

CitiusTech Annual Compliance Report

Apr'24 – Mar'25



Introduction

The CitiusTech Annual Compliance Report 2024–25 presents a comprehensive overview of our environmental, social, and governance (ESG) performance across all operational sites for the financial year April 2024 to March 2025.

This report reflects our continued commitment to ethical business practices, regulatory compliance, and sustainable growth. It consolidates key metrics and initiatives undertaken to uphold standards in emissions reduction, energy and water conservation, labor and human rights, occupational health and safety, diversity and inclusion, supply chain sustainability, data privacy, and corporate governance.

Through structured assessments, certifications, and employee engagement, CitiusTech has ensured 100% coverage in critical compliance areas such as environmental risk assessments, ISO certifications, ethics training, and anti-competitive practices audits.

This report serves as both a performance tracker and a strategic guide, reinforcing our dedication to transparency, accountability, and continuous improvement in line with global ESG benchmarks.



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Goals and Performance

Environment			
Target	FY 2023-24 emissions (tCO ₂ e)	FY 2024-25 emissions (tCO ₂ e)921.49	FY 2024-25 Status
CitiusTech commits to reduce absolute Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 54.6% by FY2033-34, from a FY2023-24 base year. This includes a year-on-year reduction target by 5%. The target is validated by the Science Based Targets initiative (SBTi) and is aligned with limiting global warming to 1.5°C.	2,251.10	921.49	59.1% 
CitiusTech commits to reduce Scope 3 greenhouse gas (GHG) emissions intensity measured per million USD revenue by 61.1% by FY2033-34, from a FY2023-24 base year. This includes a year-on-year reduction target by 6%. This target is validated by the Science Based Targets initiative (SBTi) and is consistent with a well-below 2°C decarbonization pathway.	19.43	17.87	8.0% 

Social	
Target	FY 2024-25 Status
CitiusTech commits to increase the representation of women in leadership roles to 20% by FY2026-27.	18%
CitiusTech commits to increase gender diversity in workforce by 40% by FY2026-27.	35%

Remarks

- In FY2024–25, CitiusTech reaffirmed its commitment to climate action by aligning with the Science Based Targets initiative (SBTi).
- This strategic move was further strengthened in FY2025–26, when CitiusTech's near-term emission reduction targets were officially validated by SBTi.
- These targets are benchmarked against a base year of FY2023–24, with a target achievement year of FY2033–34.
- CitiusTech's decarbonization roadmap outlines a robust strategy aimed at reducing its carbon footprint and enhancing sustainability through a series of targeted initiatives and responsible business practices. The plan prioritizes the reduction of greenhouse gas (GHG) emissions across all operations, with a focus on specific initiatives categorized into immediate, mid-term and forward-looking goals and ambitions. Additionally, it emphasizes engaging suppliers on decarbonization and climate change efforts to tackle scope 3 emissions. Refer to the CitiusTech's Sustainability Report 24-25 for more information on decarbonization roadmap.

Environment

Emissions			
Metric	UoM	FY 2024	FY 2025
Fire Extinguisher (CO2 cylinder)	tCO2e	0.39	0.37
F-Gas	tCO2e	16.00	0.00
Natural Gas	tCO2e	13.79	10.76
Total Scope 1	tCO2e	30.17	11.13
Diesel Generator	tCO2e	14.41	9.04
Electricity	tCO2e	1,834.69	518.32
Thermal Energy (HVAC)	tCO2e	371.83	383.01
Total Scope 1 & 2	tCO2e	2,251.10	921.50
Total Scope 2 (Market Based)	tCO2e	2,220.93	910.37
Diesel Generator	tCO2e	14.41	9.04
Electricity	tCO2e	1,597.98	1,825.88
Thermal Energy (HVAC)	tCO2e	371.83	383.01
Total Scope 2 (Location Based)	tCO2e	1,984.22	2,217.93
Upstream			
3.1 Purchased Goods & Services	tCO2e	2,524.41	3,635.61
3.2 Capital Goods	tCO2e	1,236.29	191.48
3.3 Fuel & Energy Related Activities	tCO2e	364.61	400.90
3.4 Upstream transportation and distribution	tCO2e	0.00	15.74
3.5 Waste Generated	tCO2e	0.29	0.31
3.6 Business Travel	tCO2e	1,469.51	1,661.54
3.7 Employee Commuting	tCO2e	2,287.11	1,846.27
3.8 Upstream Leased Assets	tCO2e	410.47	383.50
Downstream			
3.15 Investments	tCO2e	9.17	0.00
Total Scope 3	tCO2e	8,301.86	8,135.35
Total Scope 3 per revenue	tCO2e/USD (Mn)	19.43	17.87
Total GHG Emissions	tCO2e	10,552.96	9,056.85
Headcount	headcount	6,005.00	6,793.00
Total GHG Emissions Intensity	tCO2e/headcount	1.76	1.33

Calculation Methodology

Scope 1 Emissions:

- Fire Extinguishers (CO₂) is based on CO₂ refilled or released, using GHG Protocol emission factors.
- Natural Gas is calculated using calorific values and DEFRA 2024 emission factors.
- F-Gases is estimated from refrigerant use, following GHG Protocol and IPCC AR6 methodologies.

Scope 2 Emissions (Market Based):

- Electricity emissions are calculated using calorific values and conversion factors from Green-e® Residual Mix Emission Rates (U.S.) and CEA CO₂ Baseline Database 2024 (India).
- Purchase of IRECs: Emissions associated with the purchase of International Renewable Energy Certificates (IRECs) have been considered as zero, in line with market-based accounting principles.
- Diesel generator emissions are based on CEA CO₂ Baseline Database 2024 (India) guidelines.
- Thermal energy (HVAC) emissions are based on UNFCCC methodology for cooling.

Scope 2 Emissions (Location Based):

- Electricity emissions are calculated using calorific values and conversion factors from US EPA eGrid (U.S.) and CEA CO₂ Baseline Database 2024 (India).
- Diesel generator emissions are based on CEA CO₂ Baseline Database 2024 (India) guidelines.
- Thermal energy (HVAC) emissions are based on UNFCCC methodology for cooling.

Scope 3 Emissions:

- Scope 3 emissions are calculated using a combination of spend-based and activity-based approaches.
- C1 (Purchased Goods & Services), C2 (Capital Goods), C3 (Upstream Transportation), and C6 (Business Travel) use a spend-based method aligned with NAICS classifications.
- Other categories follow DEFRA 2024, IEA 2024 and GHG Protocol guidelines, ensuring comprehensive value chain coverage.

Remarks

- Compared to the base year 23-24, CitiusTech's Scope 1 emissions have decreased by 63% in FY24-25. This significant reduction is primarily due to the absence of F-gas leakages in our air conditioning systems, resulting in no refilling needed during FY24-25.
- Compared to the base year 23-24, CitiusTech's Scope 2 emissions have been reduced by 59% in FY24-25 due to purchase of I-RECs (International Renewable Energy Certificates).
- In FY24-25, CitiusTech has expanded its Scope 3 emissions reporting to provide a more comprehensive view of our environmental impact. This expansion includes emissions from a wider range of activities, reflecting our commitment to transparency and sustainability.
- Compared to the base year 23-24, the total of scope 3 emissions has been decreased by 2% in FY24-25.
- Compared to the base year 23-24, the Scope 3 emissions, CitiusTech's Economic Intensity (Revenue) has reduced by 8% in FY24-25 due to decreased spends on business travel, purchased goods and services.

Energy (Consumption Inside the Organization)			
Metric	UoM	FY 2024	FY 2025
Natural Gas	GJ	271.51	211.76
Diesel Generator	GJ	72.46	44.70
Electricity Non-Renewable	GJ	8,092.74	9,105.67
Electricity (HVAC) - Non-Renewable	GJ	7,746.90	7,979.67
Total Energy Consumption	GJ	16,183.61	17,341.81
International Renewable Energy Certificate (iRECs)	GJ	0.00	6,480.00
Renewable Energy covered by iRECs	Percentage	0.00	37.37
Energy Intensity	GJ/headcount	2.70	2.55

Waste			
Metric	UoM	FY 2024	FY 2025
E-waste sent for recycling	MT	5.32	7.24
Total hazardous waste generation	MT	5.32	7.24
Non-Hazardous waste sent for composting	MT	4.25	19.24
Non-Hazardous waste sent for recycling	MT	5.70	14.35
Total non-hazardous waste generation	MT	9.95	33.59

Remarks

- Approximately 7.24 metric tons (MT) of battery e-waste has been handed over to authorized vendors for further processing. By partnering with trusted professionals, these materials are effectively managed, minimizing potential environmental harm.
- The purchase of electronic devices requires internal approval and is done only on a need basis to reduce environmental impact.
- 33.59 MT of non-hazardous waste generated is carefully transported to an approved designated location for proper disposal and recycling procedures. This contributes to reducing environmental impact while promoting a circular economy.

Water			
Metric	UoM	FY 2024	FY 2025
Total water consumption	ML	54.00	25.88

Remarks

- Estimation based on National Building Code (NBC) 2016 and Bureau of Indian Standards (BIS) guidelines, which recommend a per capita usage of 45 litres per person per day.

Environmental Compliance			
Metric	UoM	FY 2024	FY 2025
Percentage of total workforce across all locations who received training (internally or externally) on environmental issues	Percentage	100	100
Percentage of operational sites for which an environmental risk assessment has been conducted	Percentage	100	100
Percentage of operational sites with an environmental management system (EMS) certified to ISO 14001 (or other equivalent /similar standard)	Percentage	57	100

Remarks

- Mandatory Training on environmental issues at the time of joining and refresher training periodically.
- ISO 14001 covers CitiusTech's Indian Leased Offices.



Social

Labor & Human Rights			
Metric	UoM	FY 2024	FY 2025
Percentage of operational sites for which an employee labor & human rights risk assessment has been conducted	Percentage	100	100

Occupational Health & Safety			
Metric	UoM	FY 2024	FY 2025
Percentage of operational sites for which an employee health & safety risk assessment has been conducted	Percentage	100	100

Career Management & Training			
Metric	UoM	FY 2024	FY 2025
Percentage of total workforce across all locations who received regular performance and career development reviews	Percentage	100	100
Average hours of training provided per employee	Hours	27	27
Percentage of total workforce across all locations who received career- or skills-related training	Percentage	100	100

Diversity, Equity & Inclusion

Metric	UoM	FY 2024	FY 2025
Percentage of total workforce across all locations who received training on diversity, discrimination and/or harassment	Percentage	100	100
Percentage of women employed in relation to the whole organization	Percentage	35.45	35.24
Percentage of women in top executive positions (excluding boards of directors)	Percentage	19.62	16.80
Percentage of women within the organization's board	Percentage	12.50	12.50

Remarks

- CitiusTech has a no discrimination policy therefore all the employees have to undergo the non-discrimination and no harassment training.



Sustainable Supply Chain			
Metric	UoM	FY 2024	FY 2025
Percentage of targeted suppliers that have signed the sustainable procurement charter/supplier code of conduct	Percentage	98	100
Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	Percentage	98	100

Remarks

- In FY 2024-25, 123 suppliers were onboarded, out of which, 100% of these suppliers signed the SCOC requiring the value chain to comply with all relevant environmental & human rights laws, regulations, and standards in conducting business operations.
- All suppliers are expected to join the Science Based Targets initiative (SBTi), United Nations Global Compact (UNGC) and recommend them to reduce and report their greenhouse gas emissions (GHGs) such as Scope 1, Scope 2, and Scope 3 through Carbon Disclosure Project (CDP) or any alternative.
- Additionally, all suppliers are expected to actively work towards reducing resource consumption, including water, energy, fuel, electricity, and other resources. It is also expected that suppliers will make efforts to minimize waste generated from their operations.
- By promoting these practices, CitiusTech fosters environmentally responsible behaviour throughout the supply chain and contribute to sustainable resource management.

Governance

Board Composition			
Metric	UoM	FY 2024	FY 2025
Total Male Board of Directors	Number	7	7
Total Female Board of Directors	Number	1	1
Total Non-Executive Board of Directors	Number	7	7
Total Executive Board of Directors	Number	1	1
Total Board of Directors	Number	8	8

Remarks

- 12.5% of women representation in the board.

Data Security & Privacy			
Metric	UoM	FY 2024	FY 2025
Percentage of operational sites with an information security management system (ISMS) certified to ISO 27001 (or other equivalent /similar standard)	Percentage	57	100
Percentage of operational sites with a privacy impact management system (PIMPS) certified to ISO 27701 (or other equivalent /similar standard)	Percentage	57	100
Percentage of operational sites with a HITRUST 11.2 certification which ensures data security and privacy, especially in healthcare industry	Percentage	57	100

Remarks

- ISO 27001, ISO 27701 and HITRUST 11.2 covers CitiusTech's Indian Leased Offices.

Business Ethics & Code of Conduct			
Metric	UoM	FY 2024	FY 2025
Percentage of total workforce trained on business ethics issues	Percentage	100	100
Number of reports related to whistleblower procedure	Number	0	0
Number of confirmed corruption incidents	Number	0	0
Number of confirmed information security incidents	Number	0	0
Percentage of operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	Percentage	100	100
Percentage of operational sites for which an internal audit/risk assessment concerning anti-competitive practices has been conducted	Percentage	100	100

Remarks

- Mandatory Training on business ethics issues at the time of joining and refresher training periodically.
- During FY24-25, all CitiusTech's operational sites have reported zero instances of non-compliance or legal actions related to human rights violations, including discrimination, security incidents, corruption, anti-competitive behaviours, violations of anti-trust regulations, or monopoly legislations.
- No critical risks related to corruption have been identified across the operations for FY24-25.



Shaping Healthcare Possibilities

About CitiusTech CitiusTech is a global technology services, consulting, and business solutions enterprise 100% focused on the healthcare and life sciences industry. We enable 140+ enterprises to build a human-first ecosystem that is efficient, effective, and equitable. Leveraging deep domain expertise and next-generation technologies including AI, Cloud, Data, and Intelligent Automation, we assist our clients in realizing their vision, accelerate transformation, and achieve business outcomes. With 7,700+ healthcare technology professionals worldwide, CitiusTech powers digital innovation, business transformation, and industry-wide convergence through next-generation technologies, solutions, and products. Follow CitiusTech on Twitter or LinkedIn.

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