-83 and Page No. 87, respectively of the Sustainability Report 2024-25
44.	404-2	Programs for upgrading employee skills and transition assistance programs	Limited to the details under the heading "Key Highlights on Learning & Development in FY2025" on Page No. 84 and the details under the heading "Learning Certifications & OEMs" on Page No. 85, respectively of the Sustainability Report 2024-25
45.	404-3	Percentage of employees receiving regular performance and career development reviews	Limited to the second paragraph under the heading "Rewards and Recognitions" on Page No. 88 of the Sustainability Report 2024-25
46.	405-1	Diversity of governance bodies and employees	Limited to the details under the heading "Board of Directors" on Page No. 114 of the Sustainability Report 2024-25
47.	413-1	Operations with local community engagement, impact assessments, and development programs	Limited to the details under the heading "Beneficiaries of CSR Programmes" on Page No. 7, the details under the heading "Social" on Page No. 39, and the details under the heading "Social and Relationship Capital" and "Enriching Communities" on Page No. 101, respectively of the Sustainability Report 2024-25



sify[®]

Sify Technologies Limited

2nd Floor, TIDEL Park

No. 4, Rajiv Gandhi Salai Taramani

Chennai - 600 113, India

www.sifytechnologies.com/investors

investor.relations@sifycorp.com