Coforge

Talent Attraction and Retention

2025-26

Talent acquisition

Hiring trends by gender

Gender	FY2025-26	FY2024-25
Male	6,557	9,540
Female	2,734	4,115
Total	9,291	13,655

New hires by management position

Particulars	FY2025-26	FY2024-25
Board of Directors (BoD)	1	2
KMPs other than those covered in BoD	-	-
Employees* other than BoD and KMP	612	733

*Management position is defined as roles at managerial level

Coforge encourages internal mobility and career progression through structured internal job posting mechanisms, enabling employees to explore cross-functional and leadership opportunities across the organisation.

Open positions filled internally (% of total hires)

Particulars	FY2025-26	FY2024-25
Positions filled internally	35.3%	31.2%

Average hiring cost per FTE (INR/ hire)

Particulars	FY2025-26	FY2024-25	FY2023-24	FY2022-23
Average hiring cost per employee	34,953	42,513	44,966	46,785

Employee turnover

Employee turnover metrics disclosed in this section cover permanent employees across Coforge's India operations, excluding BPO business.

Turnover of permanent employees by gender (%)

Voluntary attrition

Gender	FY2025-26	FY2024-25
Male	10.9	10.6
Female	10.5	11.4
Total	10.8	10.8

Turnover of permanent employees by age (%)

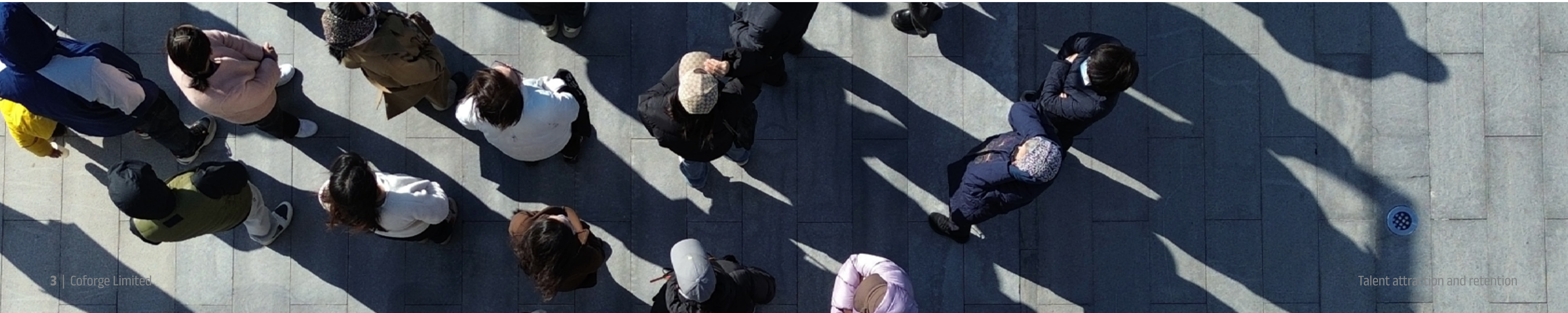
Age group	FY2025-26	FY2024-25
Below 30 years	11.7	11.5
30 to 50 years (incl. 30 and 50)	10.4	10.6
More than 50 years	8.8	7.4

Voluntary attrition

Turnover of permanent employees by region (%)

Region	FY2025-26	FY2024-25
North	10.7	11.1
East	10.8	10.1
West	10.1	9.4
South	11.0	10.8
Total	10.8	10.8

Voluntary attrition



Human capital return on investment (HROI)

Particulars	FY2025-26	FY2024-25	FY2023-24	FY2022-23
Total revenue (INR million)	95,725	63,705	48,489	42,305
Total operating expenses (INR million)	78,778	56,487	41,258	36,901
Total employee-related expenses (INR million)	55,443	43,859	32,790	28,866
Human capital ROI	1.31	1.16	1.22	1.19

Coforge Limited (Standalone)

Workforce transition

We support employees through career transitions, particularly those approaching retirement. Structured transition assistance programmes help facilitate continued employability and smooth career endings. For high-performing retirees, we also provide opportunities to engage as consultants, leveraging their expertise post-retirement.

Comprehensive guidance is extended to retiring employees to help them plan and manage retirement benefits, including provident fund, pension schemes, gratuity, and superannuation.

Coforge

Registered Office

Coforge Limited

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Corporate Office

Coforge Limited

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