



Designing for Impact. Driving the Future.

Message from the Chairman & Managing Director



Intellect, as an organisation, was born with the single minded purpose of Complexity Reduction. Our mission was to simplify Banking. We addressed this by application of Design Thinking and First principles thinking. This led to the eMACH.ai Zero Waste architecture, technologies and platforms. These have simplified product development, business generation and operations at banks and financial institutions. Layers of redundant processes, workflows, touchpoints, reporting and systems have been eliminated resulting in savings in human efforts, physical and computing resources - all of which have a very significant positive impact on the environment. This apart, our technologies have also been instrumental in enhancing reach and inclusion in access to financial services and ensuring transparency, traceability and auditability in these institutions thus supporting the social and governance agenda as well. It was gratifying to receive endorsement for these platforms from financial leaders across continents in FY25 and to enable their transformation journeys with the help of our technologies.

In FY25, we launched Purple Fabric, our Open Business Impact AI platform. Powered by four key technologies around Enterprise Knowledge Garden (EKG), Enterprise Digital Experts (EDE), Enterprise Governance (PF Govern) and LLM Optimisation Hub - our platforms and applications further the adoption of responsible and explainable AI with

auditable, traceable decision maps, democratising access to AI to all organisations and individuals. We also adopted sustainable methodologies in our product engineering and implementation practices, rationalising and finite sizing the efforts leading to effective resource utilisation.

Ever since we set out on our sustainability agenda three years back, we have been making calibrated progress across all facets. As practitioners of Design Thinking and First Principles Thinking, we progressively moved from 'Organising the Thinking' and 'Expanding the Performance' to 'Impacting Business Outcome' in this initiative.

At the end of year one, we had identified and mapped the relevant UN Sustainable Development Goals, defined long term and mid term targets for several of the ESG metrics, adopted the GRI Standards of Reporting and secured an independent assurance on our Report. These laid the foundational frameworks for defining our action plans and measuring our progress.

We also adopted the enhanced BRSR reporting framework, progressed towards our medium term goals and secured an independent assurance for the core indicators. We commenced measures at other sites, apart from our main site at NxT LvL, Chennai - expanding the performance arena.



As practitioners of Design Thinking and First Principles Thinking, we progressively moved from 'Organising the Thinking' and 'Expanding the Performance' to 'Impacting Business Outcome' in this initiative.

In FY25, our third year of this pursuit, we have further progressed towards our milestones and expanded the scope of our coverage as well as metrics being adopted. To point to a few highlights, we built our Solar power capacity at NxT LvL to drive the shift to renewable energy sources. Our salience of consumption from renewable sources went up in the year. We demonstrated reduction in emission levels as envisaged and showed progress on all metrics related to water management. We also expanded the ESG agenda towards establishing a sustainable value chain and training our business partners towards this end. On the social agenda, our focus on human capital development led to an increased per associate training hours. Initiatives with our partners in the sustainability agenda - Mission Samridhi, Ullas Trust and School of Design Thinking - expanded wider and deeper with more engaged contribution from our associates. These continue to positively impact the ecosystems that we operate in. We continue to maintain a clean record on governance, complying with every applicable statute and implementing good governance

practices, commencing right from the board to all levels of leadership.

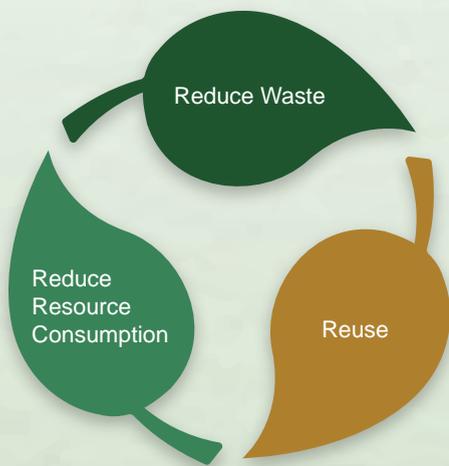
We are committed to being a sustainable, inclusive, well governed role model human corporate. We will draw inspiration from the best practices and achievements around us in the ecosystem as well as the committed efforts and collective guidance from our board, leadership teams, customers, business partners, investors, bankers and associates. We are pleased to share this progress report and count on your continued support in this journey ahead.

Warm Regards

Arun Jain
Chairman & Managing Director

Sustainability by Design

At Intellect, Sustainability by Design is a foundational philosophy that integrates into the very architecture of our platforms, processes, and practices. Every product and solution is conceived using First Principles Thinking and applying 3 laws of sustainability:



From our zero-waste design architecture to energy-efficient cloud-native platforms like eMACH.ai, sustainability is not an afterthought; it is embedded at the design stage itself. This approach empowers us to build resilient systems that are not only efficient and scalable but also aligned with our commitment to a more responsible and regenerative digital economy.

We blend **Design Thinking** with **First Principles Thinking** to reimagine sustainable digital solutions from the ground up. While Design Thinking keeps us anchored in user-centricity, empathising with customers, communities, and ecosystems, First Principles Thinking challenges us to break down complex problems to their core elements and rebuild smarter, leaner, and greener.

This powerful combination enables us to craft intuitive, efficient, and impact-driven platforms that not only solve real-world challenges but also embed sustainability into every layer of design and decision-making.

First Principles Thinking in Sustainability

Our approach to sustainability is not incremental. It is fundamental. We believe in solving complex environmental and social challenges by returning to the basics – the foundational truths that govern systems. From strategic planning to day-to-day operations, every sustainability initiative at Intellect is born out of questioning assumptions and designing for the core problem.

The cornerstone of our operating model is The School of Design Thinking (SoDT). SoDT encourages our teams to break down complex problems, challenge traditional norms, and reimagine solutions. Every product, process, and policy is reviewed through a sustainability lens from inception.

Our teams don't just add sustainability on top of existing systems. Instead, they ask: "What is the minimum resource required? What is the root cause of inefficiency? How can we design this differently?"

Zero Waste Architecture

Intellect's **Zero Waste Architecture** is engineered to eliminate inefficiencies across the full spectrum of platform development. By deconstructing waste across **Software Engineering, Data Design, Solution Design, Integration, and Testing**, we target the invisible overheads that drive both environmental and financial cost. Using **Fitness of Design** approach, we streamline every component for purpose-fit performance. This leads not only to greener digital operations but also delivers measurable outcomes, achieving up to **30% cost optimisation** while building future-ready, sustainable systems by design.

Reuse through Innovation: eMACH.ai – Powering the Future of Open Finance

eMACH.ai is Intellect's flagship Open Finance Platform, the most comprehensive, composable, and intelligent architecture designed for the digital economy. Engineered for agility and scale, the platform features 386 zip-coded microservices, 650+ real-time events, and 2,015 purpose-fit APIs, enabling seamless assembly and rapid innovation. Built over 20 million hours of deep domain research by 1,200+ experts, eMACH.ai redefines speed-to-market and sustainability through radical composability, empowering financial institutions to create, reuse, and evolve at scale.

- eMACH.ai enables Intellect and its clients to reduce development waste.
- Existing software assets are reused, repurposed, and extended rather than rebuilt.
- Reduces tech obsolescence, energy consumption, and manpower hours.

Reduction in Resource Consumption

Our conscious efforts to minimise resource footprints span both digital and physical domains:

- **Cloud Sustainability:** Cloud workloads are designed for optimal CPU utilisation and minimal idle time.
- **Green Coding:** Our development practices include code efficiency checks to reduce processing power and energy use.
- **Workplace Efficiency:** Offices follow sustainable practices including intelligent lighting, water conservation, and smart HVAC systems.

First Principles Thinking is not limited to our leadership or innovation teams. It permeates across the entire ecosystem:

- **Associates** are trained to think sustainably, not just comply with policies.
- **Customers** are co-creators in green solutions, sharing sustainability goals and inputs.
- **Ullas Trust and Mission Samridhhi** reflect our commitment to inclusive development and community well-being, with programs grounded in the core realities and needs of rural India.

At Intellect, Sustainability is not a project. It is a principle. We challenge the conventional, simplify the complex, and design a more sustainable future. Our cultural fabric ensures sustainability is by design, not by compliance.



Sustainability - Future Forward



At Intellect Design Arena, sustainability is not just a goal, it is a mindset that shapes every action we take. We recognise that true progress lies in empowering individuals, strengthening communities, and restoring balance with nature.

We apply First Principles Thinking to embed sustainability ground up. By deconstructing challenges to their basics, we design digital platforms that are lean, efficient, and future-ready. This approach enables us to reduce waste, optimise resource use, and build sustainability into the very fabric of our products by design, not as an add-on.

For us sustainability is not an isolated initiative, it is a strategic commitment woven into the fabric of who we are and how we operate. Our approach spans three interconnected dimensions:

Sustainability within Intellect

focuses on initiatives across the three pillars of Environment, Social, and Governance (ESG) to create a positive impact on our environment, social and business ecosystems. These include reducing carbon footprint, promoting diversity, and integrating sustainability practices into everyday operations. In FY 24-25, this was demonstrated through a few performance indicators :

- **55.1%** renewable energy share at our Chennai campus
- Chennai Campus achieved **77%** grey water treatment
- Diverted **85.5%** of waste from landfills with raw food waste managed through vermicomposting
- **171,770** skilling hours completed—averaging nearly 29 hours per employee



Sustainability across Communities

is driven by social impact initiatives like Ullas Trust, which nurtures the "Can Do" spirit in young minds. This is amplified through Mission Samridhi, an ecosystem of development accelerators, implementation partners, and government agencies working to create inclusive rural development.

Our sustainability journey came with its share of challenges, driving cultural shifts, aligning diverse teams, and adapting to evolving regulations. Integrating ESG across operations and value chains tested our systems, but each hurdle strengthened our resolve and deepened our commitment to responsible growth.

In FY 24-25, a glimpse of this was demonstrated through :

- Economic sustainability in Assam empowering **1,373 women** through integrated livelihood programs
- Ecological efforts restoring water bodies in Jhansi and improved soil health for **693 farmers** in Assam through local knowledge and testing tools
- Over **2,400 school children** directly impacted through collaborative education programs in Wardha

Sustainability across the Ecosystem

is influenced through our policy advocacy and institutional collaborations. The School of Design Thinking (SoDT) plays a critical role in this, partnering with academia, industry, and government to co-create transparent, inclusive policy frameworks and embed user-centric governance models.

In FY 24-25, this was demonstrated through :

- SoDT along with Mission Samridhi offering a course titled 'Design Thinking for Rural Innovation' for students of International Management Institute - Kolkata
- Credit Course for the students of Indian Institute of Management-Calcutta and Indian School of Public Policy
- Inaugural Edition of Design Spark Challenge pioneered by School of Design Thinking in association with Intellect and in partnership with Sector Skills Council (SSC) NASSCOM

Our sustainability journey came with its share of challenges, driving cultural shifts, aligning diverse teams, and adapting to evolving regulations.

Integrating ESG across operations and value chains tested our systems, but each hurdle strengthened our resolve and deepened our commitment to responsible growth.

Our success in this holistic approach stems from our foundation in First Principles Thinking and Design Thinking. First Principles Thinking helps deconstruct complex challenges, allowing us to build resilient, regenerative systems. Design Thinking encourages non-linear, innovative solutions to sustainability's dynamic and multifaceted issues. Together, they form a strategic model for long-term, impactful change.

By aligning with the UN Sustainable Development Goals (SDGs) and focusing on grassroots empowerment, we continue to shape a sustainable future—inside our organisation, across communities, and throughout the larger ecosystem.

As we move forward, our commitment to sustainability remains unwavering. The progress made in FY 24-25 where we also aligned to global standards such as CDP and EcoVadis is a reflection of what's possible when purpose, people, and partnerships align. By integrating sustainability into the core of our operations and community engagements, we are not only addressing immediate needs but also laying the foundation for long-term goals such as Green Building certification for our largest campus, Net Zero Water and Zero Waste to landfill by 2030. With every initiative, we aim to deepen our impact, scale what works, and continue building ecosystems where individuals and communities can thrive—socially, economically, and environmentally.

Warm Regards



Sudha Gopalakrishnan
Chief Assurance & Governance Officer

About the Report

This third edition of the Sustainability Report by Intellect presents a comprehensive overview of our Environmental, Social, and Governance (ESG) priorities, performance, and progress. It captures the steps we are taking to integrate sustainability into our business strategy, reduce our environmental footprint, foster an inclusive and resilient workplace, and uphold strong governance practices. Through this Report, we aim to provide transparent and meaningful disclosures to our stakeholders about the impact of our operations and our commitment to building a responsible and future-ready organisation.

The Report covers the reporting period from 1st April 2024 to 31st March 2025 (hereinafter referred to as '24-25').

Reporting Framework, Reporting Principles & Approach

This Report contains disclosures on material topics in accordance with the latest Global Reporting Initiative (GRI) standards (Universal standards and Topic standards). The Report has considered the application of the reporting principles, i.e. accuracy, clarity, balance, comparability, completeness, timeliness, sustainability context and verifiability as per the GRI Standards. The various sustainability programs/initiatives and the performance indicators for these programs are reviewed and validated by the Sustainability Working Committee (SWC) and Sustainability Executive Committee (SEC). Stakeholder relationships and materiality form the foundation of our reporting process. The Reporting Cycle is on an Annual Basis. This Report also references the Annual Report and Business Responsibility and Sustainability Report (BRSR), which was prepared per the requirements of SEBI to provide insight into environmental, social, and governance initiatives.

Scope and Boundary

Intellect, serving over **500 customers in 57 countries**, has a diverse workforce of solution architects, and domain and technology experts in major global financial hubs.

However, from the perspective of material impact on sustainability, the boundary of this Report covers the performance, initiatives, and information on the business activities of Intellect corporate and operational sites in India, with the intent of expanding the boundary of reporting to subsidiaries and other business entities in future.

Our Corporate office is at Plot No. 3/G3, SIPCOT IT Park, Siruseri, Chennai – 600 130, India. (hereinafter referred to as “Largest campus of Intellect”)



Enumerated Below Are The Corporate And Operational Sites:



Chennai

244, Anna Salai, Chennai – 600006, India.

Plot No. 3/G3, SIPCOT IT Park, Siruseri, Chennai – 600 130, India



Mumbai

2nd, 8th, 9th and 10th floor, Silver Metropolis, Jai Coach, Western Express Highway, Goregaon (East), Mumbai – 400 063, India

Unit 35-A, SDF II, Unit 174-C & 175-C, SDF VI, SEEPZ-SEZ, Andheri East, Mumbai – 400 096, India

Unit No. A/1, 8th Floor, Ashar IT Park, Road No. 16/Z, Wagle Estate, Thane West, Mumbai – 400604.



Pune

Marisoft III West Wing 5th Floor, Marigold Complex, Kalyani Nagar, Pune – 411006



Hyderabad

SEEC Towers, Plot No. 6, APIIC Layout, Hi-Tech City, Madhapur, Hyderabad – 500081, India



Gurugram

249, Udyog Vihar, Phase – IV, Gurugram, Haryana, India

New Offices Opened In FY 24-25*



Pune

Cerebrum IT Park in Kumar City, Unit No.403, 4th Floor, Building B-1, Survey No.13/B, 1+2+3 & 14, Wadgaonsheri, Haveli VII, Kalyan Nagar, Pune - 411014



Noida

Plot No. B-1 5, Basement & Ground Floor, Sector-59 Noida, Gautam Buddha Nagar, Uttar Pradesh - 201307



Ahmedabad

The Platform, Unit No.101 to 156, 1st Floor, 11T2, Block 11, Zone 1, Road 1A, GIFT City SEZ, Gandhinagar - 382355, Ahmedabad, Gujarat



Bengaluru

Unit No.707 & 708, 7th Floor, Prestige Meridian II, M.G. Road, Bengaluru - 560001

*The newly opened offices will be part of the reporting boundary in Sustainability Report FY 25-26



Assurance Statement

An independent third-party assurance provider has externally assured this Sustainability Report as per AA1000 Assurance Standard (AA1000 AS v3) at a Type 2 moderate level of assurance. The assurance statement can be found in Annexure - D.



Feedback

In alignment with its commitment to Sustainable Development, Intellect will produce its Sustainability Report annually. For your suggestions and feedback, kindly write to us at sustainability@intellectdesign.com

Name of the Contact Person: **Sudha Gopalakrishnan**
Designation: **Chief Assurance and Governance Officer**
Email ID: sudha.gopalakrishnan@intellectdesign.com

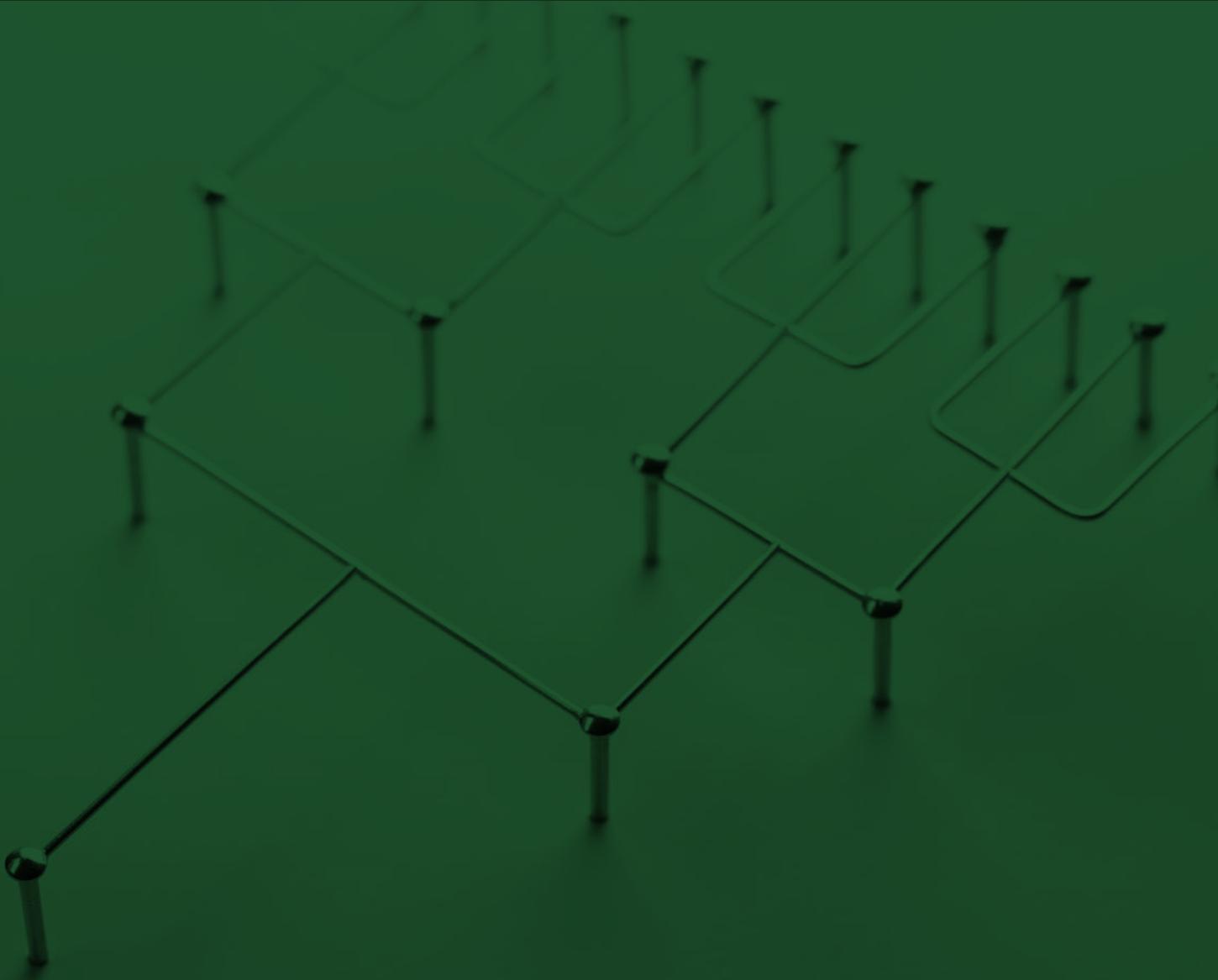


INTELLECT DESIGN ARENA LIMITED

244, Anna Salai, Chennai – 600006
Website - www.intellectdesign.com

Certain statements in this Report are aspirational or otherwise forward-looking, and company goals are not guarantees or promises that all goals will be achieved. Due to unknown risks, uncertainties, and other factors, the actual results, developments, or performance of the company may vary from our forecasts and announcements.

Organisation at a Glance



About Intellect



57
Countries



500+
Customers



39
Nationalities

Intellect Design Arena Ltd is a global leader in enterprise-grade financial technology, delivering composable and intelligent solutions to forward-looking financial institutions across 57 countries. With three decades of domain expertise, our product suite spans Wholesale Banking, Consumer Banking, Central Banking, Wealth, Capital Markets, Treasury, Insurance and Digital Technology for Commerce.

Applying First Principles Thinking and Design Thinking, we have elementalised the financial services landscape into a finite set of Events, Microservices, and APIs, enabling faster, modular transformation with measurable outcomes. At the heart of this are eMACH.ai, the world's most comprehensive, composable and intelligent open finance platform; Purple Fabric, the world's first Open Business Impact AI platform; and iTurmeric, our composable platform for seamless integration and configuration. Together, they empower institutions to modernise with agility, intelligence, and control.

Our Board of Directors



Mr. Arun Jain
 Chairman and Managing Director
Nomination, Remuneration & Compensation Committee – Member
Risk Management Committee – Member
 CSR Committee – Member



Mr. Anil Kumar Verma
 Whole-time Director
CSR Committee – Chairman
Audit Committee – Member
 Stakeholders' Relationship Committee – Member



Mr. Andrew Ralph England
 Non-Executive Director
Risk Management Committee – Chairman



Ms. Vijaya Sampath
 Independent Director
Audit Committee – Member
Nomination, Remuneration & Compensation Committee – Member



Mr. Abhay Anant Gupte
 Independent Director
Nomination, Remuneration & Compensation Committee – Chairman
Stakeholders' Relationship Committee – Chairman
 Audit Committee – Member
 CSR Committee – Member



Mr. Amrish Pandey Jain
 Independent Director
Nomination, Remuneration & Compensation Committee – Member
Audit Committee – Member
Risk Management Committee – Member
 Stakeholders Relationship Committee – Member



Intellect's Impact on Sustainable Banking

Our Sustainable Technology

The financial services sector has long been characterised by significant technological investments, often exceeding billions of dollars annually. However, many of these investments have resulted in inefficiencies, commonly called "Software Engineering Wastes." Intellect recognises that addressing these inefficiencies can substantially reduce technology costs while enhancing the overall banking experience.

Sustainable Banking Initiatives

Financial institutions integrate sustainability into their banking services with Intellect-powered solutions, including:

- Agri Term Loans & Microfinance
- SME Loans & Women / Youth Loans
- Digital Banking & Onboarding

Financial Inclusion Solutions

Intellect enhances financial access in underserved regions by supporting:

- Community-Based Banking
- Group Lending Model
- Mobile Banking Units
- Savings Mobilisation & Offline Loan Management

Intellect's banking solutions empower financial institutions to drive sustainability, enhance financial inclusion, and promote environmentally responsible banking practices. Through digital transformation and innovative banking models, Intellect supports a future-ready, sustainable financial ecosystem.

ESG Edge: AI-Powered ESG Intelligence

Institutional investors face growing challenges with fragmented and unstructured ESG data, making compliance, risk assessment, and due diligence increasingly complex. Traditional ESG ratings often lack transparency and fail to provide in-depth insights, leading to inefficiencies in investment decision-making. ESG Edge, powered by Purple Fabric AI, revolutionises ESG data analysis by transforming vast amounts of unstructured data into actionable intelligence. By leveraging advanced AI capabilities, it enables institutional investors to efficiently extract, interpret, and utilise ESG data from multiple sources in real time. This ensures compliance with evolving regulatory frameworks while providing deeper insights into ESG risks and opportunities.

A Commitment to Sustainability

Intellect's vision goes beyond technological innovation; it is deeply rooted in sustainability. By adopting sustainable practices, Intellect reduces its ecological footprint and champions a broader movement towards responsible banking.

As the world enters a new technological era – the "**Techade**" – Intellect reaffirms its commitment to advancing Zero Waste Architecture and sustainable practices across all operations. With a strong belief that technology should ultimately improve lives and foster a healthier planet, Intellect is redefining what it means to be a responsible leader in the financial sector.

ESG Highlights - 2024-25

Reflecting on ESG Journey...



ENVIRONMENT

200kW of Solar Roof-top installed at Largest campus of Intellect

55.1% of Renewable Energy Share at Largest campus of Intellect

77% Recycling of Grey Water at Largest campus of Intellect

85.5% of Waste Diverted from landfill at Largest campus of Intellect

Retrofit of PNG kit in Diesel generator at Gurgaon facility to reduce emissions

100% of Raw Food Waste is recycled through vermicomposting at Largest campus of Intellect



SOCIAL

Total employees **5933**

Women employees **27%**

New hire **1411 - 28%** gender diversity, **396** fresh graduates recruited through campus.

171770 skilling hours completed averaging **28.9** hours per employee.

Health Check-Up Program – Rolled out to promote preventive healthcare across all locations.

Emotional Well-being Support – Introduced the **‘Calm’ app** to encourage mindfulness and stress management.

MySmartCareDoc Medical Passport initiative introduced, exclusively designed for Konarks, to facilitate easy access to medical records.



COMMUNITY

Ullas has ignited **5334 Young Minds**, from **394** schools in urban metros through **SUMMIT** (weekend enrichment program)

174,238 Children from **1079** schools, in **114** districts across **8** states through Touch the Soil (reconnecting with our roots) program.

Certifications



ISO 14001:2015 Certification on
**Environmental Management
System** (Chennai)



ISO 45001:2018 Certification on
**Occupational Health and Safety
Management System** (Chennai)



ISO 9001:2015 **Certification for
Quality Management System**
(iDC Chennai)



ISO 22301:2019 Certification for
**Business Continuity Management
Systems (BCMS)** (Chennai)



ISO 27001:2013
Certification for
**Information Security
Management System**
(Chennai, Hyderabad &
Mumbai)



ISO 27017:2015
Certification for
**Information Security
Controls for Cloud
Services** (Chennai,
Hyderabad & Mumbai)



ISO 27018:2019
Certification for **Cloud
Privacy** (Chennai,
Hyderabad & Mumbai)



PCIDSS for Customer-Specific
Engagements



SOC 1 & SOC 2 for Customer
Specific / Insurance Products /
CloudOps

Membership of Association

Intellect strategically leverages its global industry association memberships to drive business growth, strengthen regional presence, and deepen customer relationships. These affiliations provide a powerful platform to engage with key stakeholders, navigate market dynamics more effectively, and champion the sustainability agenda within industry forums. By integrating intellectual capability with collaborative influence, Intellect positions itself as a thought leader, shaping the future of financial ecosystems while expanding its impact across strategic markets.



Confederation of Indian Industry (CII)



Madras Chamber of Commerce & Industry (MCCI)



Madras Management Association (MMA)



Indo-American Chamber of Commerce & Industry



Indo Japan Chamber of Commerce & Industry



Indo-Australian Chamber of Commerce



Indo-German Chamber of Commerce



The Indus Entrepreneurs (TiE)



Federation of Indian Chambers of Commerce and Industry

Industry Recognitions

At Intellect, we apply First Principles Thinking to build platforms that are intelligent, composable, and designed around real customer contexts, enabling financial institutions to move faster, respond smarter, and deliver business impact. This mindset has shaped innovations like eMACH.ai, the world's most comprehensive open finance platform, and Purple Fabric, the first Open Business Impact AI platform. Consistently recognised by global analyst firms, our real motivation lies in empowering enterprises to thrive in a human-centred, AI-enabled,

rapidly evolving digital economy. We are proud of our sustainability progress, with recognition from leading global benchmarks such as EcoVadis, where Intellect achieved a Bronze Medal and ranking in the 71st percentile globally. With a global footprint spanning over 500 customers, we remain committed to delivering transformative solutions that drive exceptional outcomes and set new benchmarks in the industry.

Some Industry Recognitions Received In FY25

WHOLESALE BANKING

- **Ranked #1 in IBS Sales League Table 2024** for Transaction Banking
- **Recognised as a Leading Payments Provider with Full Scale Modernisation Solution** in Datos Insights Vendor Evaluation on Payment Hubs
- **Positioned as a Leader in Omdia Universe: Payment Hubs, 2024-25** & recognised as BEST IN CLASS in "Solution Breadth & Vendor Execution"
- **Positioned as a LEADER in IDC MarketScape:** Worldwide Integrated Bank Payment Systems report 2024
- **Positioned as a Leader in IDC MarketScape:** Worldwide Cash Management Systems 2024 Vendor Assessment
- **Positioned as a Contender in Datos Matrix:** U.S. Providers of Cash Management 2024
- **Recognised as a trendsetter in AI Readiness & Microservices and API-based Integration** in Celent's report 'Built for Today, Designed for Tomorrow: Modern Architecture for Corporate Banking'
- **Featured in Gartner's Top Technology Trends** in Corporate/Commercial Banking for Product Leaders in 2025 Report

CONSUMER BANKING

- **Ranked #1 in IBS Sales League Table 2024** for Retail Core Banking
- **Ranked #1 in IBS Sales League Table 2024** for Retail Lending Technology
- **Positioned as a Major Player in IDC MarketScape:** EMEA Digital Core Banking Platforms 2024 Vendor Assessment
- **Identified as a Vendor Providing AI Functionality** in Business Lending in Datos Insights report AI in Business Lending
- **Identified as a Next-Gen Loan Origination System/Platform** in Celent's report - Next-Generation Retail Loan Origination Systems
- **Recognised as LEADERS in 5 different quadrants** in Chartis RiskTech Credit Lending Operations Solutions 2024
- **Positioned as a Leader in Gartner Magic Quadrant** for Core Banking Systems, Europe.
- **Winner of Digital Banking Awards 2024** for Middle East & Africa Implementations for Exim Bank

AI

- **Recognised as an Underwriting Workbench with Strong Decisioning Tools and Strong Efficiency Features** in Celent 'Unlocking Underwriting Success in GLOBAL & NA Edition'
- **Recognised as an 'Intelligent Document Processing Ecosystem Solution Provider'** in Datos Insights - Underwriting Ecosystem Map for P/C Insurers'
- **Recognised as a 'Technology Standout' solution** in Celent 'Reconciliation Systems Solutions for Capital Markets Firms'
- **Recognised as a "Category Leader"** in Chartis RiskTech Quadrant® for Regulatory Reporting Solutions, 2024
- **Wins "Most Innovative WealthTech Solution"** for eMACH.ai WealthForce at Global Private Banker MEA Awards 2024
- **Recognised by FinTech Global as an Insurtech100** for the second consecutive year
- **Wins in the "Best Use of New Technologies"** at Real Innovation Technology Awards 2024
- **Named to the AI FinTech100, recognising it as one of the top 100** most innovative companies in the AI FinTech sector, solidifying its position in the global market
- **Won the Best Use of Software & IT in Automation at the Robotics & Automation Awards** for its innovative work with System Holdings, showcasing excellence in software-driven automation
- **Awarded the "Most Innovative Use of Artificial Intelligence"** at the WealthBriefing European Awards 2024



Design for Sustainability

Sustainability Approach

Materiality & Stakeholder Engagement

ESG Performance



Design for Sustainability

Sustainability Approach

At Intellect, sustainability is not just a function, it is a core philosophy that shapes our decisions, culture, and impact. Rooted in our belief in Holistic Sustainability, our program goes beyond conventional boundaries to integrate environmental care, social responsibility, and strong governance practices into every aspect of our operations. We view sustainability as a long-term investment in the well-being of our people, the resilience of our communities, and the health of our planet.

Our approach is guided by First Principles Thinking, which enables us to deconstruct complex sustainability challenges and reimagine solutions from the ground up. Combined with Design Thinking, we focus on human-centric innovation that drives real-world change, whether through inclusive development, climate resilience, ethical leadership, or community empowerment.

Through structured programs across five pillars i.e. Personal, Social, Economic, Ecological, and Institutional Sustainability, Intellect is committed to creating measurable, meaningful outcomes. From supporting underprivileged youth and enabling rural livelihoods, to restoring natural ecosystems and influencing policy frameworks, our sustainability journey is purpose-led and impact-driven. At Intellect, we believe that responsible business is not an obligation, it is an opportunity to lead with integrity and build a better future for all.

Environmental Sustainability

Our environmental strategy focuses on minimising its ecological footprint through energy efficiency, renewable energy adoption, and resource conservation. We are committed to achieving net-zero carbon emissions by enhancing energy efficiency and transitioning from fossil fuels to renewable energy sources, such as solar and wind power. Climate-related disclosures were reported as part of the CDP on climate change, **achieving Awareness-level rating during FY 24-25.**

Social Sustainability

Our social sustainability initiatives prioritise employee well-being, diversity, and community engagement. The company fosters an inclusive workplace culture by promoting diversity and inclusion, ensuring equal opportunities for all employees. By addressing social issues and enhancing stakeholder relationships, we aim to create a positive impact on society and contribute to the well-being of its employees and communities.

Governance Sustainability

As a global leader in financial technology and digital transformation, Intellect maintains the highest standards of ESG governance in the system. We place a strong emphasis on corporate governance, transparency, and ethical business practices. Regular stakeholder engagement and transparent reporting practices further reinforce our commitment to governance excellence, fostering trust and confidence among investors, customers, and other stakeholders.

Sustainable Value Chain Approach

At Intellect, our value chain partners are integral to our sustainability journey. We promote socially and environmentally responsible practices across our supply network to amplify our positive impact. All suppliers are expected to comply with Intellect's Supplier Code of Conduct, which covers ethical business practices, legal compliance, labour rights, environmental responsibility, and workplace safety. Critical suppliers, such as those handling e-waste and hazardous materials, undergo enhanced due diligence, including risk-based checks for indicators of modern slavery.

Our supplier management framework ensures consistency and accountability at every stage:

- **Selection** involves identifying qualified vendors through a competitive process, evaluating financial stability, technical capability, and compliance with statutory and ESG criteria.
- **Assessment** includes background checks, documentation review, and onboarding to align suppliers with Intellect's operational standards and sustainability goals.
- **Evaluation** is conducted periodically to monitor performance in areas such as quality, timeliness, safety, and compliance, with structured feedback and audits to drive continuous improvement.

Through this structured approach, we foster resilient partnerships that contribute to economic development, environmental stewardship, and inclusive growth.

Our efforts are focused on generating long-term value-not only for our business-but also for our partners, communities, and the planet.

Sustainability Integration and Continuous Evaluation

Sustainability considerations are embedded in supplier selection and evaluation processes. We conduct regular assessments, audits, and performance reviews to monitor compliance with quality, safety, and ESG (Environmental, Social, and Governance) standards. These mechanisms help us ensure transparency, promote accountability, and drive improvements across our value chain. In FY 24–25, we launched an ESG self-assessment initiative targeting critical suppliers to deepen our insight into their sustainability performance. Additionally, quarterly vendor meetings were initiated to foster collaboration, address ESG challenges, and promote shared goals for long-term sustainability.

Future Roadmap for ESG Strengthening

Looking ahead, Intellect plans to enhance its ESG questionnaire in FY 25–26 to capture more detailed performance parameters of our value chain partners. This evolution aims to further align our sourcing practices with global best practices while reinforcing our commitment to building a resilient, ethical, and sustainable supply network. Our efforts are focused on generating long-term value not only for our business but also for our partners, communities, and the planet.

Capacity Building through ESG Training

To empower our value chain partners with the knowledge and tools needed to meet these standards, Intellect conducted extensive ESG training sessions across India in FY 24–25. These sessions addressed critical topics such as safety, security, facility management, and professional development. The safety module covered monsoon preparedness, fire prevention, and emergency response. The security module emphasised workplace safety, bomb threat protocols, visitor management, and frisking procedures.



Facility management training focused on maintaining clean and compliant environments, safe chemical handling, and PPE usage, along with broader environmental and sustainability awareness. Soft skills development was also prioritised through training in telephone etiquette, effective communication, and conflict management. Importantly, we conducted sessions on grievance redressal, human rights

awareness, health and safety, and the Prevention of Sexual Harassment (POSH), reinforcing our commitment to a respectful and inclusive work environment.

Materiality Assessment

The materiality assessment process is a critical component of our sustainability strategy. It involves a comprehensive evaluation of environmental, social, and governance (ESG) factors to identify issues that significantly impact our business and stakeholders. By engaging with key internal and external stakeholders, including customers, employees, investors, and community representatives, we gather insights that shape and guide our priorities. This process ensures that our sustainability initiatives align with business priorities, regulatory requirements, and emerging global trends.

Intellect and its Stakeholders GRI-3

At Intellect, we know that robust stakeholder relationships are the cornerstone of our success and our capacity to create lasting, positive impact. We actively nurture open and constructive dialogue with our key stakeholders, fostering trust, cooperation, and mutual benefit. This dynamic engagement not only shapes our strategic business decisions and corporate policies but also helps define our ESG focus areas. In our pursuit of sustainability, stakeholders are the threads that bind us together. Our commitment to inclusivity is reflected in our identification of eight vital stakeholder groups, each serving as a unique pillar in our ecosystem.

Stakeholders are identified based on Internal/External, Level of influence, interests and impact on organisation. Stakeholder list is validated and refined based on the inputs from Sustainability Executive Committee (SEC). Stakeholder inputs are considered into decision-making processes, strategic planning and sustainability initiatives. Our regular reviews and updates also ensure that the stakeholder identification process remains dynamic and responsive to evolving circumstances.

By collaborating with stakeholders who share our vision and values, we set meaningful targets and transparently share the progress. This commitment to accountability drives continuous improvement and keeps us aligned with the ever-evolving social, environmental, and economic landscape.



Approach to Stakeholder Engagement GRI 2-29

Engaging with stakeholders is central to Intellect's strategy. We follow an inclusive approach to understand and address the needs of customers, employees, investors, communities, and regulators. Through regular communication, surveys, and forums, we gather feedback that informs our business decisions and ensures alignment with stakeholder expectations. A dedicated Stakeholder Relationship Committee and supporting systems help us consistently identify, prioritise, and respond to stakeholder concerns, building trust and fostering positive impact across our operations and society.

Engagement with key stakeholders is summarised as part of the BSR document Principle 4 and Essential Indicator 2.

Process to Determine Material Topics GRI 3-1

Intellect follows a structured, GRI Standards 2021-aligned process to identify material ESG topics that align with stakeholder expectations and business priorities. Through ongoing consultations with key stakeholders such as customers, employees, investors, and communities, the company ensures the relevance of these issues in light of regulatory needs and global trends. Material issues are mapped based on stakeholder input and business risks, resulting in 16 prioritised topics across Environmental, Social, and Economic/Governance categories. A materiality matrix visually represents their significance, helping Intellect focus efforts, set meaningful goals, and communicate transparently on long-term value drivers.

List of Material Topics GRI 3-2

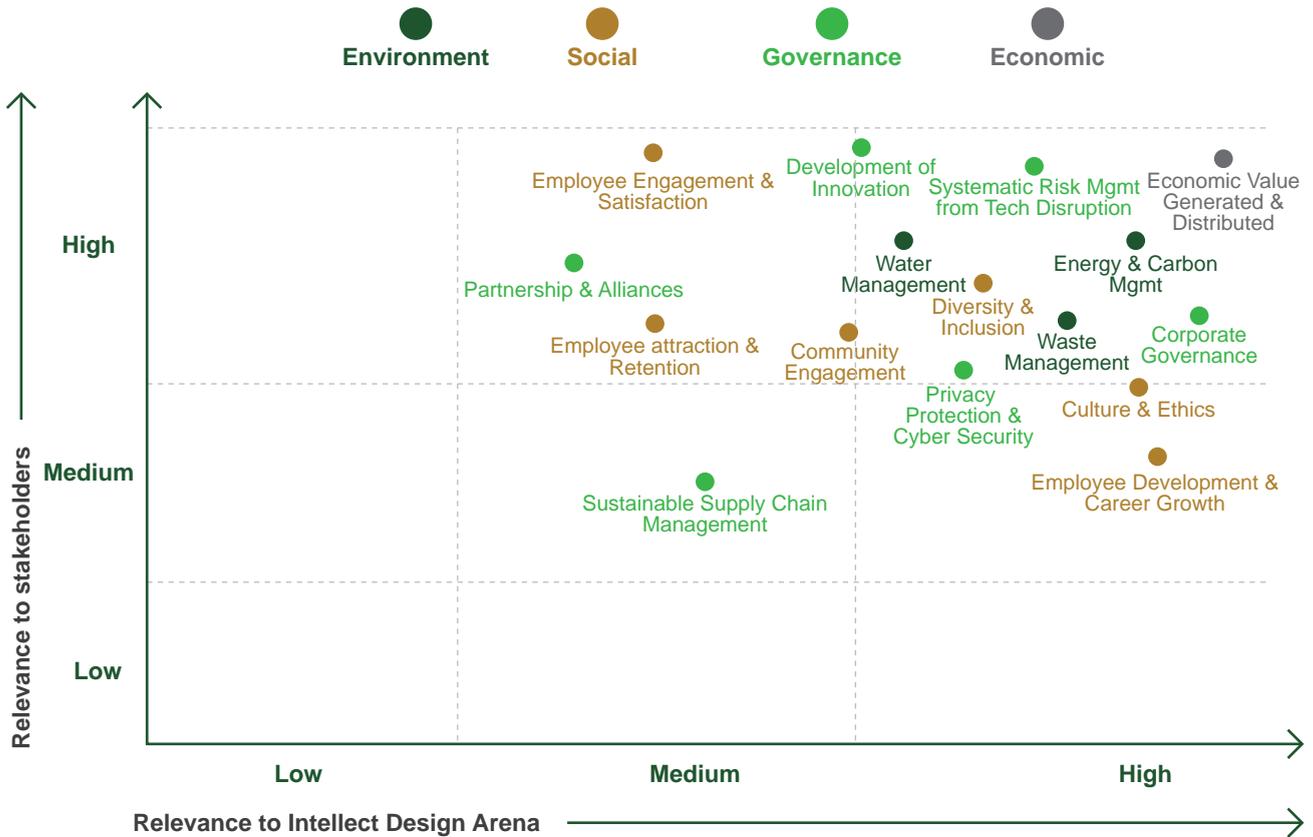
The key material topics, as represented in the Materiality Matrix, are grouped under three key imperatives – Environment, Social and Economic/Governance. We have added a new ESG Goal which is “Sustainable Supply Chain during this year FY24-25. This is a strategic decision that aligns with internal goals and responds to external demands - government and global regulatory bodies are intensifying their focus on supply chain sustainability, while investors are calling for increased transparency and stronger performance on ESG issues, particularly in sustainable supply chains, which often carry significant environmental and social impact.



Materiality Issues for FY 24-25

Environment	Social	Economic & Governance
<p>Water Management (Page 41)</p>	<p>Community Engagement (Page 76)</p>	<p>Corporate Governance and Compliance (Page 104)</p>
<p>Waste Management (Page 44)</p>	<p>Diversity & Inclusion (Page 55)</p>	<p>Economic Value Generated and Distributed (Page 105)</p>
<p>Energy and Carbon Management (Page 33 & 37)</p>	<p>Employee Attraction and Retention (Page 53)</p>	<p>Systematic Risk Management from Technology Disruption (Page 110)</p>
	<p>Culture & Ethics (Page 64)</p>	<p>Privacy Protection and Cyber Security (Page 111)</p>
	<p>Employee Development and Career Growth (Page 59)</p>	<p>Partnership & Alliances (Page 112)</p>
	<p>Employee Engagement and Satisfaction (Page 66)</p>	<p>Development & Innovation (eMACH.ai)</p>
		<p>Sustainable Supply Chain Management (Page 21)</p>

Materiality Matrix



Areas of Material Impact represented High-High quarter in the above diagram are prioritised for action. Other areas taken up as part of the overall sustainability roadmap.

Intellect's management approach towards handling these material topics is comprehensive and focused on long-term value creation. This approach ensures that Intellect's sustainability initiatives are aligned with the concerns that matter most, enabling the organisation to set goals, prioritise investments, and provide meaningful disclosures.

ESG PERFORMANCE

Intellect ESG Goals and Targets 2024-2025

Material Topic	Goal	Target	Fiscal Year (2023-24)	Fiscal Year (2024-25)
Environmental Management				
Physical Infrastructure	Green building certification	Ensure Green Building certification for "Largest campus of Intellect", Chennai by 2026	IGBC & LEED certification implementation is in progress, for office building in our flagship NxT LvL campus at Chennai.	13 major Implementation measures for LEED & IGBC have been completed. Remaining initiatives like EMS, IoT automation, IAQ sensors installation are in progress. <i>(For initiative plans pls refer to Energy Management)</i>
Waste Management	Zero Waste To landfill	100% waste diverted from Landfill at "Largest campus of Intellect", Chennai by 2030(*)	82% waste diverted from the Landfill at the Chennai campus of Intellect	85.5% of waste generated at NxT LvL- Chennai, is diverted through recycling and vermicomposting methods. <i>(For initiative plans pls refer to Waste Management)</i>
		<p><i>100% recycling of paper waste generated across all campuses by 2025(*)</i></p> <p><i>Reduction of specific waste generation (waste per employee) by 10% by 2025(*)</i></p>		
Water Management	Net Zero Water - Reduction in specific water consumption	Reduce specific water consumption (water consumed per employee) by 10% by 2025	We have initiated reporting the water consumption data of all 8 locations from FY 23-24.	22.08% reduction was achieved compared to FY 23-24, due to improved monitoring, measuring and accounting methodology. <i>(For initiative plans pls refer to Water Management)</i>

Intellect ESG Goals and Targets 2024-2025

Material Topic	Goal	Target	Fiscal Year (2023-24)	Fiscal Year (2024-25)	
Environmental Management					
Water Management	Net Zero Water	Achieve net zero water by 2030 <i>The timeline for achieving Net Zero Water has been extended from 2027 to 2030 to ensure a realistic, scalable, and impact-driven approach.</i>	Net-Zero water can be achieved by reducing the specific water consumption, increasing the recycling water usage and through efficient water harvesting practices like installation of recharge pits, retention ponds.	Water rejuvenation projects under TNCDP are being enumerated for Net-zero implementation. <i>(For initiative plans pls refer to Water Management)</i>	
	Energy & Carbon Management	Net Zero Energy: Increase energy efficiency and promote conservation	2% Reduction in specific energy consumption by 2025	1.46% - increase from 3867.01 MJ to 3923.54 MJ in FY 23-24	2.77% reduction in Specific energy consumption compared to FY 23-24. Due to operational reasons and improved monitoring, measuring and accounting methodology. <i>(For initiative plans pls refer to Energy Management)</i>
		GHG reduction	Achieve 70% renewable energy by 2025 for the "Largest campus of Intellect", Chennai	65.6% renewable energy for the largest campus	55.1% of energy is being sourced from renewable supply, compared to FY 23-24, due to low wind season in the state, affecting overall renewable generation and supply. <i>(For initiative plans pls refer to GHG Emission Management)</i>
	Net Zero Carbon (Interim target)	<i>Reduce specific GHG emissions by 30% by 2027(*)</i> <i>Achieve net zero carbon for Chennai operations by 2028(*)</i>		<i>Converted to a New Unified target: Scope 1 & Scope 2 emission reduction by 50% by 2030.</i> <i>To ensure a more cohesive, enterprise-wide decarbonisation strategy, the above targets have been merged into a single, impactful target</i>	

ESG PERFORMANCE

Intellect ESG Goals and Targets 2024-2025

Material Topic	Goal	Target	Fiscal Year (2023-24)	Fiscal Year (2024-25)
Environmental Management				
		Scope 1 & Scope 2 emission reduction by 50% by 2030	3376.03 MtCO ₂ e is the Total (Scope 1 and Scope 2) emissions.	3295.29 MtCO ₂ e is the total (scope-1+Scope-2) emissions that has decreased compared to FY 23-24. Variation is mainly due to reporting of fugitive emissions in the scope-1 and change in the grid emission factor, as per CEA and low supply of renewable grid energy in scope-2 <i>(For initiative plans pls refer to GHG Emission Management)</i>
Social				
Community Engagement	Engage in community initiatives	20% increase in the number of students & 15% increase in the number of schools by 2025 through our initiatives such as "Summit" and "Touch the Soil" Programme	In FY 23-24, we have reached approx. 20.25 lacs students across approx. 1500 schools.	** 20% increase in the number of students accomplished ** 15% increase in schools not achieved due to post-pandemic challenges in 2023-24 and ban by NSNOP in Tamil Nadu in 2024 -25.
Diversity and inclusion	Promote Diversity and inclusion within the organisation	Overall, Gender Diversity to improve to 30% by 2025	Current Overall Gender (Women) Diversity – 27%	27% <i>For Initiatives plans: Please refer to Diversity & Inclusion - Management Approach</i>
	Improve % of Differently abled employees	Ensuring 1.5% of the total workforce constitutes differently-abled employees by 2025	Differently abled Employees is 1% of the total Workforce	1.00% <i>For Initiatives plans: Please refer to Diversity & Inclusion - Management Approach</i>
	Improve Gender Diversity in Leadership	Increase the proportion of women in leadership roles to 20% by 2028	Women proportion is 11.11%	14% <i>For Initiatives plans: Please refer to Diversity & Inclusion - Management Approach</i>

Intellect ESG Goals and Targets 2024-2025

Material Topic	Goal	Target	Fiscal Year (2023-24)	Fiscal Year (2024-25)
Social				
Promote employee well-being	Ensure Workplace Safety and Occupational Health	Increase awareness and coverage through Employee Assistance Programme	Confidential counselling through professionals available. 100% Medical Insurance coverage Ensured ISO 45001 certification during this year FY 23-24 (for Chennai)	Comprehensive health check-ups, the exclusive MySmartCareDoc Medical Passport for Konarks, Sustainability Week celebrations across India, and the launch of the CALM app for confidential counselling support were key initiatives rolled out.
Governance				
Conduct regular sustainability assessments and audits	Ensure Quarterly sustainability assessments and audits	Ensure Quarterly sustainability audits by 2026	NA	Successfully completed Quarterly Sustainability Audits in FY 24-25 for all quarters
Sustainable Supply Chain Management	Promoting ethical practices, transparency and Sustainability among suppliers	Ensure 70% of Critical Suppliers meet ESG Criteria by 2027	NA	50% of Critical Suppliers responded to ESG self assessment questionnaire *Plans to improve the ESG Questionnaire (Self-Assessment) by including the Performance Parameters in FY 25-26

(*) - Some targets have been revisited / merged for previous year

Note: Base year for metrics comparison of Energy, Water and Emission (Scope-1 + Scope-2) data will be FY 24-25.

Goals achieved in FY 23-24 are being tracked and disclosed as part of our Business Responsibility and Sustainability Report (BRSR), ensuring transparency and compliance. Such as “100% of composting of biodegradable waste by 2024 at Chennai campus”, “100% elimination of "Single Use Plastic" - 95% maintained”. “Zero Liquid Discharge to be achieved by 2024 at Chennai campus of Intellect”, 100% Rainwater harvesting done at Intellect owned premises (Chennai & Gurugram)”

Environmental Sustainability

Caring for the Earth, Sustaining Tomorrow

Energy Management

GHG Emission Management

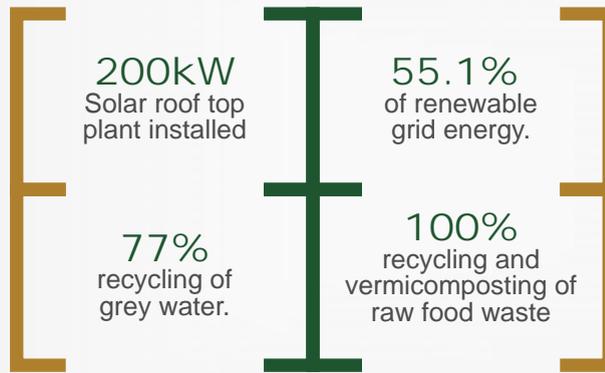
Water Management

Waste Management

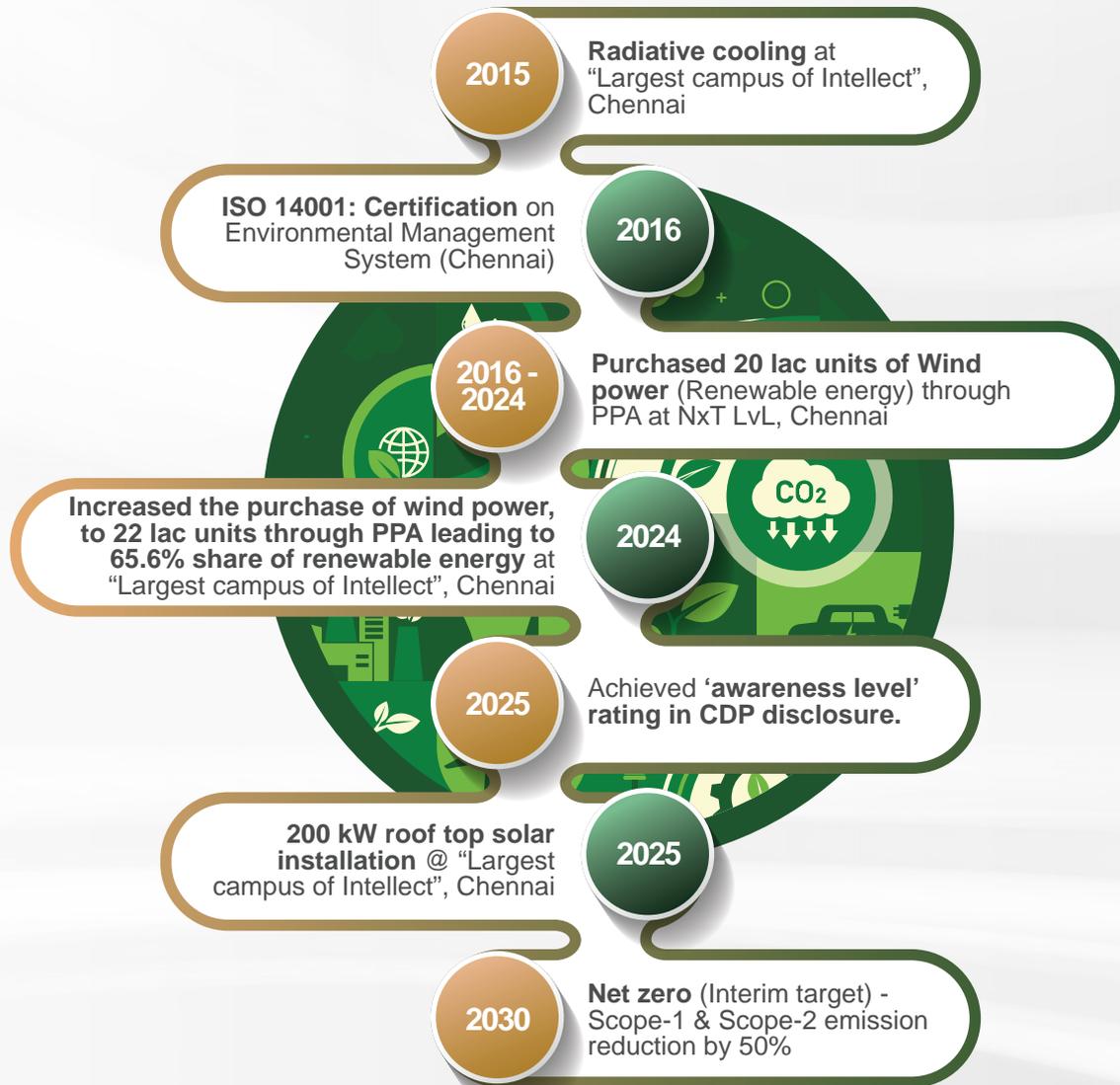
Occupational Health & Safety



2024 KEY HIGHLIGHTS FOR THE "LARGEST CAMPUS OF INTELLECT", CHENNAI

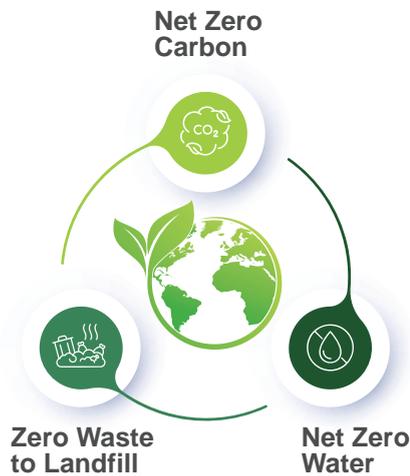


PATHWAY TO NET-ZERO



Environmental Sustainability

At Intellect, environmental stewardship is at the core of our sustainability vision. We are committed to minimising our ecological footprint through innovative solutions that drive resource efficiency, reduce emissions, and promote renewable energy adoption. Our initiatives, such as quarterly sustainability audits, green IT practices, and waste reduction programs, reflect our proactive approach to addressing global environmental challenges.



Towards promoting stakeholder sustainability, we are engaging with our critical suppliers to drive sustainability with our value chain partners. By embedding SDGs into our operations and collaborating with stakeholders, we strive to contribute meaningfully to a low-carbon, resilient future.

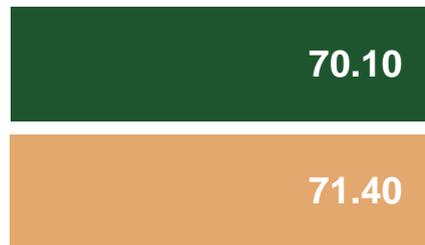
Energy Management

Energy management is central to our sustainability strategy, reflecting our commitment to reducing our carbon footprint and promoting energy efficiency. Sustainable energy management involves monitoring and measuring the energy consumption, and benchmarking the metrics against the base year, to implement energy conservation measures. We leverage innovative technologies such as energy-efficient systems, and cloud-based solutions to optimise energy consumption across our operations. Our initiatives also include transitioning to renewable energy sources and conducting regular energy audits to identify opportunities for improvement.

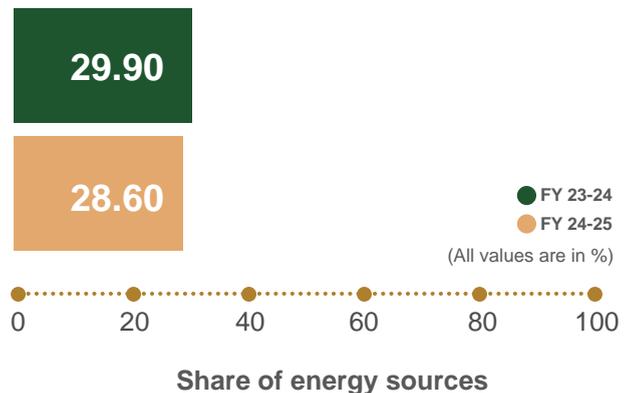
Energy Consumption Within The Organisation

Intellect's offices are spread across 8 locations in India. **71.4%** of the energy consumption was sourced from fossil based, grid and fuel supply in FY 24-25. Air conditioning load, lighting load and other allied electrical systems are the major source for energy demand. Except for the NxT LvL facility at Chennai, all the other facilities limit the implementation of any major energy conservation and emission reduction interventions, due to infrastructural constraints. Despite this operational challenge, **55.1%** of grid purchased energy for NxT LvL, Chennai office is purchased through renewable PPA and 100% of energy requirement for Mumbai-SEEPZ office, is sourced through green power.

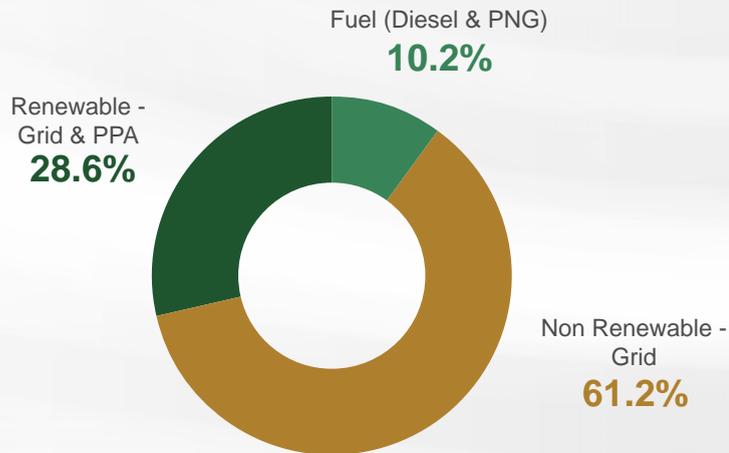
Non-Renewable Energy



Renewable Energy



Energy Measures Across Facilities



FY 24-25: Break up of energy sources

Energy sources	FY 24 - 25 : Consumption
Non-Renewable grid in MJ	14008352.40
Renewable grid & PPA in MJ	6553483.20
Fuel - Diesel & P&G in MJ	2314943.70
Total in MJ	22876779.30

Sustainability Goal: Reduction in specific energy consumption, by 2% in 2025

Intellect energy consumption has predominantly relied on grid power, as 89.9% is sourced from grid power supply, while 10.1% is sourced from fuel energy. Although fuel consumption has shown a minimal increase, overall energy consumption has marginally reduced. Facility teams have implemented various energy savings measures in their respective locations including:

- Replacement of 234TR old ductable, cassette and split ACs with new energy efficient air conditioning system at Goregaon office.
- Replacement of 39TR ductable energy efficient ACs at Hyderabad office.
- Installation of motion sensor controlled lighting for the toilet area in Pune office.

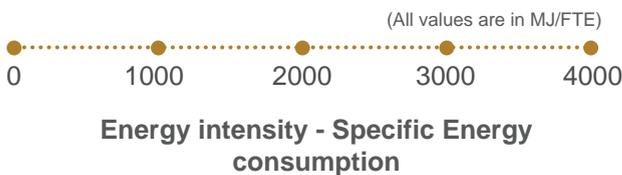
FY 22-23



FY 23-24



FY 24-25



Along with the above measures, efficient and optimised operation of cooling systems have supported us to reduce our energy intensity per FTE i.e. specific energy consumption by 2.77% in FY 24-25. Every location is regularly assessed, to implement effective measures towards reducing energy consumption.

Renewable Energy

Sustainability Goal: Achieve 70% renewable energy at NxT LvL, Chennai by 2025.

Towards our commitment to Net zero, Intellect has initiated to increase the share of purchased renewable grid power through PPA from 20 lac units to 22 lac units. We installed a 200kW solar roof top at NxT LvL building in March'25.



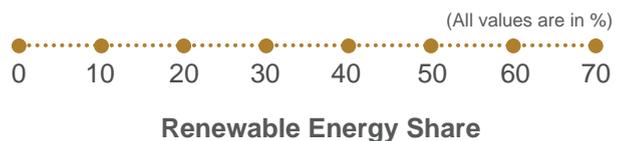
Further, Intellect proposes to increase the quantum of renewable PPA purchase from 22 lac units to 27 lac units in FY 25-26. These measures will enable us to reduce scope-2 emission significantly.

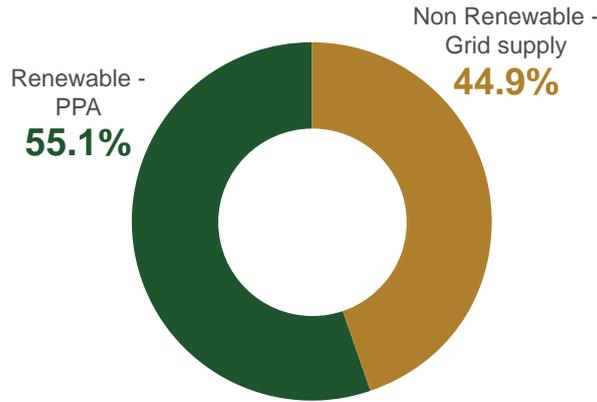
In FY 24-25 NxT LvL office share of renewable grid power, stands at 55.1%. Mumbai-SEEPZ, is the only other location where 100% purchase of renewable grid energy was feasible. Our goal of achieving 70% renewable energy by 2025, was not met as seasonal variation of wind led to reduced generation of wind power, resulting in lower renewable energy supply. At the organisational level, Intellect is exploring the feasibility of renewable PPAs, for locations where onsite installation of renewable power is not feasible.

FY 23-24



FY 24-25





FY 24-25: Share of Renewable Grid power - NxT LvL (Chennai)

Green Building Certification

Sustainability Goal: Ensure Green building certification for NxT LvL, Chennai by 2026

NxT LvL Chennai, Intellect's largest campus by both floor area and headcount among its eight offices was selected for Green Building certification under the LEED and IGBC frameworks. After the Level-2 ASHRAE (American Society of Heating Refrigeration and Air conditioning Engineers) audit for energy, a range of sustainability-focused measures were implemented across the facility.

- Installed motion sensors, to control lighting in the restroom.
- Installed 200 kW on-grid solar plant at roof top.
- Air Quality Sensor capable of measuring CO₂, TVOC.
- Applied high SRI paint to STP & utility roof areas to reduce heat ingress
- Plants within office space to improve the indoor air quality.

Energy Reduction in IT Services

With increased adoption of technology leading to higher energy consumption, it's especially important for Intellect to be more energy-efficient and also cost effective.

- **Intellect's data centers** are highly energy efficient working on cold aisle technology. This increases the cooling capacity and energy efficiency of the cooling unit. It manages the airflow by allowing the separation of hot and cold air thus cooling higher heat loads per rack at minimal cost.
- **Upgrading Power Consuming Server**
Decommissioning of old Servers has not only helped in reducing operational costs, but also contributed to reducing carbon emission. As a result, we are able to reduce 9 tons of CO₂ emission in this financial year.
- **Agile working and energy saving** 82 tons of CO₂ emission were reduced by converting desktops to low power consuming laptops.

Energy Consumption Outside the Organisation

In FY 24-25, employees traveling through hired shuttle services at NxT LvL, Chennai reported under energy consumption outside Intellect’s boundary. Business travel through flight will be reported from FY 25-26, as the new travel partner was on-boarded, only at the end of Q3 FY 24-25.

Energy				
GRI	GRI Description	Description	FY 23-24	FY 24-25
302-1	Energy consumption within the organisation	Grid energy consumption in MJ	14056124	14008352.40
302-1	Energy consumption within the organisation	Fuel consumption (Diesel+PNG) in MJ	2162606	2314943.70
302-1	Energy consumption within the organisation	Non-Renewable energy consumption in MJ	16218730	16323296.10
302-1	Energy consumption within the organisation	Renewable energy (Wind PPA) consumption in MJ	6926216	6553483.20
302-1	Energy consumption within the organisation	Total energy consumption in MJ	23144946	22876779.30
302-3	Energy Intensity	Energy intensity: Specific energy consumption -FTE in MJ/Employee	3923.54	3814.70
302-2	Energy consumption outside the organisation	Energy consumption through employee shuttle services in MJ	NA	337314.56

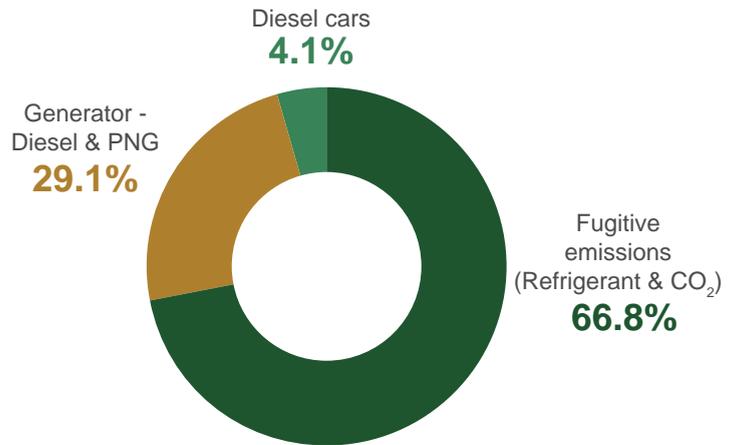
GHG Emission Management

Intellect is committed to reducing its greenhouse gas (GHG) emissions as part of its broader sustainability strategy. The Organisation emission Reduction Plan focuses on minimising emissions from both direct (Scope-1) and indirect (Scope-2) sources across its

facilities. This plan is integral to Intellect's goal of achieving net-zero carbon emissions and is structured around key initiatives that enhance energy efficiency, transition to renewable energy sources, and implement effective monitoring and reporting systems.

Direct Emissions

Fuel consumption from mobility and onsite power generation, are the primary reasons for direct emissions reported under scope-1 category. Monitoring and reporting of emissions, from air conditioning refrigerant recharge and fire extinguisher CO₂ top up, led to significant rise of scope-1 emission i.e 466.38 MtCO₂e in FY 24-25.



FY 24-25: Emission Sources - Scope-1

Scope-1 Category	FY 24 - 25 : Emission
Fugitive emissions - Refrigerant & CO ₂ top up in MtCO ₂ e	311.55
Generator - Diesel & PNG in MtCO ₂ e	135.52
Cars - Diesel in MtCO ₂ e	19.31
Total scope-1 emission in MtCO₂e	466.38

Emissions From Diesel Generator

Emissions from diesel generators have marginally increased in FY 24-25, as a result of higher fuel consumption due to intermittent power supply across locations. In Gurugram office, bi-fuel Diesel generators operating with diesel and piped natural gas, were commissioned to reduce the emission levels. In FY 24-25 apart from Chennai, Gurgaon and Hyderabad offices were tested, for generator stack emission parameters like CO, NO_x, SO_x and particulates, at regular intervals. The test results always comply within CPCB emission limits.

Emissions From Diesel Cars

Emissions from diesel cars have shown significant change as a result of adopting SIAM (Society of Indian Automobile Manufacturers) published emission factor for 4-wheelers. Upon using the SIAM emission factor, mobile emission was reported to be 19.21 MtCO₂e while using IPCC emission factor, mobile emission was reported to be 36.89 MtCO₂e. As emission factor from SIAM data is more accustomed to Indian road conditions and thus, suitable towards calculating & reporting mobile emissions.

Emissions From Refrigerant Leakage

311.55 MtCO₂e of fugitive emissions was reported from leakage of refrigerant comprising R-22, R-134a and R410a during the replacement of ACs and CO₂ top up of fire extinguisher. All our refrigerants have zero ozone depletion potential.

Indirect Emissions

Purchased grid electricity is the sole reason for indirect emissions. Due to the infrastructural constraint at offices other than Chennai, renewable PPA is the only viable option towards reducing indirect emissions. Indirect emissions reported under **market** based scope-2 emission category, were reduced by 11.96% in FY 24-25, on account of revision in **CEA** grid emission factor from 0.823 to 0.727.

FY 22-23



FY 23-24



FY 24-25



(All values are in MtCO2e)



Scope-2 Emissions

Other Indirect Emissions

471.62 MtCO2e was reported in scope-3 emissions, from employee commute through hired **shuttle services of car, van and bus** for NxT LvL, Chennai. India specific road transport GHG emission factor for vans, and SIAM based emission factor for cars, were used for emission calculation. Apart from employee commute, consolidation of business travel data was delayed due to the on-boarding of new travel partners. Further delay in enabling ticketing platforms with emission factors, led to inconsistent outcome of travel data. Hence, emissions from business travel will be reported from FY 25-26. Also, Intellect will improve the reporting of scope-3 emission categories that are material to its operations.

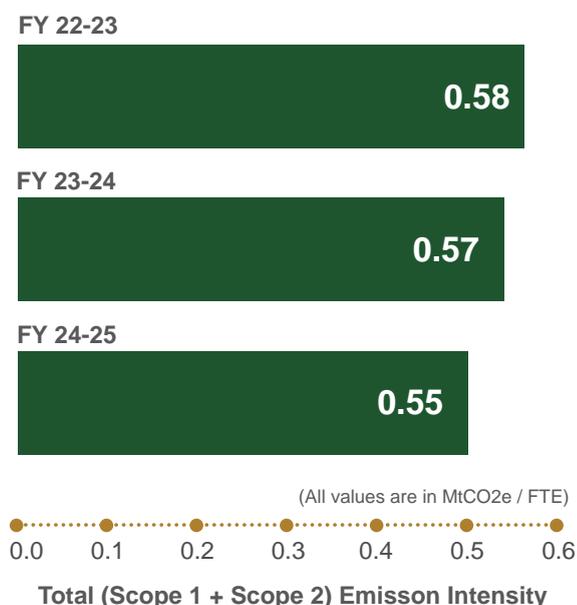
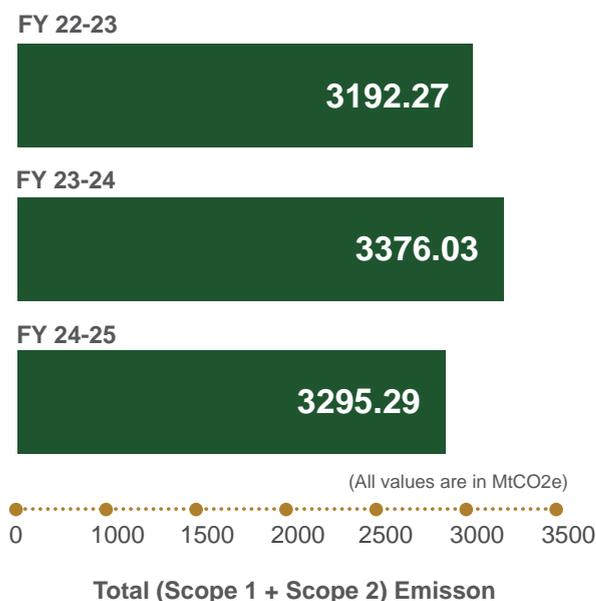
Emission reduction measures

Sustainability Goal: Scope 1 & Scope 2 emission reduction by 50% in 2030

Towards Net zero goal, Intellect has set an interim target to reduce total (scope-1+scope-2) emissions by 50%, through emission reduction initiatives. Diesel generators at Gurugram location, were retrofitted with piped natural gas (PNG) kits. Thus allowing the DG to operate with bi-fuels and enabling GHG emission reduction. This initiative will reduce the reliance on diesel fuel leading to lower direct emissions.



Towards achieving the goal of 70% renewable share for NxT LvL-Chennai, 18.2 lac units of renewable electricity was purchased through PPA. Despite this initiative, seasonal variation of wind power led to reduction of renewable energy supply by 5.38% in FY 24-25. This resulted in achieving the renewable share of 55.1% in FY 24-25. In addition to that, a 200 kW solar rooftop system was installed at NxT LvL, Chennai facility in March'25 which will further augment the renewable energy share, from FY 25-26 and significantly reduce the scope-2 emissions.



These emission reduction measures have supported in reducing the emission intensity by 3.99% in FY 24-25. Simultaneously, we are exploring the feasibility of renewable energy PPA for locations other than Chennai, which will help to further reduce our Scope-2 emissions.

Emissions				
GRI	GRI Description	Description	FY 23-24	FY 24-25
305-1	Scope-1 emissions: Direct	Emission from on-site electricity generation: Piped Natural Gas in MtCO ₂ e	NA	3.23
305-1	Scope-1 emissions: Direct	Emission from on-site electricity generation: Diesel generator in MtCO ₂ e	120.39	132.29
305-1	Scope-1 emissions: Direct	Fugitive emissions - (AC refrigerant / Fire extinguisher) in MtCO ₂ e	NA	311.544
305-1	Scope-1 emissions: Direct	Company owned cars in MtCO ₂ e	43.3	19.31
305-1	Scope-1 emissions: Direct	Total Scope-1 emissions in MtCO ₂ e	162.636	466.38
305-2	Scope-2 emissions: In Direct	Purchased electricity market based in MtCO ₂ e	3213.390	2828.91
305-3	Scope-3 emissions: Other indirect emissions	Employee travel in MtCO ₂ e	NA	471.62
305-4	Total GHG emission	Total emission (Scope-1 + Scope-2) in MtCO ₂ e	3376.026	3295.29
305-4	GHG emission intensity	Specific Emission (FTE) MtCO ₂ e / employee	0.572	0.549

Water Management

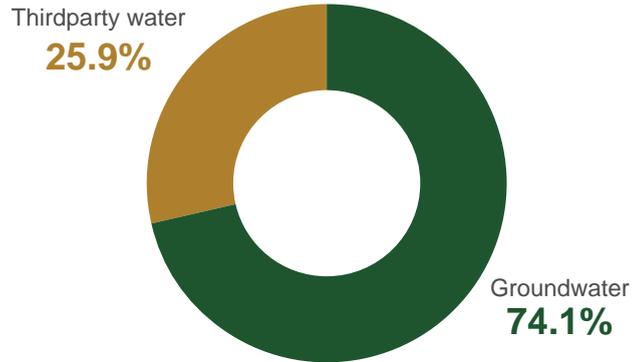
We are committed to responsible water management as part of our broader sustainability strategy. We prioritise efficient water use and conservation across our operations. Our initiatives include implementing water-saving technologies, monitoring water usage, and adopting practices that minimise wastage. The quality of potable water is regularly monitored. If TDS ≤ 1000 mg/L is categorised as “Fresh water” and TDS > 1000 mg/L is categorised as “other water”. Additionally, we engage with stakeholders to promote awareness and collective action toward sustainable water use. By integrating water stewardship into our sustainability efforts, we aim to reduce our environmental impact and contribute to global efforts in preserving this vital resource for future generations.



Water as Shared Resource

Major demand for freshwater comes from domestic requirements of the respective facilities, which is sourced from groundwater, third party supply through private tankers and municipal supply and also minimal quantity is harvested from rainwater. Only NxT LvL, Chennai and Gurugram facilities, source water from the ground while all other locations meet their demand through third party supply.

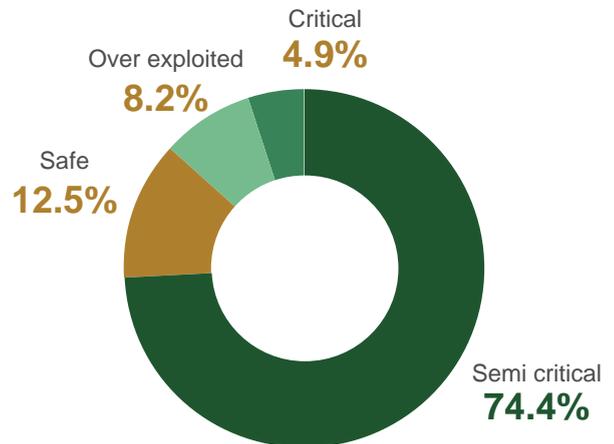
At present, 74.1% water is withdrawn from ground while 25.9% is sourced from third party supply. In our journey towards Net Zero water, we have been working towards reducing specific water consumption, harvesting the rainwater and offsite water conservation projects. All of the eight office sites have been mapped to their vulnerability for water stress based on the assessment report of Central Ground Water Board (CGWB). Their National compilation on dynamic ground water resources of India 2024, report was used to assess and locate the water stress regions.



FY 24-25: Source of water withdrawal

Water as Withdrawal

Cumulative water withdrawal across 8 locations is 42991.06KL in FY 24-25. The system to monitor water withdrawal data has been made more robust in FY 24-25. Significantly, 74.4% of water is withdrawn from NxT LvL-Chennai, that is categorised as “semi-critical” region while 12.5% of water is withdrawn from Goregaon, Mumbai-SEEPZ and Thane which are categorised as “safer” regions. Chennai (carex), Hyderabad and Gurugram sites are categorised under “over exploited” regions, while Pune is under “critical” water stress regions, which cumulatively contributes 5988.1 KL i.e. 13.1% of total water withdrawal. In offices, with significant headcounts like NxT LvL, Goregaon and Pune water meters are installed to monitor water withdrawal data. While for other offices, standard methodology as per “NBC 2016, BIS guideline” is applied to calculate the withdrawal data. The source of water withdrawal from NxT LvL and Hyderabad office region is categorised as “Other water”, with TDS > 1000 mg/L. While for other offices it is categorised as “Freshwater”, as TDS ≤ 1000 mg/L.



FY 24-25: Water Stress - Water Withdrawal

Water Discharge

Intellect strives for water circularity where efficient water discharge is the core of our water management. 77.2% i.e. is 26181.54 KL of treated waste water from NxT LvL facility is used in flushing and gardening while 83.33% i.e. 990 KL of treated waste water from Gurgaon is used in the gardening facility. In total, 27161.64 KL of treated waste water have been reported in FY 24-25. Water discharge is efficiently managed by sewage treatment plants where the excess treated water from Gurugram site and sewage water from other locations are discharged to municipal drain.

Water Consumption

Robust water monitoring system alongwith availability of sewage treatment plants and reuse of recycled water, has led to significant reduction in domestic water consumption in FY 24-25. NxT LvL, Chennai office and Gurugram office, alone has contributed 77.25% of water consumption.

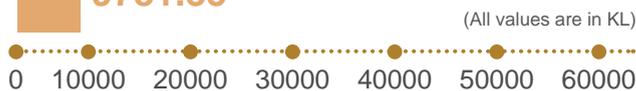
Total Water Withdrawn



Total Water Consumed



Total Water Discharged



Water : Withdrawal - Consumption - Discharge



Water Intensity

Improvement in water withdrawal monitoring and improvised approach towards recording of water consumption based on site specific scenarios, led to 20.8% reduction in overall consumption. Thus reducing water intensity i.e. specific water consumption, by 22.1% in FY 24-25.

FY 22-23



FY 23-24



FY 24-25

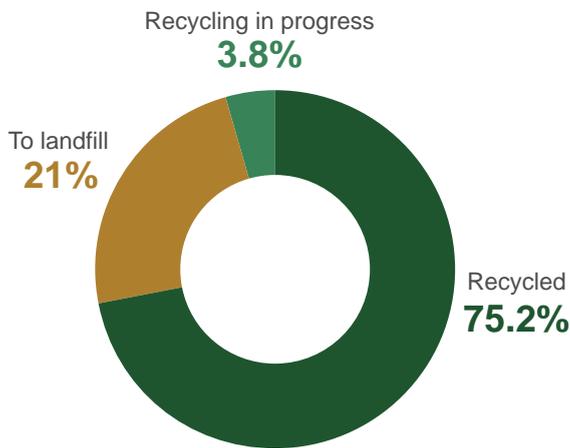


Water Intensity - Specific water consumption

Water				
GRI	GRI Description	Description	FY 23-24	FY 24-25
Water Withdrawal				
303-3-a	Water withdrawal	Groundwater in KL	31612.00	31835.05
303-3-a	Water withdrawal	Thirdparty in KL	22766.00	11156.01
303-3-a	Water withdrawal	Surface water in KL	153.000	NA
303-3-a	Total water withdrawal	Total Water withdrawal in KL	54531.00	42991.06
303-3-b	Water withdrawal: Water stress >100%(Over exploited)	Gurugram: Groundwater in KL	NA	569.1
303-3-b	Water withdrawal: Water stress >100%(Over exploited)	Hyderabad/ Gurugram/CAREX: Third party in KL	NA	3192.00
303-3-b	Water withdrawal: Water stress>80% (Critical)	Pune: Third party in KL	NA	2227.10
303-3-b	Total Water withdrawal: water stress regions	Water stress regions in KL	NA	5988.10
Water Discharge				
303-4-a	Water discharge: Total	All location: Third party in KL	NA	9781.35
303-4-c	Water consumption: Water stress >100% (Over exploited)	Hyderabad / Gurugram / CAREX: Third party in KL	NA	2513.7
303-4-c	Water discharge: Water stress >80% (Critical)	Pune: Third party in KL	NA	2004.4
303-4-c	Total water discharge: Water stress regions	Water stress regions: in KL	NA	4518.1
Water Consumption				
303-5-a	Total Water consumption	All location in KL	41938.00	33209.71
303-5-b	Water consumption: Water stress >100% (Over exploited)	Gurugram in KL	NA	1247.3
303-5-b	Water consumption: Water stress >80% (Critical)	Pune in KL	NA	222.7
303-5-b	Total water consumption: Water stress regions	Water stress regions in KL	NA	1470

Waste Management

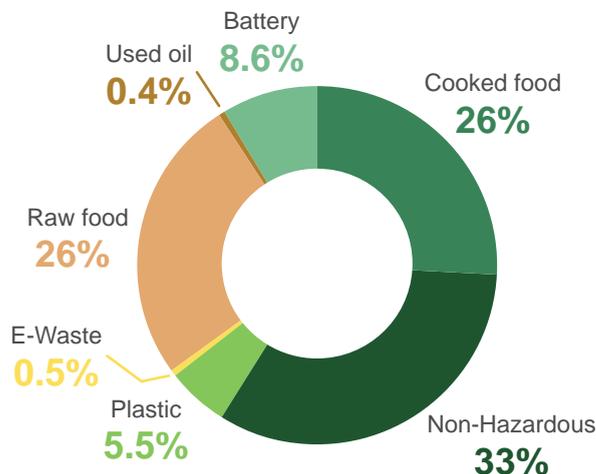
Waste management is a key pillar of our sustainability commitment, reflecting our dedication to minimising environmental impact through responsible practices. Reducing waste generation has been prioritised by optimised consumption of the resources. Upon collaborating with authorised recycling partners and implementing waste segregation systems, we ensure safe and efficient disposal of hazardous and non-hazardous waste. Through these measures, Intellect strives to create a cleaner, greener future while aligning with global sustainability goals.



FY 24-25: Waste Management

Waste Generation

Total waste generated across locations is 111.942 MT in FY 24-25, while in FY 23-24, total waste generation was reported only from NxT LvL, Chennai office. Facility teams



FY 24-25: Share of Generated Waste

from NxT LvL, Chennai and Goregaon offices have engaged with authorised recycling partners for collection, segregation and recycling of the generated waste. In other locations, waste is managed by vendors engaged by the builders. These wastes are further disposed off at the municipal dumpyard.

Waste Diverted From Disposal

After implementing waste management strategies across locations, 75.2% i.e 84.183 MT of generated waste was diverted from disposal in FY 24-25. Notably, 85.5% of the waste generated from the largest campus of Intellect was recycled in FY24-25. These recycled waste comprises non-hazardous waste (includes paper, cardboard, metals and other mixed dry waste), Hazardous waste (used oil and battery waste) and E-waste. Cooked and raw food waste from NxT LvL, Chennai office was sent to the Bio-CNG generation facility and decomposed at the Vermicomposting facility, respectively. 3.81% i.e. 4.26 MT of waste comprising used oil and raw food waste, will be recycled in FY 25-26.

Non-Hazardous waste



Cooked food waste



Battery waste



Raw food waste



E-Waste



Used oil



FY 24-25: Recycled Waste



Waste Directed to Disposal

Non-Hazardous waste from offices, other than NxT LvL and Goregaon are sent to the municipal dumpyard. Similarly, plastic waste from Chennai and Goregaon offices were sent for further processing. Cooked food waste from offices other than NxT LvL were sent to the municipal dumpyard. Overall, 20.99% of waste generated is directed to landfill.

Waste intensity - specific waste generation has significantly increased to 0.0187/ FTE in FY 24-25 due to increased scope waste category reporting and covering 5 locations.

Cooked food waste



Plastic waste



Non-Hazardous waste



FY 24-25: Waste Disposed to Landfill

Waste							
	FY 23-24			FY 24-25			
	Generated (306-3)	Recycled (306-4)	Disposed to landfill (306-5)	Generated (306-3)	Recycled (306-4)	Disposed to landfill (306-5)	To be recycled
Non-Hazardous waste in MT	6.150	6.150	0.000	45.330	39.816	5.514	0.000
Used oil in MT	0.740	0.740	0.000	0.514	0.434	0.000	0.080
Battery waste in MT	1.920	1.920	0.000	11.819	11.819	0.000	0.000
Plastic waste in MT	3.950	0.000	3.950	7.567	0.000	7.567	0.000
E-Waste in MT	9.130	9.130	0.000	0.680	0.680	0.000	0.000
Cooked food waste in MT	0.000	0.000	0.000	35.778	25.360	10.418	0.000
Raw food waste in MT	0.000	0.000	0.000	10.254	6.074	0.000	4.180
Total in MT	21.89	17.94	3.950	111.942	84.183	23.499	4.260

Stakeholder Engagement with Government and Regulatory Bodies

We actively engage with government authorities and regulatory bodies to ensure compliance, and sustainable development within our business ecosystem. As part of our stakeholder engagement, we attended the SIPCOT BizBuddy meetings organised by SIPCOT in August and December 2024, where key issues related to infrastructure development, environmental sustainability, and employee well-being were discussed.

Initiatives such as restoration of OSR lake, stormwater drain cleaning, and sapling plantation in SIPCOT IT Park were prioritised. Additionally, we collaborated with the SIPCOT Project Office to initiate the development of a road adjacent to Navalur Lake, reinforcing our commitment to infrastructure enhancement. In November 2024, we took part in a SASCOM (Siruseri Association of Software Companies) meeting at the Export Trade Facilitation Center (ETFC), where we contributed to discussions on pending issues and beautification proposals for IT Park Siruseri.

Through these strategic engagements, we continue to align our business operations with government policies, industrial growth, and sustainability initiatives, ensuring a thriving and responsible corporate presence in the region.

Occupational Health & Safety (GRI 403-1)

Intellect is committed to a business model through a value system that balances Sustainability, Environment, Occupational Health and Safety (OH&S). We consciously strive to ensure zero accidents, physical and emotional well-being, and safety of our stakeholders.



In FY 24-25, our NxT LvL, Chennai office has undergone an independent comprehensive surveillance audit ensuring safe and healthy work environment for all employees, demonstrating our commitment to the well-being of our workforce, fostering a culture of safety, and maintaining compliance with regulatory requirements. We are aiming to horizontally deploy our OSHA learnings to certify Hyderabad and Goregaon locations with ISO 45001 in FY 25-26.

Hazard Identification & Risk Management (GRI 403-2, 403-3)

Risk assessment is proactively conducted on a yearly basis or at the beginning of a new process or activity. Intellect being an IT company, there are no product risks but there are risks including those related to provision of services like ergonomics, emotional well-being, risks associated with operation of utilities, commute. We have established numerous initiatives, interventions, virtual sessions, and process controls to address them. OH&S committee ensures the establishment, implementation, maintenance, and continual improvement of processes needed for the elimination of hazards and minimisation of risks.

We are aiming to horizontally deploy our OSHA learnings to certify Hyderabad and Goregaon locations with ISO 45001 in FY 25-26.

Participation and Consultation (GRI 403-4, 403-5)

Employees are required to report all incidents through a unified online portal to the HSE team. All new joiners undergo scheduled EHS training during induction, alongside general induction to make them understand the EHS policy, emergency preparedness and mitigation measures.

Safety Committee plays a vital role in fostering a safe and healthy work environment across all our operations. Comprising members from diverse departments and support staff, the committee regularly convenes to proactively identify occupational health and safety risks, review safety protocols, and implement corrective actions. Through continuous monitoring, training programs, and open stakeholder engagement, the committee ensures compliance with statutory regulations and promotes a culture of safety awareness. This collaborative approach not only safeguards our employees but also reinforces our commitment to sustainable and responsible business practices.

Associates are trained in the areas that have significant impact on the environment or may pose occupational health and safety risks. They include fire safety mock drills, first aid, and road safety awareness. Security personnel across all the locations are employees of third party organisations. Security personnel were trained in areas of emergency preparedness, fire safety procedure, soft skill, POSH and violence prevention as per the Human rights policies to ensure safe working conditions for employees.

Promotion of Employee well being (GRI 403-6)

We prioritise employee well-being by implementing comprehensive ergonomic measures to create a comfortable and safe working environment. Provision of ergonomic chairs, designed to promote good posture and reduce discomfort. Considering the importance of mental health and well-being in the workplace we have implemented various actions to support our employees' psychological well-being and mitigate stress. These initiatives include: Mental health awareness webinar, Yoga sessions.

Intellect ensures the health and well-being of its employees through dedicated medical support across its facilities. Our Chennai campus is equipped with an on-site Health Centre staffed by a qualified medical professional to provide immediate medical attention and routine health consultations. In all other locations, we maintain well-stocked First Aid facilities and have trained personnel available to handle medical emergencies and provide timely assistance. These measures reflect our commitment to employee safety and wellness across all Intellect workplaces.

Safety Committee plays a vital role in fostering a safe and healthy work environment across all our operations.



Critical suppliers, vendors and contract workforce working with the Intellect facility team, who are not our regular employees are trained on Health & Safety. These training sessions cover a wide range of themes such as safety, security, facility management and professional development. The session focused on monsoon preventive measures, emergency Preparedness, fire prevention & Control Procedures including Fire Extinguisher Usage, Evacuation Procedures, and Fire Drills. Additionally, the security session touched upon Workplace Safety, Violence Prevention, Bomb Threat Procedures, Visitor Management Systems (VMS) and Frisking Procedures for staff and vendors.

Extending Safety Beyond Boundaries - Managing Health & Safety in Business Relationships (GRI 403-7)

Intellect, collaborate closely with third-party contractors, facility management providers, and other business associates to ensure alignment with our health and safety standards. Our Safety Committee oversees implementation of safety protocols, conducts joint inspections where applicable, and provides guidance to partners on risk mitigation measures. Through training, audits, and feedback mechanisms, we work collectively to prevent workplace hazards and promote a safe and compliant working environment across all touchpoints of our business.

Ensuring OHS for Entire Workforce (GRI 403-8)

At Intellect, all employees and on-site contractual staff are covered under a comprehensive Occupational Health and Safety (OHS) Management System. The system encompasses hazard identification, risk assessment, incident reporting, and emergency preparedness. It is monitored by a cross-functional Safety Committee that ensures implementation, compliance, and continuous improvement. Regular safety audits, health check-ups, training sessions, and drills are conducted to strengthen awareness and responsiveness. The OHS Management System applies uniformly across our facilities, including our Chennai campus which hosts a dedicated health center and ensures that our workforce operates in a secure and supportive environment.

Work-Related Injuries (GRI 403-9)

Intellect maintains a proactive approach to monitoring and managing work-related injuries across all our facilities. All incidents are reported through a structured internal

mechanism and reviewed by our cross-functional Safety committee. During the reporting period, there were no fatal injuries and no high-consequence work-related incidents. Eight cases reported were of First Aid cases only and did not result in any loss on person hours worked or work restriction. Hence LTIFR is Nil. Also there have been no significant risks / concerns arising from facility Risk assessments of health and safety practices and working conditions during the reporting period.

Work-Related ill Health (GRI 403-10)

Intellect prioritise preventive health measures to safeguard our employees from work-related ill health. During the reporting period, there were no recorded cases of occupational diseases or chronic work-related health conditions across any of our facilities. We maintain a structured health and wellness program that includes periodic medical check-ups, ergonomic assessments, stress management initiatives, and access to physical and mental well-being resources.

Green Workspaces: Embracing Sustainability at Intellect



Social Responsibility

Empowering people, Enriching Communities

Our People

Community Engagement

Ullas Trust

Mission Samriddhi

School of Design Thinking

3 GOOD HEALTH
AND WELL-BEING



4 QUALITY
EDUCATION



5 GENDER
EQUALITY



7 AFFORDABLE AND
CLEAN ENERGY



8 DECENT WORK AND
ECONOMIC GROWTH



10 REDUCED
INEQUALITIES



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



 **5933**
Employees

 **27%**
Gender Diversity

 **14%**
Leadership Diversity

 **171770 hours**
Training Hours

We aim to foster workplace that is open, fair and built on equal opportunities, ensuring honesty and integrity for our team and the communities we positively impact through our endeavors.

Our People and Identity



People

At Intellect, we understand that meaningful design drives sustainable impact. When sustainability is at the heart of what we do, it brings people together around a common vision, reflected in the foundational principles we live by. These include:

The essence of the Power of Dreams is intrinsic to our identity, captured in our logo and echoed in our strapline: **“Live your Dream.”** This philosophy is also embedded in the very name of our company, symbolising our commitment to ambition, innovation, and purposeful growth.

As an enterprise-grade global financial technology leader across Wholesale Banking, Consumer Banking, Wealth, Capital Markets, Insurance, Treasury, and Digital Technology for Commerce, Intellect operates in the demanding FinTech space, where precision, scale, and speed are critical. We navigate this complexity through the lens of **Design Thinking**, supported by our state-of-the-art **8012 FinTech Design Center spanning across 30,000 sqft**, which serves as a hub for learning, experimentation, and transformation.

To drive innovation and industry leadership, we have created a dynamic ecosystem called the **Arena**, a platform designed to spark curiosity, creativity, and continuous learning. Here, we view people not as "resources" but as "talent", a philosophy that underpins our human-centered culture. By nurturing this culture, Intellect continues to foster a space where ideas take root, individuals evolve, and sustainability becomes a shared pursuit.

Identity

A sustainable employer brand is anchored in the clarity and consistency of its ethos—something Intellect achieves by thoughtfully balancing these three pillars through its frameworks: the **4Cs** of the Knowledge Brand, the **4Rs** of the Leadership Brand, and the **PHIR-Fun** of our Value Brand.

This identity goes beyond the symbolic; it is deeply interwoven into the organisational fabric. From the first day of induction to every subsequent interaction, associates are encouraged to live and embody these values. Every talent decision, be it hiring, development, or recognition, is guided by this holistic brand philosophy, which has been a steadfast foundational principle of Intellect since its inception.



Investing in Our People

At Intellect, our people are the cornerstone of our success, the visionaries who shape our future and drive our momentum. We regard our workforce as our greatest asset, which is why we refer to them as **Talent** rather than resources. This reflects the unique capabilities, creativity, and potential each individual brings. We cultivate a culture rooted in innovation and collaboration, where people are valued above processes. Their collective efforts enable us to meet business goals and consistently deliver exceptional value to our stakeholders.

We are committed to fostering a workplace that is open, inclusive, and equitable built on the principles of equal opportunity, integrity, and mutual respect. By maintaining a safe, empowering, and supportive environment, we enable our associates to thrive and reach their full potential.



Our strength also lies in forging lasting partnerships with our customers, addressing complex business challenges, facilitating strategic mergers and acquisitions, and creating value through both our talented people and a strong partner ecosystem. It is this synergy of expertise, collaboration, and shared purpose that continues to propel our sustained success.

In FY 2024–25, Intellect achieved a remarkable hat-trick of accolades, prestigious awards that stand as a testament to our ongoing commitment to cultivating a learning-centric environment. These recognitions highlight our focus on talent growth, alignment with business objectives, and fostering a forward-thinking culture. We were honoured in the categories of **Most Preferred Workplace, Excellence in Creating a Culture of Continuous Learning & Upskilling, and Most Preferred Workplace for Women**.

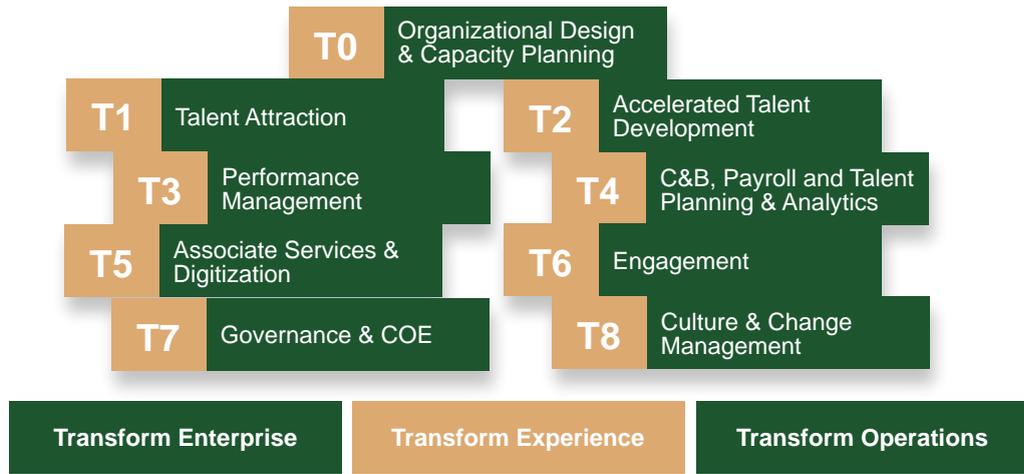


Talent Blocks

Managing talent at Intellect is both a strategic priority and a nuanced responsibility. It requires balancing a wide spectrum of competencies from technical and domain expertise to leadership and interpersonal skills across a multigenerational, diverse workforce. In a dynamic environment, it's essential to align individual aspirations

with the organisation's broader growth goals while ensuring timely and cost-effective talent acquisition.

Beyond hiring, we focus on nurturing, engaging, and retaining talent through thoughtfully designed programs that span the entire associate lifecycle. Our talent strategy is built around a portfolio of **nine integrated blocks**, which include:



Annual and quarterly planning cycles are conducted to design and implement the right mix of programs across these talent blocks. To ensure smooth execution and widespread coverage, the talent function operates through a three-tier structure, comprising Business HR, Corporate HR, and Geography HR, enabling cohesive and efficient deployment of initiatives across the organisation.

Talent Attraction and Retention

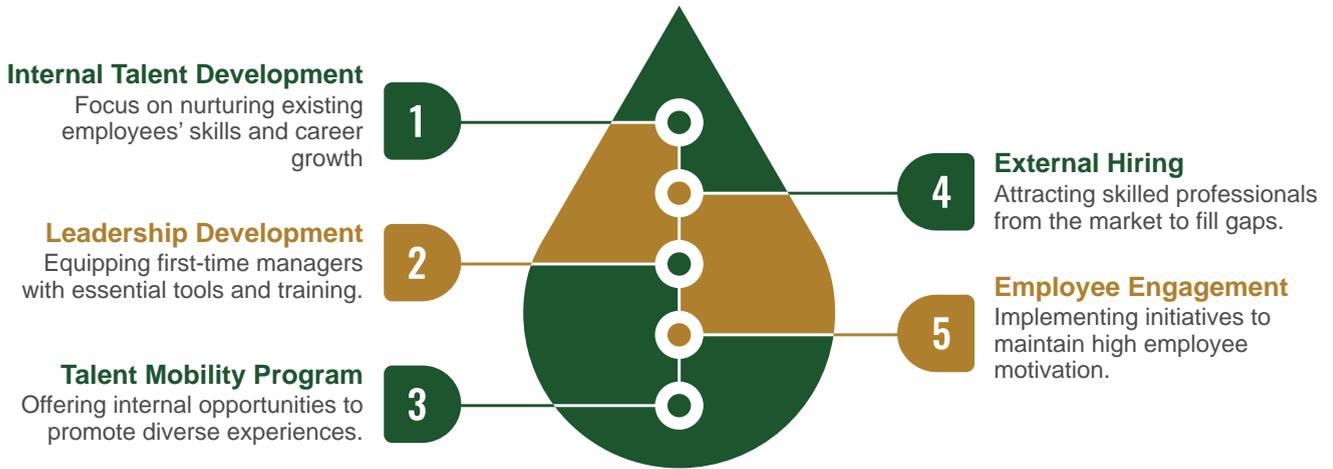
Intellect firmly embraces a "Grow from Within" approach, prioritising the development of internal talent while complementing growth by bringing in external expertise. Although recruiting and onboarding new associates requires considerable investment in time, cost, and resources, nurturing existing talent remains central to our strategy.

Recognising that associates often leave not because of the brand but due to leadership challenges, we provide dedicated training for First-Time Managers to equip them with essential skills and tools for effective team leadership. Additionally, managers receive ongoing training to enhance the quality and impact of their team meetings and interactions.



To foster strong associate engagement, the company has built its initiatives around five key pillars:

Talent Strategy and Development



Hiring practices

Our recruitment approach is constantly adapting to advancements in technology and evolving industry standards. We go beyond conventional interviews by incorporating psychometric testing and global online hackathons to identify and engage exceptional candidates. Recently, we have integrated automation tools to streamline candidate evaluation and shortlisting, improving both speed and fairness.



Hiring is a shared responsibility among the Talent Acquisition team, hiring managers, leaders, and HR, ensuring the right talent is selected and supported from day one. Some of our best talent acquisition practices are highlighted here:

Diversity & Inclusion

At Intellect, building a diverse and inclusive workforce is a strategic priority that strengthens our innovation and culture. We actively seek to attract talent from all backgrounds, with a special focus on empowering women in STEM fields and supporting differently-abled individuals through dedicated campus recruitment at technical and business schools. By partnering with leading external organisations, we continuously enhance our Diversity,

Equity, and Inclusion (DEI) practices to reflect evolving best standards.

Committed to fairness and respect, Intellect fosters an environment where all individuals can thrive, leveraging diversity to drive innovation and generate impactful ideas.

Intellect Design Arena’s Multifaceted DEI Approach



We believe that true innovation emerges from the power of diverse perspectives working together. By fostering collaboration across disciplines and cultures, we create an environment where creativity and problem-solving thrive.

Our inclusive culture is built on shared values, global exposure, robust design frameworks, and a strong sense of belonging. Associates from varied cultural, demographic, and generational backgrounds come together in a workplace that values creativity, collaboration, and continuous learning.

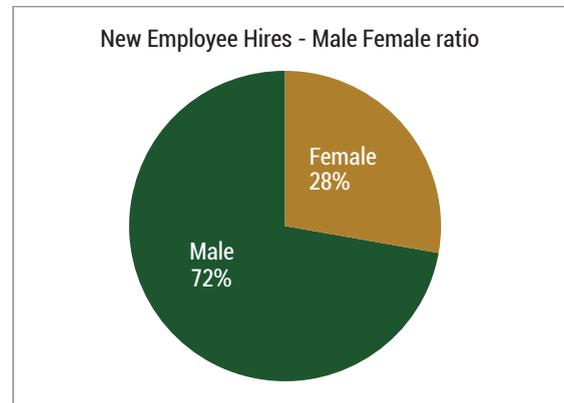
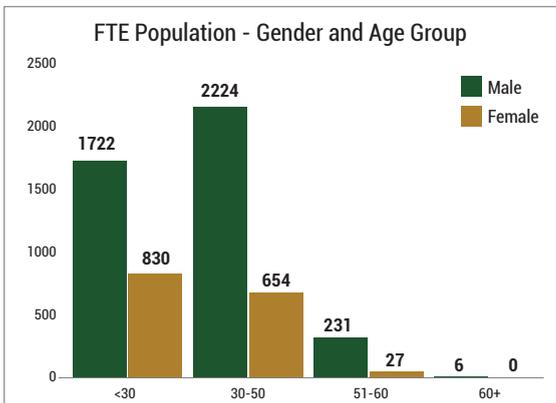
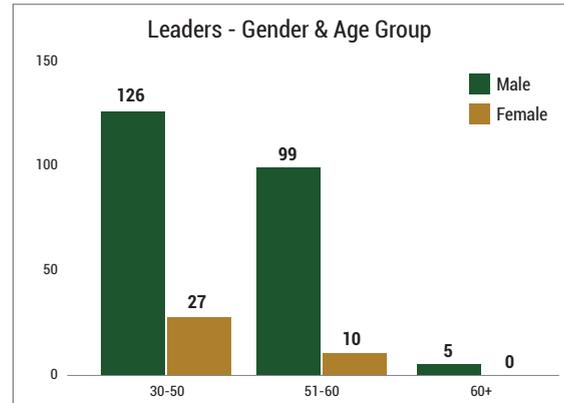
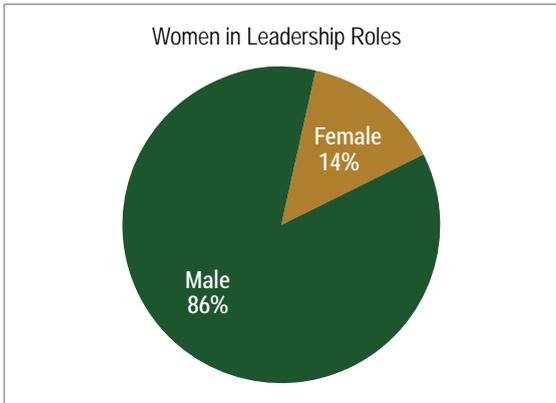
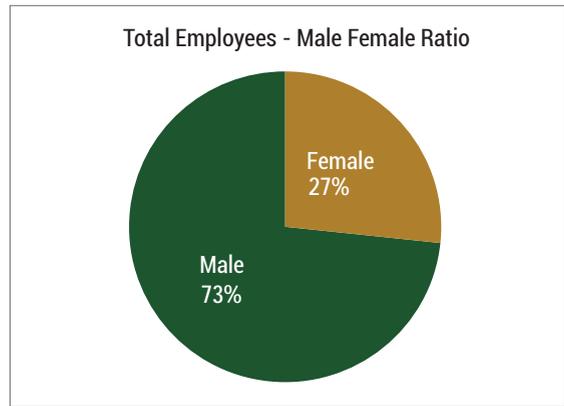
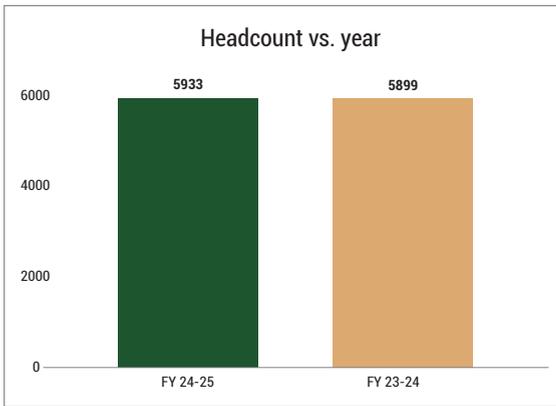
We celebrate this diversity through engaging platforms like **DESIGN-A-THON, Annual Day**, and Lakshya, which promote team spirit and strengthen our organisational fabric. Our commitment to equal opportunity ensures that all associates are recognised and rewarded based on merit, reinforcing our belief that diversity fuels innovation, engagement, and performance.

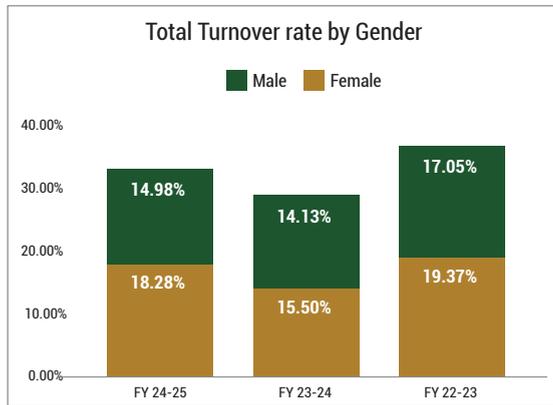
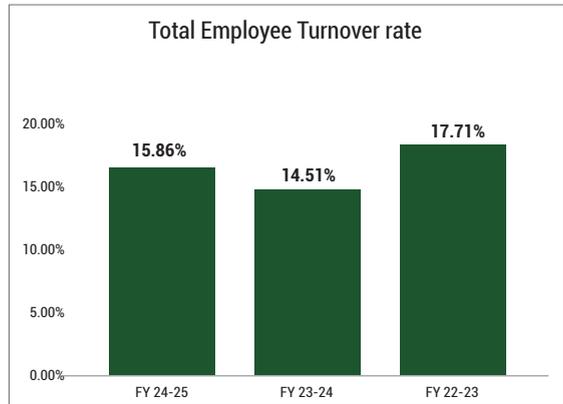
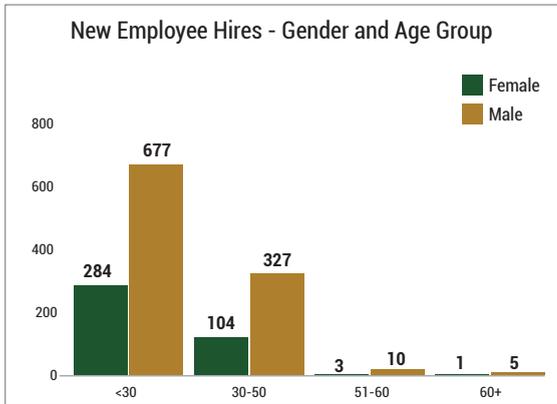
Additionally, we launched the **Ironman Initiative** – a strategic move to seamlessly integrate AI into daily workflow, enhance team productivity, and accelerate the development of digital capabilities across the organisation. The initiative has scaled into an enterprise-wide transformation program under the eMACH.ai platform. Mindset shift, not just tool adoption, is critical. Peer-led learning, role clarity, and continuous nudges helped drive sustained change.

With a workforce of over 5,933, we are proud to have **1,588 women associates (27%) and 47 differently abled associates (1%)** contributing to our collective success. We are dedicated to creating an inclusive environment where every individual is treated fairly, empowered to reach their full potential, and valued for their unique perspectives because we know that embracing difference leads to better ideas, deeper insights, and stronger results.

Diversity in our Workforce Composition

The total headcount saw a modest increase, rising from **5,899** in FY 2023–24 to **5,933** in FY 2024–25. In terms of gender distribution, **73%** of the workforce is male, while **27%** is female.

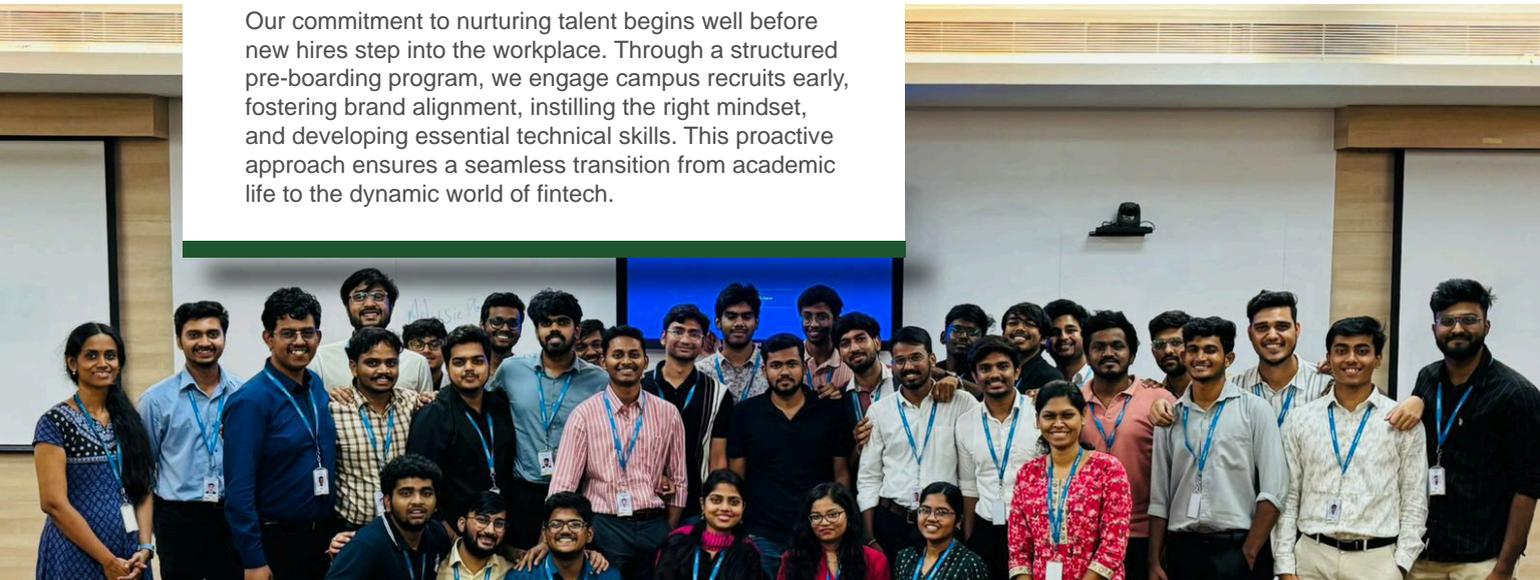




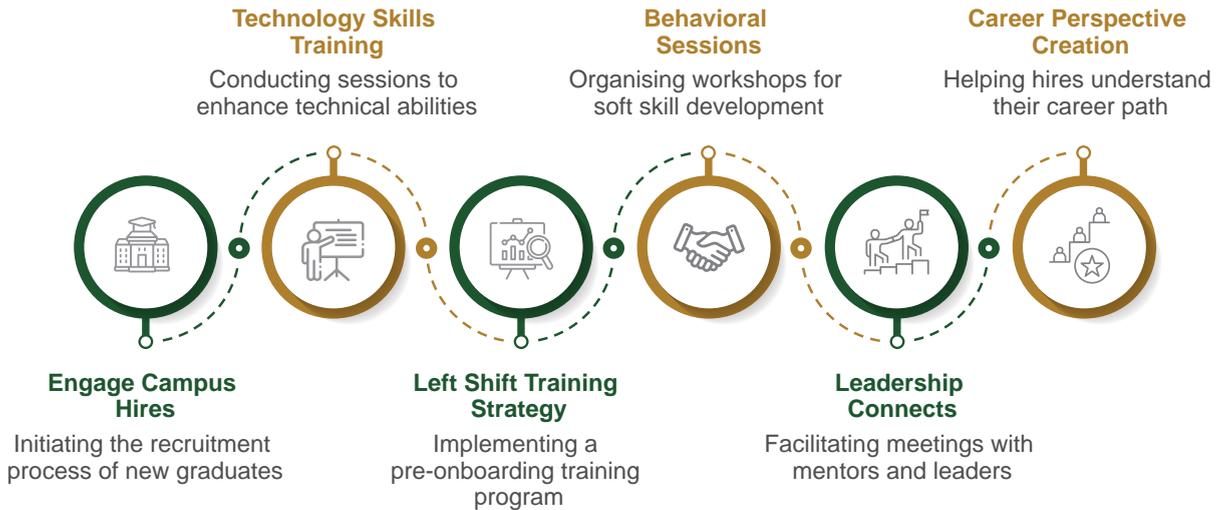
The attrition rate stands at 15.86%, which lies well within the industry standard, reflecting continued stability in associate retention.

Campus Hiring Engagement

Our commitment to nurturing talent begins well before new hires step into the workplace. Through a structured pre-boarding program, we engage campus recruits early, fostering brand alignment, instilling the right mindset, and developing essential technical skills. This proactive approach ensures a seamless transition from academic life to the dynamic world of fintech.



Campus Hire Training and Onboarding Sequence



Central to this effort is our **FinTech Engineer Development Program (FTE)**, a flagship 28-day bootcamp designed to create a strong, sustainable talent pipeline. Targeted at recent graduates from engineering and science backgrounds, the FTE program delivers intensive training across three key dimensions: technical proficiency, domain expertise, and behavioural readiness. By implementing a strategic "shift-left" model, offering foundational learning even before formal onboarding, the

program accelerates associate readiness and reduces time-to-deployment.

With its hands-on, concept-driven structure and built-in certification, the FTE program equips young talent to contribute from day one, supporting Intellect's vision for a digitally transformed, **eMACH.ai**-powered future in banking.

Transition to Corporate Readiness



B-School Hire Assimilation Program

The B-School Campus Hire Assimilation Program is a comprehensive 12-month journey designed to accelerate the integration of fresh B-School graduates into their professional roles. It begins with an intensive 3-week bootcamp focusing on:

- Hands-on learning
- Tech fundamentals (eMACH.ai)

- Domain fundamentals (Banking)
- Critical Power Skills

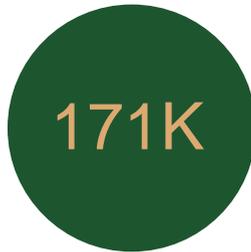
The program includes milestones such as certifications, reverse presentations, and supervisor evaluations to develop well-rounded, high-potential professionals.

Future Ready Talent Development

Our greatest asset is our people, and investing in their growth is central to our vision for the future. In a rapidly evolving industry, we cultivate a mindset of lifelong continuous learning that supports both individual aspirations and the company’s long-term success. Our comprehensive training programs span Technology and Delivery, Banking and Insurance, and Design and Management, ensuring our workforce remains equipped with cutting-edge skills.

Our commitment to nurturing talent begins well before new hires step into the workplace and continues throughout the

associate lifecycle through two key initiatives: the Foundation Program and the Continuous Education Program. The Foundation Program is designed to prepare campus hires to become business-ready associates, while the Continuous Education Program focuses on upskilling, cross-skilling, and reskilling our existing workforce. The impact of these focused initiatives is clearly reflected in our engagement metrics; in fiscal year 2025, we have seen an increase in learning consumption across all levels.



Total Learning Hours



Avg Learning Hours Per Employee

Building a Learning Culture for Industry Readiness

1. Industry Readiness

Engaging new employees before they start to prepare them for the company culture.

2. Foundation Training

Providing essential training to equip entry level employees with necessary skills.

3. Continuous Education

Ongoing learning opportunities to keep skills updated and relevant.

Continuous Education Program

Monthly Calendar Programs

Offered every month across domains such as Technology & Delivery, Banking & Insurance, and Design & Management, these programs ensure continuous engagement and exposure to foundational, skill-building, and specialised learning, fostering a robust learning culture within the organisation.

Managerial Development Programs

Managers are pivotal in strategy execution, team leadership, and delivering results. Our Managerial Development Programs prepare them to lead effectively:

- **iGrow:** Focuses on mid-management talent development through 360-degree assessments and targeted development, identifying and nurturing leadership potential early.
- **Pinnacle Program:** An exclusive leadership acceleration program for top-performing managers, aligned with the company's 3.0 vision, enhancing leadership effectiveness, career growth, and personal excellence.

Leadership Development Acceleration Program (LDAP)

A strategic initiative to cultivate transformative leadership capabilities essential for organisational success. It develops personal readiness, growth mindsets, key leadership behaviours, and capacity for leading change.

- **LDAP 1:** Foundational leadership development focusing on building inspiring leaders skilled in team building, conflict resolution, and complex problem-solving.

- **LDAP 2:** An advanced 15-month immersive program for senior leaders and high-potential executives, featuring personalised coaching, reflective learning, and strategic leadership development within the eMACH.ai framework.

Skill Enhancement Programs

- **iSkill:** Addresses technical skill gaps identified through intensive skill mapping in collaboration with business units, ensuring associates meet precise competency benchmarks.
- **iSpeak:** Immersive language training to improve communication fluency, vocabulary, grammar, and sentence construction, enhancing overall communication effectiveness.

TechLead Development Program

A critical program focused on the pivotal transition to technical leadership. It grooms emerging tech talent into Tech Leads through:

- Extensive skills training
- Mentorship
- Practical experience

The program cultivates strong technical skills, deep domain expertise, and essential leadership capabilities to guide teams, ensure quality, and drive technical excellence.



Organisation-wide Initiatives

iTurmeric Bootcamps

As part of advancing the Intellect 3.0 vision and accelerating adoption of the eMACH.ai platform, we conducted multiple waves of intensive training and certification on iTurmeric. This initiative supports our workforce’s transition towards embracing the composability experience.

- 15 bootcamps and 29 assessments were conducted
- 3,962 associates trained
- Achieved an outstanding 98.2% certification rate among the eligible associate population

This strong participation underscores our ongoing commitment to building enterprise-wide capabilities and empowering our associates for the future.

SPACE, SPEED & RETINA Bootcamps

Rooted in the eMACH.ai Delivery Excellence framework, these bootcamps focus on the 4S model:

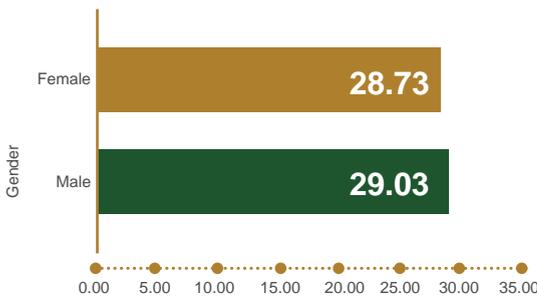
- **SPACE:** Secure, Predictable, Assured, Complete deliveries
- **SPEED:** Sprint-based execution
- **SMART:** Structured Manufacturing Technique
- **SUSTAIN:** Support and Maintain installs

In-person sessions were conducted across five locations, training 362 associates on delivery excellence through the **SPACE, SPEED, and RETINA** methodologies. This initiative promotes secure, agile, and intelligent execution across business units, driving higher delivery standards and operational efficiency.

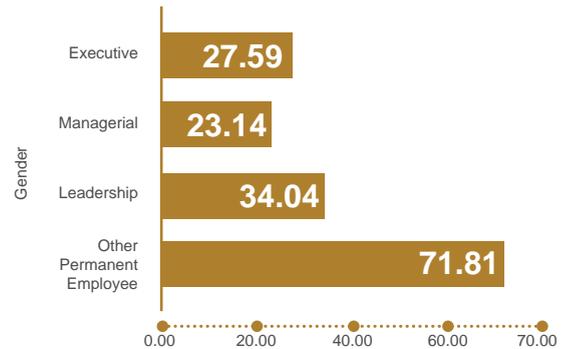
Driving Talent Development Across All Levels

Avg Learning Hrs Per Associate

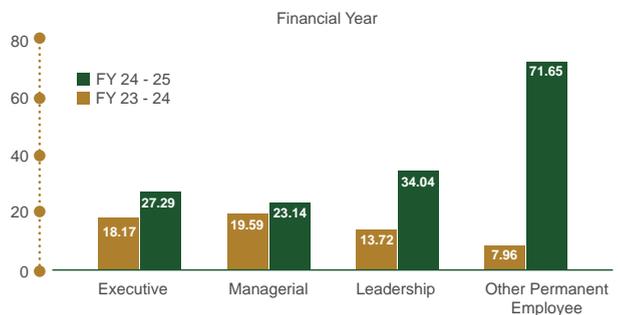
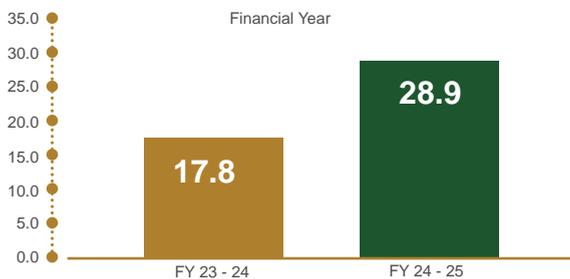
By Gender



By Associate level



Avg Learning Hrs Year on Year Comparison



The increase in average training hours across levels is attributed to a spike in organisation-wide mandated learning initiatives and Streamlining data reporting, in OHS and People & Culture, to enhance training effectiveness and optimise resource utilisation.

Mandatory Trainings

Corporate Induction: A two-day corporate induction program is a mandatory training program for all new associates to familiarise them with the organisation, its

policies, procedures, and code of conduct. This comprehensive program ensures new associates understand the organisation's direction, culture, and values, providing them with the essential information to align with the organisation's expectations.

Information Security Training: Cyber security training and certification is mandated for all associates annually. This is implemented to ensure continued vigilance and security awareness in associates to mitigate cyber security risks.

Learning & Development - Glimpse Of Learning Experiences



Training on OHS

Ensuring a safe and prepared workplace is a core part of our operational responsibility. We prioritise proactive safety measures through structured training programs that build awareness, readiness, and resilience among our associates. From emergency preparedness to daily safety practices, our initiatives are designed to create a culture where safety is second nature.

Our Certified First Responder Training equips associates with essential hands-on skills, including CPR, Basic Life Support (BLS), and response techniques for medical,

injury-related, and environmental emergencies. Fire safety training modules further enhance this foundation by focusing on hazard identification, preventive measures, use of firefighting equipment, and evacuation procedures.

In FY 2024–25, we invested **2,710.12 hours** in Occupational Health & Safety (OHS) training and awareness sessions, reinforcing our commitment to cultivating a workforce capable of identifying risks and responding effectively in critical situations.



Engaging and Enabling Our Talent

Culture and Ethics

Culture is the invisible thread that shapes how we think, believe, and act as an organisation. It influences our values, guides our interactions, and defines how we nurture, recognise and grow our Talent. At Intellect, culture is deeply embedded in our core principles and in our unwavering commitment to diversity and inclusion.

Our culture is consistently reiterated throughout this report, not only in every facet of the associate lifecycle but also through our commitment by involving and ensuring every associate's participation in organisation-wide transformational and engagement initiatives

Ultimately, culture is something that must be felt and lived firsthand and at Intellect, it's this shared experience that truly sets us apart.

Lakshya

Lakshya is a transformative initiative designed to channel the collective intelligence and aspirations of the organisation toward shaping its strategic future. Engaging associates across all levels, the program culminates in an intensive leadership summit where leaders distill insights and define a shared vision. This FY, with 300+ leaders across the globe participation, we launched eMACH.ai the world's most comprehensive, composable and intelligent Open Finance Platform powered by 386 Microservices, 2015 APIs and 650 Events that is enabling institutions to transform faster, cheaper and smarter - on a Zero-waste architectural foundation.

Lakshya Program and Organisational Visioning



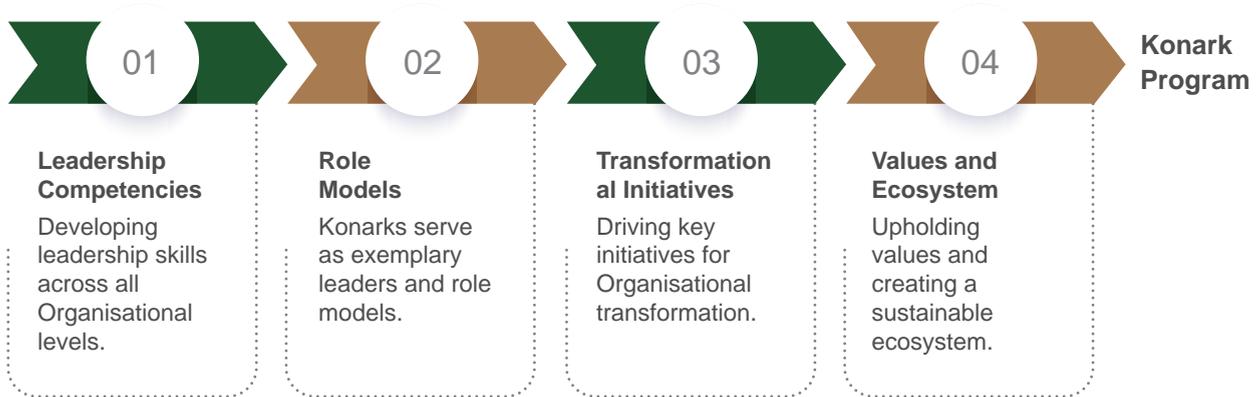
Konark

At Intellect, the Konark Wheel from the Sun Temple serves as a powerful metaphor for momentum, resilience, and brilliance. The spirit of this symbol is reflected in our 'Konarks', exceptional individuals who spearhead critical initiatives, lead transformative change, and inspire others

through their actions. They are not just high performers but also catalysts for organisational growth and evolution.

This program reflects Intellect's deep commitment to cultivating leadership that drives meaningful and enduring impact.

Building Organisational Excellence



Family & Community connection

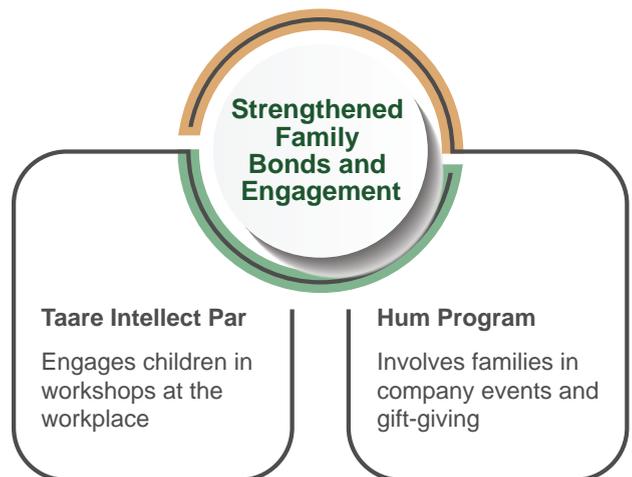
We believe passionately in creating multiple threads for the organisation to connect - be it across teams, across locations, across the formal hierarchy all the way to the family and society. Here is a brief peek into such programs.

HUM: This program is dedicated to engaging the families of our associates by inviting them to participate in key company celebrations such as the Konark felicitation, Diwali festivities, and the annual day events. This initiative strengthens the bond between Intellect and the families who support our people every day. A heartfelt tradition within Hum, led personally by the Chairman and his wife for more than ten years, includes sending specially curated anniversary gifts to married associates.

Taare Intellect Par: This special program that invites associates' children to a fun and interactive two-day workshop held at the office during their summer break. This eagerly anticipated event gives children a unique opportunity to explore their parent's workplace, engage with peers, and participate in learning activities. It's a memorable experience that helps strengthen the connection between families and Intellect.

Families are also invited to join a guided tour of the 8012 FinTech Design Center.

Family Engagement Programs



Employee Engagement & Initiatives

Intellect Fest (Annual Day)

Intellect Fest, our flagship annual celebration, brings together associates from all major Indian locations, Chennai, Hyderabad, Mumbai, Pune, and Gurugram, for a day of recognition, inspiration, and celebration. The day kicks off with an engaging formal session featuring visionary addresses by the Chairman, CEOs, and Chief Talent Officer, along with business presentations with

highlights, excellence awards, and long service recognitions. The momentum continues into the afternoon with vibrant cultural performances that spotlight the creative spirit of our people.

This fest stands as a powerful symbol of our collective energy, unity, and pride year after year.



Employee Assistance Program

External Counselling

Blue Dot Counselling, offered through Optum Services, is a key pillar of Intellect's Associate Assistance Program, dedicated to the holistic well-being of associates. It provides a confidential helpline connecting associates

with professional counsellors to address personal and professional challenges, including family dynamics, stress management, substance abuse, work-related issues, and legal queries.



Emotional Wellbeing Solutions

Supporting employees anytime, anywhere with Calm



From too much stress to anxious thoughts and sleepless nights, many people around the world struggle in the moment and day-to-day.

Optum® is committed to making it easier for individuals to get support for everyday life. With Emotional Wellbeing Solutions, employees and their dependents globally gain access to the premium version of Calm®, at no cost to them.

Calm is the top-rated app for sleep, meditation and relaxation and is widely recognised worldwide. Employees benefit from 24/7 access to a wide variety of engaging and self-guided content focussed on stress and burnout, sleep, anxiousness, productivity and more. Plus, high-level utilisation and engagement data helps organisations better understand employee wellbeing needs.

 **A powerful solution that drives positive results**

<p>Improved employee health¹</p> <ul style="list-style-type: none"> • 25% decrease in depressive symptoms • 24% decrease in anxiety symptoms • 21% decrease in insomnia symptoms 	<p>Increased workplace productivity²</p> <ul style="list-style-type: none"> • 21% more engaged • 3X less likely to call in sick • 18% more motivated
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#1 app
for sleep, meditation and relaxation ³

4.8/5 -star rating
on the App Store®, based on 1.8M ratings⁴



Help employees make mindfulness a routine
<https://www.livewell.optum.com/>

Enter company access code:
intellectglobal

¹ Huberty JL, Espel-Huyth HM, Neher TL, Puzia ME. Testing the pragmatic effectiveness of a consumer-based mindfulness mobile app in the workplace: Randomized controlled trial. JMIR Mhealth Uhealth. 2022; 10(9):e38903.

² Calm productivity research was fielded among n = 3,000, 18-65-year-olds in the U.S. during 17-24 October, 2021, and is nationally representative with quotas across age, gender, race, ethnicity and region.

³ Sensor Tower. Q1 2023 Analysis: Top 5 wellness apps on iOS in the U.S. April 2023.

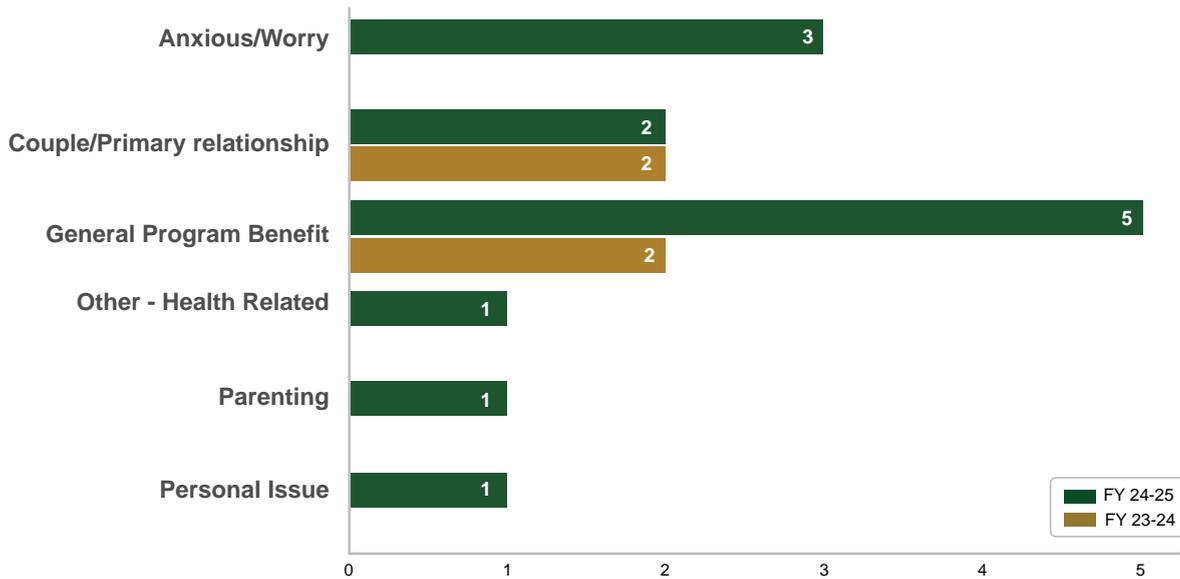
⁴ Calm App Store rating accessed April 2024.

*Currently available in English, French, German, Japanese, Korean, Portuguese and Spanish. Italian, Polish and Traditional Chinese will be added in Q1 2025.

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Number of Presenting Issues: FY 23-24 vs FY 24-25



Recognising Performance

Performance Development Dialogue

At Intellect, we focus on nurturing talent by aligning individual growth with organisational objectives, supported by measurable outcomes and targeted learning opportunities.

Associates engage in Performance Dialogues that include:

- Presenting self-appraisals
- Reflecting on strengths and improvement areas
- Receiving objective feedback from supervisors

These dialogues promote growth via job rotations, expanded responsibilities, promotions, and knowledge-sharing initiatives, which collectively enhance organisational practices.

For **leaders at the Vice President level and above**, Performance Dialogues function as strategic tools for talent development and organisational alignment. Leaders employ the **BELIEF Framework** (Brand, End Customer, Leadership, IP, Execution, Finance) for self-reflection. This rigorous, transparent process ensures leadership development aligns closely with the company’s growth

agenda and Intellect’s commitment to sustainable, holistic development that helps every individual unlock their full potential.

Recognition and Rewards

Intellect values recognising talent at all levels through a structured and consistent policy. At the top is the prestigious **Chairman’s Excellence Award**, presented to high-performing teams whose achievements align closely with the organisation’s vision.

The **Annual Global Excellence Awards**, grounded in the **BELIEF framework** (Brand, End Customer, Leadership, IP, Execution, Finance), ensure broad recognition across key performance areas. Complementing these are the **Annual Divisional Excellence Awards**, celebrating outstanding individual and team contributions across diverse roles.

These awards are presented during **Intellect Fest**, the organisation’s flagship annual celebration. By highlighting and sharing winning behaviours company-wide, Intellect fosters a culture of appreciation, motivation, and continuous excellence throughout the organisation.

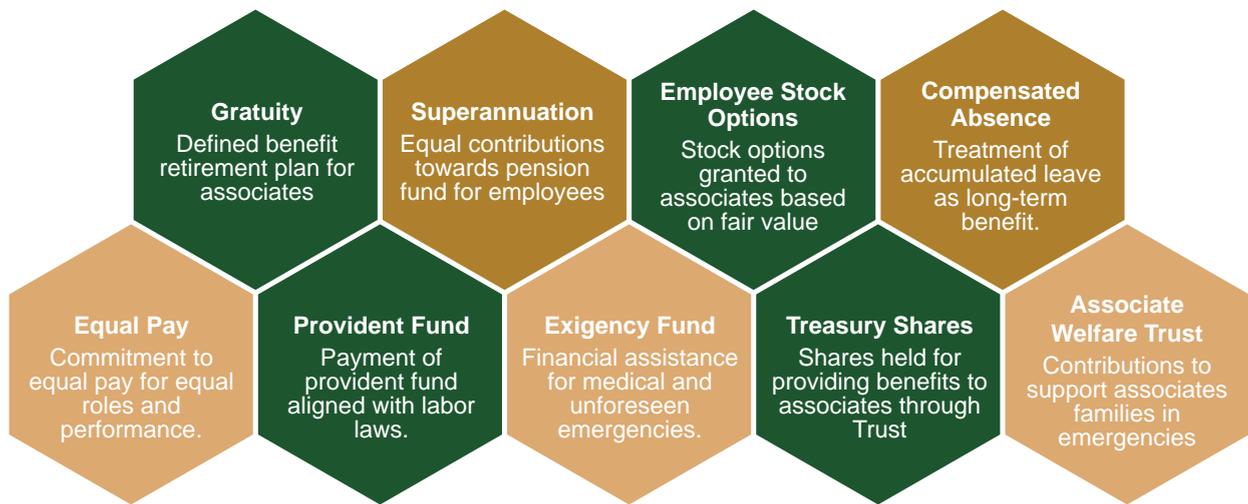


During the course of the year, various people are put on the spotlight with **SPOTLIGHT Awards** for displaying behaviours aligned with organisation objectives such as zero-defect delivery, on time delivery, innovation, contribution to society, colleagues, collaboration etc. This ensures continued celebration of right behaviours.

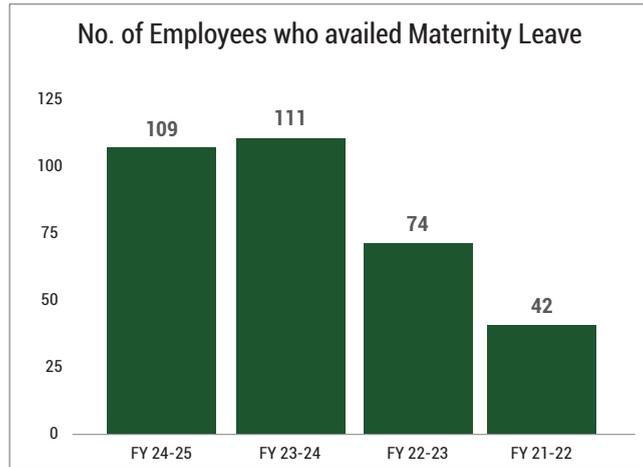
Employee Benefits

Intellect’s compensation & benefits framework is designed to be competitive with the Industry standards, prioritising merit-based rewards while upholding Principle of Equity & Fairness and full adherence to legal regulations. Our

remuneration approach ensures that associates are recognised for their contributions through transparent and equitable pay practices. This commitment is reflected in a comprehensive benefits package that supports both individual and family well-being.



Parental Leave Return Rate



All Women associates are entitled for maternity leave of which 111 women associates availed the entitlement in 2023-24 and 73% associates have returned from parental leave and have stayed for the next one year in the organisation. In FY24-25, 109 associates have availed the maternity leave.



Purpose Beyond the Workplace

Sustainability Annual initiatives FY 2024-25

Sustainability Week Celebrations

From February 3rd to 7th, 2025, Intellect dedicated a full week to Sustainability, aiming to deepen awareness and encourage eco-friendly practices across the organisation. Associates engaged enthusiastically in a range of activities, including tree planting, reducing carbon emissions, and waste management initiatives. This focused week helped build a stronger understanding of sustainability's importance in both work and everyday life.



Sustainability Week not only inspired positive actions within the organisation but also strengthened engagement with customers, suppliers, and the community. With over 400 innovative sustainability ideas from associates, it showcased a collective effort toward continuous improvement and impactful environmental, social, and economic outcomes. Going forward, Sustainability Week aims to be an annual initiative to reinforce the organisation's commitment to sustainability while addressing global challenges and building a resilient future.

'Zero Waste Design - Design for the Next Techade' workshop



Zero Waste Design – Design for the Next Techade was an interactive workshop led by our Chairman and Managing Director, Arun Jain. Designed as a collaborative session, it encouraged open dialogue to spark innovation. Drawing on lessons from Citibank's tech leadership and India's fast-growing digital landscape, the workshop explored how Intellect can move beyond legacy systems to create modern, cost-effective, and customer-focused banking solutions. Arun Jain emphasised the value of Design Thinking, cultural relevance, and managing complexity in building products for a global market. The session provided clear direction for Intellect to lead with purpose and shape the future of financial technology.

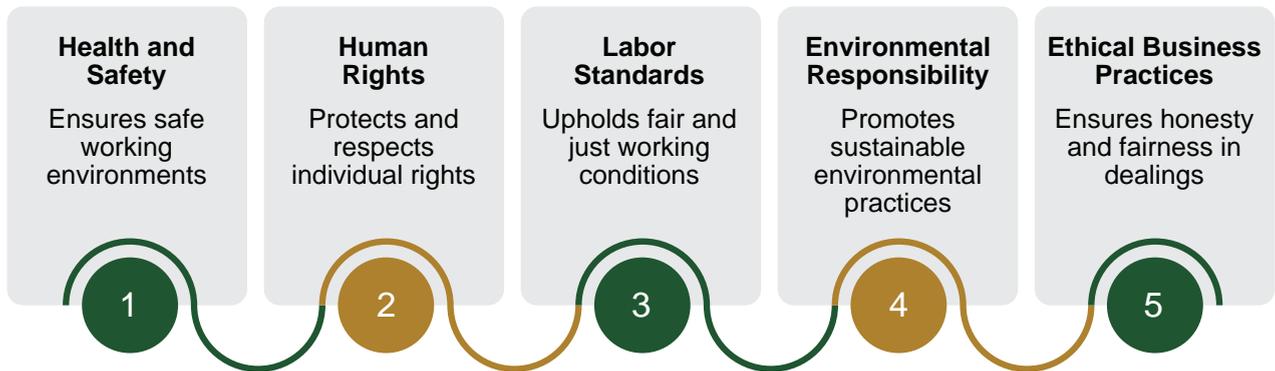
Governance, Integrity & Safety

Supplier Code of Conduct

The Supplier Code of Conduct establishes the ethical framework and expectations for everyone involved in our supply chain, including suppliers, employees, agents, and

subcontractors. It sets clear guidelines to ensure that business is conducted responsibly and with integrity. Serving as a fundamental part of our procurement approach, the code promotes ethical behaviour, environmental stewardship, social responsibility, and transparent business practices throughout our network.

Intellect's Supplier Code of Conduct Overview



Human Rights

At Intellect, we are committed to upholding and respecting fundamental human rights as required by international standards and conventions. We value the dignity, freedom, and equality of all individuals and take a zero-tolerance approach to any form of discrimination, harassment, or exploitation in our workplace or supply chain. Our policies and practices reflect our commitment to:

1. Ensuring safe, healthy, and accessible working conditions for all associates.
2. Prohibiting child labor, forced labor, and any form of modern slavery.
3. Promoting diversity, equity, and inclusion across all levels of our organisation.
4. We provide equal pay for equal work, irrespective of gender, age, race, ethnicity, religion, disability, or any other personal characteristic.



Women Safety - Prevention of Sexual Harassment at Workplace

Intellect fosters a culture that prioritises **work-life balance**, with special attention to the needs of women associates. The company has established robust processes to address issues such as sexual harassment promptly and effectively.

In compliance with **Section 22 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**, Intellect maintains a comprehensive **Anti-Sexual Harassment Policy**. An **Internal Complaints Committee (ICC)** is in place to investigate and resolve complaints related to sexual harassment.

During FY 2024–25, two complaints related to sexual harassment were reported. Both cases were promptly addressed in accordance with the organisation’s policy and the provisions of the Prevention of Sexual Harassment (POSH) Act.

Of the two cases, one was duly investigated and has been closed following due process. The second case is currently under investigation by the Internal Complaints Committee (ICC), and proceedings are ongoing.

This policy covers all associates, reflecting Intellect’s commitment to fostering a professional work environment grounded in **equal respect, dignity, and ethical conduct** for everyone.

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Don't let silence takeover you!

Intellect has strict policies against any sort of Sexual Harassment.

Scan the QR code to read more about the POSH HR Policies

WE ARE A P-O-S-H COMPLIANT ORGANISATION!

You can also, directly reach out to the Internal Complaints Committee (ICC) to seek redressal: ICC@intellectdesign.com

DO NOT HESITATE, WE'VE GOT YOU....
Let's together build a safe and harmonious workplace free from harassment!



Grievance Channels

At Intellect, we understand that addressing grievances is essential for maintaining a positive work environment. Reporting grievances is everyone's right, and we ensure that there are no negative consequences for doing so. We prioritise confidentiality, and all concerns are treated with the utmost discretion. Our grievance channels provide a

safe and supportive space for associates to seek help and resolve issues. Whether it's through direct communication with supervisors, HR representatives, or anonymous reporting mechanisms, we encourage associates to voice their concerns without hesitation.

Grievance Data is covered as part of BRSR FY 24-25.

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GRIEVANCE CHANNELS

Reach out to Human Resources:

- Dedicated team for grievance resolution.
- Confidentiality and support guaranteed.

POSH (Prevention of Sexual Harassment):

- A dedicated committee to address any form of harassment.
- Ensures a safe and respectful workplace.

Reach out to ICC@intellectdesign.com

Blue Dot - External Counseling Partner:

- Professional counseling for personal grievances.
- Confidential and empathetic support.

Bluedot Helpline - 18001027293 / 18002098424

Reporting through Supervisors:

- Your first point of contact.
- Discuss concerns openly with your immediate supervisor.

Inform Higher Management:

- When needed, escalate to department heads or executives.
- Your concerns are taken seriously.

Whistleblower - Ombudsman:

- Anonymously report any wrongdoing or ethical concerns.
- Protected from retaliation.
- Contact through Ombudsman@Intellectdesign.com

You're Not Alone:
Don't hesitate to seek help. Your well-being matters.

Confidentiality:
Your concerns are treated with utmost confidentiality.

No Retaliation:
Reporting grievances is your right, and there will be no negative consequences for doing so.

Stay Informed:
Familiarize yourself with these channels. They are here to support you.

Remember !!! Your Feedback Shapes Our Workplace!!!

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SUSTAINABILITY REPORT 2024-25

Community Engagement

CSR Strategy

Intellect's approach to corporate responsibility is anchored in a clearly defined CSR Policy, which guides our actions and aligns with our broader purpose of responsible business conduct. While driving business growth, we remain equally committed to minimising our environmental impact and creating a meaningful difference in the communities we serve.

Our CSR efforts are designed to be responsive, relevant, and impact-driven. We focus on understanding the evolving needs of beneficiaries and delivering timely, innovative interventions that create lasting value.

These initiatives span **Personal**, Social, Economic, Environmental and **Institutional** dimensions, reinforcing our belief in inclusive and sustainable development.

The CSR Policy, as laid down by the Board of Directors, outlines our purpose, objectives, focus areas, governance structure, and the monitoring and evaluation mechanisms that ensure accountability and effectiveness. All social investments are aligned with this overarching strategy, with a focus on measurable outcomes and long-term community engagement.

CSR Spend

The CSR expenditure for the current year is Rs. 60.79 million as on 31st March 2025 (refer Annual Report FY 24-25 for details)

Year	FY 24-25	FY 23-24
CSR Expenditure (Rs. million)	60.79	49.23

Composition of CSR Committee

Name of Director	Designation	No of meetings of the CSR Committee held during the year	No. of meetings of CSR Committee attended during the year
Mr. Anil Kumar Verma	Chairman, Whole Time Director	1	1
Mr. Arun Jain	Member, Managing Director	1	1
Mr. Abhay Anant Gupte	Member, Independent Director	1	1

Monitoring & Implementation

The implementation of Intellect’s CSR initiatives is overseen by the CSR department, which regularly tracks progress and provides updates to the CSR Committee of the Board. These updates are also reflected in the Annual Report on CSR activities. The CSR Committee is responsible for ensuring alignment with the CSR Policy and Plan, and convenes as necessary to review implementation and assess impact.

CSR Activities

Intellect is committed to improving the lives of marginalised communities through targeted interventions in key focus areas: education, healthcare, livelihood enhancement, and support for persons with disabilities. Our initiatives are rooted in the belief that meaningful change requires a thoughtful and human-centred approach.

Guided by our Credo, “Making a meaningful difference in people’s lives by bringing Design Thinking in our approach,” we execute our CSR vision through three key platforms:

- **Ullas Trust:** Empowering youth through education and mentoring.
- **Mission Samridhi:** Enabling holistic and sustainable community development.
- **School of Design Thinking:** Promoting a design-led mindset for systemic change across sectors.

These initiatives reflect our long-term commitment to social transformation and inclusive growth.

Ullas Trust

Ullas Trust, established in 1997, was born from the vision to connect Intellect (formerly Polaris) associates with a larger social purpose, mentoring and inspiring young minds from underprivileged backgrounds. Focused on students from Grades 9 to 12, Ullas identifies “Young Achievers” from government and aided schools through a structured selection process. The program instills the “Can Do” spirit in adolescents during their most formative years, blending academic recognition with personal empowerment.

At the heart of Ullas are six guiding principles, ranging from motivation through role models to

goal-setting and mentorship. Beyond annual merit scholarships, students gain access to enrichment programs, exposure to corporate environments, and consistent mentoring by IT professionals. The aim is to nurture confidence, broaden vision, and help students dream big and achieve bigger.

Initiatives undertaken by Ullas

Large-scale Annual Can-Do workshops

Ullas Young Achievers is anchored by our founder Arun Jain, along with our volunteers. It is a large-scale annual workshop for over 2000 students.



SUMMIT - Igniting the Best – Weekend Enrichment Programs

In order to give a head-start to the Ullas students, we have created a unique self-enrichment module called SUMMIT. The Summit program comprises of personality development modules, graded as Level 1 to Level 4, with Level 1 beginning for Class 9 and finishing with Level 4 for Class 12. Each Ullas student attends their respective Summit module that comprises 5 sessions of Life skills workshops that are interactive and a lot of fun.



Team Discussion - Memory Technique Activity

Higher Education Scholarships and Mentoring Program

After supporting the Ullas student for a four-year period between grades 9-12, Ullas evolved along with the students and decided to widen its scope to supporting Higher Education for these students with Merit Scholarships and Mentoring Programs. After the 12th standard, aspirants apply for the higher education scholarships and are screened by a formal interview by panels of employee volunteers.

The students are asked to build a case as to why they should be awarded the scholarship. This gives them a head-start in facing interviews. At the same time, the employees use this interaction to gauge the commitment of the student in pursuing their dreams as well as provide counselling to the student. The Higher education scholarships continue till the student graduates.

Students are trained and mentored on programs encompassing presentation techniques, preparing for interviews, awareness of corporate etiquette and unleashing their potential and teamwork, which is demonstrated through the outbound programs.

Transformation from Mentee to Mentor

We observed that the Higher Education scholarship holders are indeed role models for Ullas students in classes 9th to 12th. We also felt that the self-confidence of a senior student grows manifold if he/she can actively participate in grooming junior students. Putting both the objectives together, Ullas trains students (pursuing higher education) to become facilitators for the weekend enrichment sessions (that are being imparted to the younger students). This initiative has proved to be a great success and a great value-addition to the Higher Education student to transform himself/herself into the role of a mentor.

Expanding the Footprint – Touch the Soil

Through the “Touch the Soil” program, Ullas gives an opportunity to associates to “re-connect with their roots” along with their teams and conduct the ‘Can Do’ workshops in the districts of rural India. This helps motivate young minds in the rural canvas when they get an opportunity to interact with role models who have made it big from within their ranks. The expansion of this rural footprint has seen Ullas evolving into a movement apart from symbolising the inclusivity of the social initiatives of the organisation.



Impact-Driven Outcomes through Ullas Ecosystem Partnerships

At Ullas, we strongly believe in partnering with like minds to be able to reach and ignite as many bright young minds as possible. This belief has helped us build an ecosystem partnership with:

- **Corporate Partner:** Morgan Stanley
- **NGO Partner:** Vidyarambam Trust, Youth Volunteer Movement, Talent Quest for India Trust (TQI Trust), National Service Scheme (NSS)
- **Mission Samridhhi:** Ullas has reached into cluster schools to ignite young minds in Tamil Nadu, Uttar Pradesh and Maharashtra.

These partnerships from various verticals continue to grow the Ullas Movement, igniting young minds across the country!

Ullas in Gram Panchayat in India

Ullas Trust is now igniting young minds in the deep clusters in partnership with Mission Samridhhi Cluster Development Program in Tamil Nadu, Maharashtra and Uttar Pradesh. Students are participating in the "Can Do Workshop" and "Summit" programs for class 9th and 10th.

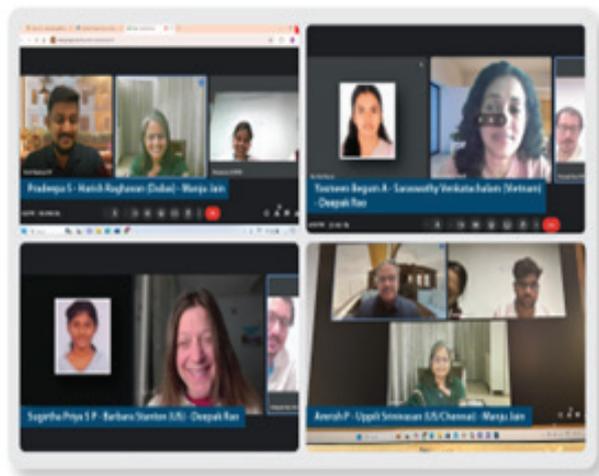
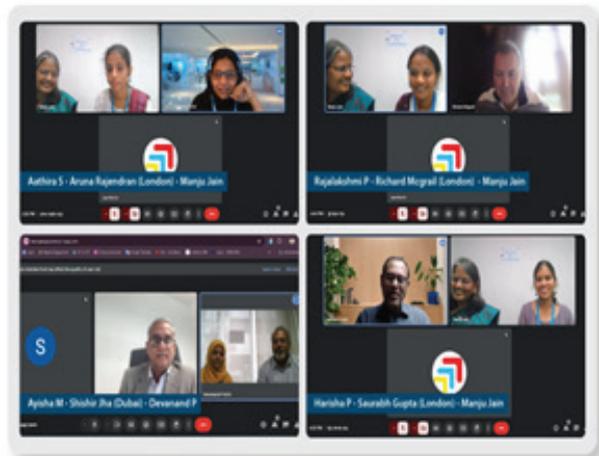
These programs are well supported by the Gram Panchayats and their participation is seen during the program to motivate the students during scholarship distribution and in managing related activities. Local volunteers and volunteers from our partner NGO are trained to take the Ullas program to the students.



New Addition to Ullas Program this year

Ullas HES Virtual Mentoring Sessions by Global Intellect Associates: A Transformative Experience

An exciting milestone reached during an enriching engagement that was conducted from January 22nd to 25th, 2025, as Ullas successfully organised virtual mentoring sessions for our Higher Education Scholars (HES) in collaboration with Global Intellect Associates. This initiative brought together Intellect leaders from across the globe, Vietnam, Thailand, Malaysia, Singapore, Dubai, Frankfurt, Vienna, London, Cirencester, New York, and Toronto, who volunteered to mentor our Higher Education Scholars (HES). The sessions were a blend of virtual and in-person mentoring, co-hosted by Intellect-Chennai volunteers and Ullas team members. It proved to be a fulfilling moment for the mentors and the mentee.



Current Reach & Impact

The ‘joy of giving’ and the ‘responsibility to give’ are ingrained in the very fabric of the organisation. Besides the corporate contribution, employees contribute as well towards expanding this initiative.

Ullas currently operates out of our **campuses in Chennai, Delhi, Hyderabad, Mumbai, Pune and Mission Samriddhi office in Wardha**; In its 27-year journey, Ullas has ignited over 22 lakhs young minds across the country.

We continue to build an eco-system of like-minded partners and youth volunteer movement to reach and shape young minds across the country!

SDG mapping to Ullas Program

The design and approach of Ullas program actively contributes to achieving four key Sustainable Development Goals (SDGs) , aligning with broader developmental objectives . The table below maps Ullas program with the SDG goals.

In the academic year (2024-25) Ullas has ignited 5334 young minds from 394 schools in urban metros through our SUMMIT (weekend enrichment program) and 174,238 children from 1079 schools in 114 districts across 8 states through our Touch the Soil (reconnecting with our roots) program .



SDG Goals	Description
	<p>Quality Education - Focus on inclusive and equitable quality education and promote lifelong learning opportunities for all</p>
	<p>Gender Equality - Encouraging equal participation of girls and boys in learning initiatives to empower girls through education</p>
	<p>Reduced Inequalities - Addressing educational inequalities by reaching to underserved communities and providing access to quality resources</p>
	<p>Partnership for the Goals - Collaboration with donors, NGOs and stakeholders to strengthen implementation and mobilise resources for program</p>

Mission Samridhhi

Mission Samridhhi is a social impact platform dedicated to holistic development of Rural India, through the design and development of projects that are sustainable and capable of scale to positively impact the larger population. We harness the energy of existing programmes, activate and extend self-initiated projects, collaborate with Development Accelerators / CSOs and participate in the change process.

Objective

As suggested by the name, ‘Samridhhi’, the unifying value is prosperity for all. Mission Samridhhi, believes in the cumulative strength of Celebrate, Connect, and Catalyse - Celebrate what is working, Connect people, process and technologies to drive scale & Catalyse the change by providing competence, confidence, education and funding.

Mission Samridhhi empowers rural and marginalised communities to dream of change by enhancing their self-worth, overcoming constraints, addressing limiting beliefs and thereby becoming the agents of their development.

Design disciplines are known to offer well-integrated solutions to challenges which are complex, uncertain and contested by multiple stakeholders. Development issues confronting any society are also complex, multi-layered, and determined by deeply held beliefs, stereotypes, norms and traditions. The Design Thinking approach holds huge

potential for achieving the development goals and while principles of good design are well established, there has been limited integration of Design Thinking with sustainability science.

Mission Samridhhi, believes Design Thinking is a human-centred approach to problem-solving, thus enabling ordinary people to do extraordinary things. The Design Thinking process goes beyond the mere use of Design Thinking Tools. It involves the rigour of understanding requirements – stated and unstated, observing and clustering patterns, connecting the dots, and unearthing blind spots.

Community Development Framework (CDF)

Applying Design Thinking, Mission Samridhhi evolved the Community Development Framework (CDF) in consultation with academicians, policymakers and development professionals to address the complex development challenges. The Community Development Framework (CDF) adopts an integrated approach to Personal, Social, Economic, Ecological and Institutional development, with a firm belief in leveraging three levers- the Sensitivity of the grass-roots organisations/community, the Agility of the Corporates and the Scale of the Government.

Keeping a cluster of Gram Panchayats as the basic unit of development, the CDF is implemented in chosen clusters through the Cluster Development Program (CDP).





Community Development Framework (CDF)

D1: Personal Development	D2: Social Development	D3: Economic Development
<ul style="list-style-type: none"> D11: Growth Mindset D12: Personal Values D13: Behavioural Change D14: Folk Art, Theatre & Culture D15: Constitutional Values D16: Volunteerism D17: Sports 	<ul style="list-style-type: none"> D21: Integrated Education D22: Health & Nutrition Security D23: Village Infrastructure & Basic Amenities D24: Social Justice D25: Child Friendly D26: Gender Equality & Women's Empowerment D27: WASH D28: Differently Abled D29: Mental Health 	<ul style="list-style-type: none"> D31: Agriculture & Allied D32: Non-Agri Livelihood D33: Skilling D34: Self Help Groups D35: Farmer Producer Organisations D36: Financing
D4: Ecological Sustainability	D5: Institutional Development	
<ul style="list-style-type: none"> D41: Water Conservation D42: Soil health D43: Climate change & Biodiversity D44: Plantation & Forestry D45: Waste Management D46: Disaster Risk Reduction D47: Renewable Energy 	<ul style="list-style-type: none"> D51: Shared Vision & Mission D52: Schemes, OSR & Budget D53: Gram Panchayat Development Plan D54: Stakeholder management D55: Social Security D56: Plan Execution & Review D57: Good Governance D58: Standing & Functional Committees D59: Social Audit 	

Key Initiatives in 2024-25:

“Project Surakshya” CDP Odisha – a joint initiative with Centre for Youth and Social Development (CYSD), Bhubaneswar, is co-funded by EU & Intellect CSR

Project Surakshya - CDP Odisha, the holistic Cluster Development Programme (CDP) spread across 5 districts of Odisha, is anchored on Mission Samridhi's Community Development Framework (CDF) and covers interventions in Personal, Social, Economic, Ecological and Institutional Development.

The key achievements of 2024-25 are represented below.



Theme

1 Poverty Free and Enhanced Livelihoods Village

Local Goals

1. Comprehensive coverage of all eligible beneficiaries under livelihood and social protection schemes including PDS, ICDS etc.
2. Economic Development & employment generation through individual / collective enterprise

Activities / Outputs / Beneficiaries impacted (2024-25)

1. **9,375** beneficiaries were supported for linkage to their respective entitlements and social protection schemes
2. **450 panchayat residents** were provided training in various agri-allied skills such as mushroom cultivation, poultry and goat rearing, as alternate sources of income

Corresponding SDGs

SDG 1,2,3,4,5,6,7, 8,10,11,13 &15



3. Through convergence, **1264 HHs** received benefits through incentives and input support such as seeds, saplings, kits etc.
4. Facilitated Installation of **02 cold storage units** at Kenduguda and Mathapada Panchayat of Boipariguda Block to reduce distress sale of perishable commodities



Theme

2 Healthy Village

Local Goals

1. Eliminate anaemia amongst adolescent girls & women.
2. 100% treatment of Malaria, TB, Diarrhoea etc.

Activities / Outputs / Beneficiaries impacted (2024-25)

1. Facilitated convergence with ICDS and the Horticulture Department of Kesinga Block to benefit 494 pregnant women and lactating mothers who each received 10 varieties of seeds to grow nutrition garden and improve their health
2. In 02 health screening camps, 321 & 159 residents from the villages of Boipariguda Block were tested for malaria & sickle cell anemia respectively.

Corresponding SDGs

SDG 2, 3





Theme

3 Child-Friendly Village

Local Goals

1. 100% enrolment in the school. Reduce Drop-out ratio, Quality Education, Functional libraries
2. Ensure participation of children in local governance

Activities / Outputs / Beneficiaries impacted (2024-25)

1. **10 Ullas Libraries**, 02 schools per Block, that would use GROWBY methodology to improve reading outcomes & build interest in reading, were initiated.
2. **27 children** from various panchayats of **Boipariguda Block participated in a life/youth camp**. The camp emphasized the importance of self-authority and the ability to make choices that align with long-term goals

Corresponding SDGs

SDG 1,2,3,4 & 5



Theme

6 Village with Self-sufficient Infrastructure

Local Goals

1. Ensure establishment of quality infrastructure - GP Bhawan, AWC, Schools, Health Centre, CSC, separate toilets with running tap water provision in schools.
2. Ensure all weather connectivity roads, solar street lights and community solar tree, ensure pucca house for all.
3. Ensure piped water to all HHs
4. Ensure proper covered drainage system

Activities / Outputs / Beneficiaries impacted (2024-25)

1. Facilitated participation and preparation of plans around self sufficient infrastructure that were proposed in 128 Village Microplans to be included in GPDP

Corresponding SDGs

SDG 1,2,4,5,6,9 & 11





Theme

7 Socially Just & Socially Secured Village

Corresponding SDGs

SDG 1,2,5,10 & 16

Local Goals

1. Improving living standards of the BPL households
2. Implementing & ensuring social protection schemes to all
3. Facilitating enrolment of children and pregnant women under ICDS
4. Reduce poverty by providing wage employment under MGNREGS



Activities / Outputs / Beneficiaries impacted (2024-25)

1. **134** Village Mates and GRS across across 3 Blocks were trained on MGNREGS planning to improve demand for person days' work and requirement of individual assets. **41 job card holders** of the **Labour Group in Muduliguda village** of Boipariguda Block were oriented to review and collectively demand work
2. **9,375 beneficiaries** were supported for linkage to their respective entitlements and social protection schemes
3. **218 Community Leaders** have completed the 3-Phases of the Power to Community leadership program that helps them to facilitate the prevalence of a Socially Just & Socially Secure Village



Theme

8 Village with Good Governance

Corresponding SDGs

SDG 1,2,3,4 & 5

Local Goals

1. Coordination and convergence among various institutions/ stakeholders for preparation of GPDP. Vibrant Gram Sabha
2. Establishing partnership and collaboration in village
3. Involvement of SHG/ village committees in localization of SDGs
4. Promoting better public service delivery by use of technology
5. Rent, license fee, tax collection as OSR



Activities / Outputs / Beneficiaries impacted (2024-25)

1. **11 Panchayat Support Centres** have been set up to help strengthen the functioning of Panchayati Raj Institutions (PRIs) and also facilitate entitlement linkage of vulnerable left out population.
2. **31 Gram Sabhas** were facilitated across the 6 blocks for GPDP Preparation and to improve community participation and ownership in development
3. Facilitated preparation of **128 participatory** community led Village Microplans with LSDG theme focus that will be incorporated into the GPDP
4. **424 PRI, CBO & Village Level Committee members** were capacitated to exercise their roles and responsibilities for effective local self governance
5. **OSR mapping** was done in **46 of the 60 target GPs**. Analysis of the status has been documented in the form of a report



Theme

9 Women Friendly Village

Local Goals

1. Improve participation of women in socio-political, economic activities and participation in community-based organisations.
2. Pucca AWC buildings with all services
3. Well functioning SHG & Federations

Activities / Outputs / Beneficiaries impacted (2024-25)

1. **27 Special Mahila Gram Sabhas** were facilitated to allow women to voice their opinions on issues directly impacting them and allowing them to have a platform to put forth their requirements.
2. **494** pregnant and lactating women of Kesinga Block were provided **Nutritional Plant seed kits** leading to better health, savings and participation in decision making.

Corresponding SDGs

SDG 1,2,3,4 & 5



3. **8 SHGs covering 61 women** were taken through GLIDE workshop to help promote micro enterprises and have independent incomes
4. A Community Digital Monitoring initiative, referred to as the "Digital Lens," was facilitated, to assess the functionality and effectiveness of 15 Anganwadi Centres (AWCs) in Boipariguda Block which led to improvement in regularisation of AWC and basic infrastructure

Glimpses of Key Initiatives



Training of PRI Members on Various Aspects of Local Governance



Village-level Micro Planning in Progress



Entitlement Linkage through Panchayat Support Center



Panchayat Support Centre of Dunduli, Kolnara Inaugurated on 20th September



Weekly Functioning of Panchayat Support Centre at Kolnara GP



Training Programmes on Agri-allied Livelihood Options



Gram Sabha Facilitation



A GLIDE Workshop in Progress with SHG Women at Boipariguda



Community Leadership Training Programme



Installation of Cold Storage Unit

TN-CDP (Tamil Nadu-Cluster Development Programme)

Intellect CSR initiatives implemented under the Tamil Nadu Community Development Program (TNCDP) during April 2024 to March 2025. The initiatives, spearheaded by Mission Samridhi, reflect a strong commitment to sustainable and inclusive development across thematic areas such as women empowerment, Livelihood enhancement, sexual awareness & rights, student education, nutrition, organic farming and grassroots governance. These efforts align closely with India’s broader development goals and ESG principles.

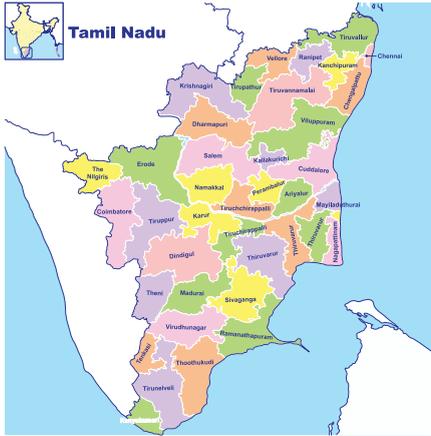
The Cluster Development Programme (CDP) is being implemented in 43 Gram Panchayats spread over 9 Clusters and 8 Districts/Blocks of Tamil Nadu. Through this, TNCDP addresses the holistic development needs of about 53000 Households and a population of 1.71 lakh.

Initially, the Elected Representatives were made to undergo a Design Thinking-driven leadership development

program to help them chart out and implement their plans for the holistic and sustainable development of their communities. This was followed by active measures to strengthen the grassroots Governance of the Panchayat Ecosystem.

Deep dive brainstorming sessions with the Panchayat leadership & community to create Design Centric Gram Panchayat Development Plan (GPDP) have helped us to understand the stated & unstated needs of the Panchayat. The GPDPs were prepared by embedding the design elements in Mission Samridhi’s Community Development Framework (CDF) for the past two years. Additionally, in order to boost the number of Mandays in the MGNREGS -100 Day Employment Guarantee Scheme of the Government of India, Panchayat leaders & members were adequately trained and helped to prepare their own labour budget.

Project Coverage at a Glance



S No	District/Clusters	Block	GPs	HHS	Population
1	Chengalpattu 1	Madhuranthakam	4	2536	9212
2	Chengalpattu 2	Madhuranthakam	5	3424	13536
3	Kanchipuram	Kanchipuram	5	3068	14134
4	Villupuram	Kolliyanur	6	7807	25010
5	Cuddalore	Arangur	5	6901	16410
6	Namakkal	Erumapatti	5	6371	23824
7	Dharmapuri	Harur	3	5111	17144
8	Karur	Thanthoni	5	12034	34335
9	Erode	Perundurai	5	6095	17414
Total	9	8	43	53347	171019

In line with the CDF, given below are the key engagements in 2024-25 based on identified Thematic Areas.

1. Livelihood Initiative in Villupuram District: Focused on empowering marginalised women through the Samridhi Collective.

- **Training:** 100 women trained in tailoring, jute bag making, and food processing; three certified batches completed last year
- **Samridhi Creation:** A women’s collective established to support the initiative
- **Livelihood Centre:** Launched with CSR support from Intellect

- **Employment:** 24 women in garment production, 41 in sales roles
- **Production:** 7,000 garments produced under the Samridhi Garments brand
- **Revenue:** Total of Rs. 15.7 lakhs generated; women collectively earned Rs. 6.60 lakhs, averaging Rs. 4,000/month
- **Food Products:** Millet-based products showcased at a Chennai food festival in the Intellect Office
- **Sales Outlet:** Dedicated outlet opened in Villupuram town
- **Impact:** Promoted self-reliance and social transformation among marginalised women

Livelihood Centre in Villupuram



2. Promoting Sexual and Reproductive Health & Rights (SRHR): Partnered with Rural Women’s Social Education Centre (RUWSEC) to advance gender, sexual, and reproductive health rights.

- **Objective:** Create sustainable, innovative interventions with rights and gender perspectives to address sensitive needs
- **Outreach:** Conducted community-based activities to sensitise people on SRHR
- **Assessments:** Completed baseline and endline assessments for volunteers

- **Volunteer Allocation:** Assigned trained volunteers to Panchayats for awareness programs
- **Community Engagement:** Over 600 women (married and unmarried) participated in awareness sessions
- **Task Force Efforts:** Began spreading SRHR awareness in batches across Kanchipuram and Chengalpattu clusters
- **Impact:** Observable increase in SRHR awareness among targeted beneficiaries in the Panchayats



3. ULLAS Students Holistic Development Programme: Implemented to enhance student skills through structured sessions.



- **Sessions:** Conducted 8 Summit + Thematic sessions for students in Standards 9 to 11
- **Topics:** Covered goal-setting, leadership, articulation, and self-belief
- **Reach:** Engaged ~1,000 students despite challenges with school permissions and holidays.
- **Scholarships:** Distributed to 132 meritorious students
- **Celebration:** Hosted "Sangamam" Festival in Chennai; 30+ top students participated to honour excellence



4. Nutrition Garden Programme: Initiated to encourage organic vegetable cultivation across multiple districts.

- **Family Engagement:** Identified 340 families and distributed 10 varieties of seeds across various districts
- **Health Checks:** Conducted haemoglobin testing for 166 participants
- **Yield and Expansion:** Achieved initial yield with 71 families; redistributed seeds to 86 interested families in January

5. Constitution of Biodiversity Management Committees (BMCs): Facilitated to establish biodiversity management across regions.

- **Formation:** Set up BMCs in 42 Panchayats
- **Resolutions:** Secured official resolutions from 40 Panchayats
- **Training:** Conducted orientation and capacity-building sessions in 9 locations

6. Creation of Farmers Producer Organisation (FPO): Launched a pilot organic farming initiative in Karur Cluster with NABARD support.

- **Engagement:** Conducted stakeholder meetings, farmer sensitisation, and proposal development.
- **Participation:** Over 200 farmers joined the collective and submitted a pilot plan for three cropping seasons, to be backed by NABARD.

7. Students Computer Centres of Excellence: Established to provide digital training in multiple regions

- **Setup:** Created centres in Cuddalore, Kanchipuram, Karur, and Chengalpattu.
- **Resources:** Supplied computers and printers through Intellect CSR funding.
- **Training:** Appointed trainers and launched programs with nominal fees for sustainability.
- **Certification:** Exploring options through accredited training academies, currently under review.



8. Strengthening GPDP Convergence in Panchayats:

Supported to enhance development planning in rural areas

- **Planning Support:** Assisted 41 Panchayats in preparing Gram Panchayat Development Plans (GPDPs).
- **Alignment:** Ensured plans aligned with Local Sustainable Development Goals (LSDGs).
- **Training:** Conducted sessions for Panchayat members and representatives.
- **Committees:** Formed dedicated planning committees; finalised plans with community validation.
- **Submission:** Submitted approved GPDPs to Block Development Offices for implementation.

9. MGNREGS Planning and Implementation Support:

Focused on handholding and support for project preparation

- **Labour Budget Preparation:** Estimated required workforce, duration, and costs for each project.
- **Integration:** Combined Shelf of Projects, Labour Budget into a comprehensive MGNREGS plan aligned with development goals.
- **Training Sessions:** Conducted for elected representatives and key stakeholders on MGNREGS planning, including Labour Budget and Shelf of Projects preparation.

- **Focus Areas:** Enhanced understanding of the scheme’s guidelines, fund management, and effective implementation strategies.
- **Compilation:** Identified works into a draft Shelf of Projects.
- **Outcome:** All Gram Panchayats successfully planned for better utilisation of resources and convergence of resources for GPDP under MGNREGS, submitted to BDOs for further actions.

The TNCDP CSR initiatives have demonstrated deep community engagement and measurable impacts across all thematic areas. With continuous stakeholder participation and institutional partnerships, these efforts lay the groundwork for scalable, sustainable development that truly empowers local communities.

School of Design Thinking

The School of Design Thinking (SoDT) was founded with an aim to bring a Design Thinking revolution in the country. SoDT is committed to create awareness about Design Thinking as a “human centered future focused approach” to the society at large. It strives to bring about the culture of Design Thinking in all aspects of life by focusing on Preparing the Design Mind.

The larger purpose of School of Design Thinking is to bring a change in the mindset amongst stakeholders of different walks of life/society and thus impact the entire community. Design Thinking is a culture at Intellect and has been instrumental in reaching several successful milestones of the organisation.

School of Design Thinking aims to share these insights and best practices of Design Thinking to the community as a whole through meaningful collaboration.

SoDT partners with

- Educational institutions to develop Design Thinking orientation for the Faculty & Students to enable innovative thinking and impactful learning.
- Corporations and businesses to nurture the culture of Design Thinking within the organisations for innovation and cross-functional collaboration.
- Budding startups and entrepreneurs to solve critical problems and arrive at future focused solutions.
- Various agencies to lead social innovation projects from the front, to bring social innovation in the country.
- Government agencies and institutes, key stakeholders along with administrative officials to solve critical issues of civil impact, leveraging Design Thinking as an approach to problem solving

SoDT Outreach for FY 2024 – 2025

- Faculty Development Programs – 11 such programs for 294 faculty (includes colleges such as SRM, RMK, BHU, Thiagarajar College etc.)

- Credit Course - 5 (IIM-Calcutta, International Management Institute – Kolkata, Indian School of Public Policy etc.)
- Students exposure to the 8012 FinTech Design Center™–22 immersive Sessions hosting 1344 students
- Walkthrough of 8012 FinTech Design Center™- 1912 visitors from the Academia (427 senior academicians, hosted more than30 colleges).

Highlights of FY 2024 – 2025

- Inaugural Edition of Design Spark Challenge (7th – 9th March 2025)

Pioneered by the School of Design Thinking in association with Intellect and in partnership with Sector Skills Council (SSC) NASSCOM, the inaugural edition of Design Spark Challenge was conducted between 7th – 9th March. This 50-hour non-stop residential immersive hackathon on technology pioneered by AI frameworks and tools was one of its kind of student driven hackathon which brought together 74 students pursuing diverse education streams from 15 renowned colleges, all vying to push the boundaries of creativity and problem-solving using Design Thinking principles.

Each group comprising five students was paired with a faculty mentor from the respective colleges to provide guidance and support throughout the competition. This initiative not only emphasised collaboration and innovation but also aimed to prepare the next generation of problem solvers for real-world challenges in healthcare, education, rural empowerment, agriculture, gig economy, among other sectors.

The theme of the challenge was not only to leverage AI frameworks for innovation but also to tackle some plaguing problems with Design Thinking, across the themes mentioned. The solutions envisaged by the teams along with their working software prototypes were highly appreciated by the team of jury. As part of the competition’s problem statements, an important element pivoted around alignment to Sustainable Development Goals chartered by the UN.

Glimpses of the Event - Design Spark Challenge



International Management Institute – Kolkata (Rural Community Engagement)

SoDT has been partnering with some of the leading academic institutions of India since its inception to bring a meaningful change for faculty & students. Additionally, with a focus on understanding the rural ecosystem of the country, empathise with the rural brethren and learn about the realities plaguing the community with a fresh perspective; SoDT has collaborated with esteemed colleges over the last couple of years with a thought of Rural immersion in mind.

For this year, SoDT along with Mission Samriddhi offered a course titled 'Design Thinking for Rural Innovation' for 180 students of the first year of **IMI-Kolkata B-School**. The course involved a field trip to Digambarpur Gram Panchayat(South 24 parganas district) and extensive interaction with villagers, community development experts etc. to apply Design Thinking in identifying opportunities for innovation. The course spanned across July, August & September 2024.

Glimpses of Modules



Credit Course for the Students of Indian School of Public Policy, Delhi

Over the course of several modules across August & September 2024, School of Design Thinking conducted a credit course for the students of ISPP, Delhi. ISPP was incubated in 2018 by the Centre for Civil Society (CCS), a leading public policy think tank set up by an eminent council of senior academicians, policy experts, philanthropists with a vision to develop a new class of policy leaders for India and the region.

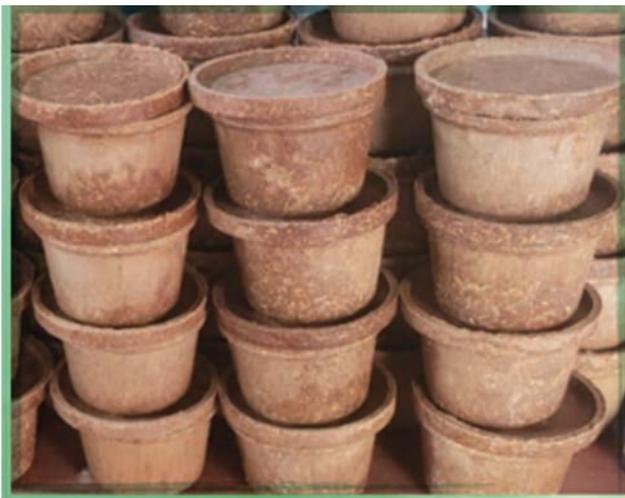
Through the credit course focused on Design Thinking, the students were sensitised to Design Thinking tools that will help them to envision more human-centric (public-focused) policies and leverage Design Thinking frameworks to design holistic and stakeholder focused public schemes. Photos are to be procured.

Sustainability Focus Through Diwali 2024 Gifts

As part of customer engagement strategy, School of Design Thinking sends customised and insightful (meaningful) gifts during Diwali to some of its marquee and high-profile customers. With an element of Sustainability in mind, this year's gift kit involved various food items along with Food Container & a Gift Bag. Following were the highlights of the gift theme and its components -

- Reducing Plastic Pollution – Container prepared by replacing single-use plastics with biodegradable alternatives
- Promoting Circular Economy - Container can be easily taken for repurposing & transforming into seedling cups, bonsai grow pot or vegetable grow container etc.
- Zero Waste & Chemical-Free Manufacturing processes followed in making of food items
- All the food items were prepared from 100% Natural Farming following eco-friendly practices
- The Gift Bag was tailored and stitched by adults with special needs. The gift supplier would use the proceeds for supporting their skill development

School of Design Thinking has endeavoured to contribute to Sustainability through varied ways and have ensured that the programs initiated have made a difference to the society at large.



Governance Sustainability

Leading with Integrity, Governing for Tomorrow

Board of Directors

Intellect's ESG & Sustainability Governance

Grievance Mechanism

Systematic Risk Management from Technological Disruption

Policies for Transparency / Value Alignment and Accountability



Governance Sustainability

At Intellect, governance sustainability is built on systems and practices that ensure our operations are managed with accountability, transparency, and ethical behaviour, while striving for the highest standards of legal and regulatory compliance. Strong corporate governance is crucial for maintaining investor trust and fulfilling our commitments to customers, employees, and society. Our organisation is deeply rooted in business integrity and fair practices, upholding high standards of corporate governance and business integrity in all activities, which is vital for our long-term success.

Board of Directors

Governance Structure and Composition (GRI 2-9)

The Board performs all functions for managing the affairs of the Company including formulation of policies, setting of business objectives and review of performance of the Company. The Board of Directors also play a vital role in Governance Sustainability and overseeing sustainable practices within Intellect. As of March 31, 2025, the Board of Directors has two Executive Directors, three Non-Executive Independent Directors and one Non-Executive Non-Independent Director. The Board is well diversified in terms of age, skills, knowledge, experience, industry background, and perspectives. In the opinion of the Board, all the Independent Directors are independent of the management and satisfy the criteria of Independence as envisaged under the Companies Act,

2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. The profiles of our directors are available on our website at <https://www.intellectdesign.com/board-of-directors/>.

Nomination and Selection of The Highest Governance Body (GRI 2-10)

Our Company has a duly constituted Nomination, Remuneration and Compensation Committee, which inter alia identifies and recommends eligible candidates to the Board. The factors such as independence, alignment with the Company's values, diversity and complementarity in terms of age, skills and knowledge, management expertise, industry background, perspective etc. ensure selection of Board which can act in the best interests of the Company. The Board then examines and approves the appointment of Directors, subject to the shareholders' approval.

Chair of the Highest Governance Body (GRI 2-11)

Mr. Arun Jain is the Chairman of the Board of Directors. As the Chairman of the highest governance body, leadership in both strategic oversight and sustainability initiatives is essential for driving long-term value creation. The Chairman provides direction in aligning the organisation's sustainability objectives with its core business operations. By ensuring that sustainability is embedded at the governance level, the Chairman plays a pivotal role in fostering a culture that emphasises ethical

business practices, environmental stewardship, and social responsibility. Regular engagement with key stakeholders, including employees, investors, and communities, is encouraged to enhance transparency and trust in the company’s sustainability efforts.

Role of the Highest Governance Body in Impact Oversight
(GRI 2-12)

The highest governance body i.e. Board of Directors plays a crucial role in overseeing the management of the organisation’s impacts on the economy, environment, and people. This includes developing, approving, and updating the organisation’s purpose, values, mission statements, strategies, policies, and goals related to sustainable development. Furthermore, the governance body regularly reviews the effectiveness of these processes and ensures continuous improvements through periodic assessments, the frequency of which is systematically documented. This oversight mechanism strengthens the organisation’s commitment to sustainability and responsible business practices.

Delegating Responsibility for Impact Management
(GRI 2-13)

All key organisational stakeholders have vested responsibilities related to planning, execution, evangelisation, review, as well as advocacy of the sustainability agenda of the company.



Intellect’s ESG & Sustainability Governance

Board Corporate Social Responsibility Committee

At Intellect, the Board of Directors holds the responsibility for overseeing the governance and management of Corporate Social Responsibility (CSR) and has established the CSR Committee to fulfill this role. This committee, comprising Executive Directors and an Independent Director, also supervises Intellect’s sustainability programs and initiatives. Together with the Chairman, the committee discusses sustainability initiatives and objectives, and allocates budgets for these initiatives at the start of each financial year. Quarterly sustainability reports are submitted to the Chairman of the CSR Committee by the Chief Assurance and Governance Officer, detailing the company’s sustainability initiatives, the identification and implementation of best practices, updates on Intellect’s ESG goals and targets, and any critical concerns received from stakeholders. Notably, no critical concerns were reported to the Board during the FY 24-25

At Intellect, the Sustainability Executive Committee (SEC) and the Sustainability Working Committee (SWC) play pivotal roles in advancing our sustainability agenda. The SEC, led by senior leadership, is responsible for overseeing strategic sustainability initiatives, ensuring alignment with our long-term goals, and driving performance across the organisation. It provides governance and direction for sustainability efforts, integrating ESG considerations into business strategies. The SWC, constituted with participation from various function leads, primarily oversees the implementation of ESG initiatives across different functions. It engages with stakeholders, promotes ESG awareness within the organisation, and monitors progress towards Intellect’s ESG goals and targets. Together, the SEC and SWC ensure that Intellect’s sustainability commitments are met, fostering a culture of responsibility and innovation.

Role of the Highest Governance Body in Sustainability Reporting (GRI 2-14)

Adhering to the requirements of the Companies Act, 2013 ("Act") as well as the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations") the Board has approved the terms of reference of the various committees which set forth the purposes, goals and responsibilities of the Committees. The Board provides oversight to ensure the efficiency of these committees. Intellect board committees encompass a diverse range of strategic and operational functions, each tasked with specific responsibilities aimed at promoting transparency, effectiveness and sustainability across the organisation. Presently, our Board comprises five committees, outlined below.

- Audit Committee
- Risk Management Committee
- Stakeholders Relationship Committee
- Nomination, Remuneration and Compensation Committee
- Corporate Social Responsibility Committee

The Board of Directors are responsible for and oversee the governance and management of CSR and have constituted the Corporate Social Responsibility (CSR) Committee. The Chief Assurance and Governance Officer oversees the operation of sustainability programs and reporting. This includes the responsibility of formally reviewing and approving sustainability disclosures and seeking assurance for reports. The overall responsibility for our sustainability initiatives rests with our Chief Assurance and Governance Officer who reports to the Chairman. Annual Reports such as BRSR and Sustainability Reports are shared with the board for their reviews and feedback.

Code of Conduct and Conflict of Interest (GRI 2-15)

Intellect's Code of Conduct outlines the company's core ethical and operational principles, applicable to all associates and suppliers. It mandates compliance in areas such as accurate reporting, anti-bribery, conflict of interest, and prohibition of insider trading. Directors and senior management adhere to additional standards of integrity and governance, with periodic disclosures of external affiliations and prior approvals for related transactions. The Code includes a clearly defined framework for addressing concerns, overseen by the Ombudsman and reviewed by the Chairman. Through whistleblowing

channels, associates are encouraged to report unethical practices without fear of retaliation. The Company Secretary ensures effective implementation, and all Board members comply with regulatory norms on directorships. During the reporting period, there were no violations or conflicts reported.

Communication of Critical Concerns (GRI 2-16)

Grievance Mechanism

We have a robust grievance mechanism in place to identify issues or incidents that do not comply with our principles. The grievance mechanism applies to all of our stakeholders. Complaints, issues, and concerns received under the Code of Conduct framework are duly investigated by the Company's Ombudsman and reviewed by the Chairman regularly.

Our Grievance Mechanism includes in its ambit, our channels of grievance resolution, Code of Conduct and Conflict of Interest, Whistleblower Policy/ Vigil Mechanism, Ombudsman and POSH.

Our business partners can raise their queries through the Contact Us page on our website. We prohibit retaliation against anyone who reports concerns or assists with an inquiry or investigation.

Besides the Grievance Redressal Mechanism, the stakeholders can also share their concerns via mail on our website. In FY 24-25, **there was no instance of ethical or unlawful activity which required seeking external advice or reporting to external agencies.**

Whistleblower Policy/ Vigil Mechanism

In compliance with the Companies Act, 2013 and SEBI Regulations, 2015, we constantly aim to stay at par with our ethical standards through a robust vigilance mechanism. Accordingly, We have an established mechanism for employees to report concerns about unethical behaviours, actual or suspected fraud, and violations of the Code of Conduct of the Company. The mechanism also provides adequate safeguards against the victimisation of employees who avail the whistleblower mechanism and the whistleblower is given direct access to the Chairperson of the Audit Committee in appropriate or exceptional cases. **We affirm that during the Financial Year 2024-25, no employee has reported any such concerns to the Audit Committee.**

<https://www.intellectdesign.com/investor/general/whistle-blower-policy.pdf>

Ombudsman

Ombudsman is our initiative to resolve workplace conflicts. It is a forum for associates to report, discuss and resolve workplace issues. The office of the Ombudsman promises complete confidentiality in all the matters discussed. The Ombudsman also assures “No Reprisal” to the complainant who brings to light a problem or blows the whistle against someone. It works as an early warning system for the organisation.

Familiarisation Programme for Board Members (GRI 2-17)

Familiarisation programs are conducted for newly appointed Directors, through meetings with key officials and senior business leaders. During these meetings, Directors are familiarised with the roles and responsibilities of Directors, as well as other specific aspects such as **Governance, Sustainability, Business Operations, Regulatory Changes and related matters**. Details on the familiarisation programs can be found as under.

<https://www.intellectdesign.com/investor/notice/Familiarisation-Programme-FY-2024-2025.pdf>

Annual Board Performance Evaluation (GRI 2-18)

In line with the Companies Act and Listing Regulations, the Board conducted its Annual Performance Evaluation for FY 2024–25, covering the Board, its Committees, and individual Directors, including Independent Directors. The evaluation criteria, approved by the Nomination, Remuneration and Compensation Committee (NRCC), focused on effectiveness, participation, governance, and strategic input. Led by an external consultant, the process assessed Board functionality and committee effectiveness.

Key insights included the need for enhanced risk management focus, broader leadership development, more participative decision-making, and the addition of a younger Director with strong technology and industry expertise. The evaluation outcome was reviewed by the NRCC on 19th March 2025.

Remuneration Policy (GRI 2-19)

Intellect has a remuneration policy, which can be accessed at <https://www.intellectdesign.com/investor/general/remuneration-policy.pdf>. This policy covers the determination of remuneration for the Board of Directors and Senior Executives. Intellect provides long-term incentives by granting stock options to its employees in senior leadership roles and critical positions. This is aimed at motivating and retaining key leaders.

The Nomination, Remuneration, and Compensation Committee oversees the process of determining remuneration. Specific parameters, such as market practices and benchmarks to understand the prevailing remuneration trends within the industry and comparable organisations, job evaluation and position analysis, and internal advice from the Chief Talent Officer, are sought while determining remuneration.

<https://www.intellectdesign.com/investor/general/remuneration-policy.pdf>

Policy-Driven Response to Material ESG Issues (GRI 2-24)

Our Materiality Section outlines the key ESG and sustainability topics that are most material to us, as identified through our stakeholder engagements with our key stakeholders - employees, customers, suppliers, investors, and local communities. We engage with our stakeholders through various forums regularly. Through these engagements, we have identified key material topics. Each of our ESG goals is linked to the policies that govern them. These commitments are integrated into the strategy of each Function, and procedures and processes are outlined for working toward these commitments. These policies are developed based on globally accepted frameworks and norms, industry benchmarking, and consultations with senior leadership, experts, and our identified stakeholder.

Addressing and Remediating Adverse Impact Responsibly (GRI 2-25)

At Intellect, we are committed to addressing and mitigating any adverse impacts arising from our operations, value chain, or stakeholder engagements. Our remediation processes are designed to uphold ethical standards, legal compliance, and human rights. We have implemented structured grievance redressal mechanisms that allow employees, partners, and stakeholders to raise concerns related to workplace safety, labor practices, human rights violations, or environmental issues. These grievances are reviewed promptly through a formal escalation and resolution process. Regular audits, feedback loops, and vendor meetings further help us identify and address potential risks proactively. Through continuous monitoring and responsive action, we aim to ensure accountability and foster a culture of transparency, fairness, and continuous improvement. We also encourage our employees to report any fraudulent financial or other information, instances of a leak or suspected leak of unpublished price-sensitive information, and any conduct that violates the company’s code of business conduct. We ensure that these reports can be made anonymous if desired. We strictly prohibit discrimination, retaliation, or harassment against any employee who reports under the Vigil Mechanism or participates in the investigation.

Handling Grievances through a Transparent Ombudsman Process (GRI 2-26)

Our company has implemented an Ombudsman process, in accordance with Section 177(9) and (10) of the Companies Act, 2013, Regulation 22 of the Listing Regulations, and Regulation 9A of the Securities and Exchange Board of India (Prohibition of Insider Trading) Regulations, 2015. This process serves as a mechanism for receiving and addressing complaints from employees and Directors.

The mechanism followed under the Ombudsman process is displayed on the company’s website. All complaints received through the Ombudsman process are reviewed and approved by the Corporate Ombudsman or designate. Employees and stakeholders can register their concerns by sending an email.

Following an investigation of the concerns received, a decision is made by the appropriate authority based on the findings of the investigation. During the financial year 2024-25, we received no complaints.

We have implemented structured grievance redressal mechanisms that allow employees, partners, and stakeholders to raise concerns related to workplace safety, labor practices, human rights violations, or environmental issues.



Anti-Bribery and Anti-Corruption (GRI- 205)

Intellect upholds the highest standards of integrity through robust policies on code of conduct, anti-bribery, anti-money laundering, data protection, and privacy. All associates undergo awareness programs to ensure ethical conduct across all levels and locations. We maintain a zero-tolerance approach to bribery and corruption, supported by ongoing monitoring and reporting mechanisms via our internal platform, **i360**. There were no reported incidents during the period FY 24-25, reflecting our strong compliance culture. Regular consultation with leading tax and legal advisors further strengthens our governance framework

Our Compliance Framework

The framework includes guidance on handling legal disputes, prescribing compliance norms, improving dispute management practices and establishing regulations and risk prevention mechanisms.

The Company is subjected to Statutory Audit, Internal Audit and Secretarial Audit as mandated by the provisions of the Companies Act, 2013. The Statutory Auditors examine the Financial Statements, verify compliance with accounting standards and ensure true and fair view of the financial position.

The Audit Committee has appointed an external agency to conduct the Internal Audit following a risk-based approach approved by the Risk Management Committee. It evaluates the effectiveness of control frameworks.

The Secretarial Audit ensures that the Company complies with the applicable laws, rules, regulations and procedures. It primarily focuses on the adherence to corporate governance norms, Board processes and secretarial standards.

The Board of Directors and the Audit Committee oversee Intellect's compliance processes, and an effective framework for monitoring compliance with applicable laws is in place. The Company Secretary periodically updates the Senior Management and the Board on compliance with applicable laws and Regulations. The in-house Legal and Compliance team monitors regulatory adherence across jurisdictions.

Intellect has introduced Quarterly Sustainability Audits in FY 24-25 to ensure continuous alignment with its environmental, social, and governance (ESG) goals. This has resulted in several measurable improvements across key ESG dimensions. Quarterly audits have allowed us to analyse the energy, emission, water consumption and waste generation patterns across locations.

These audits have driven a culture of accountability and continuous improvement, motivating teams to adopt innovative solutions for achieving sustainability targets.

The framework aligns with sustainability goals, with the Legal team managing contracts and advising stakeholders.

The Company secures necessary permits and licenses, and aligns services with clients' regulatory requirements.

During the FY 2024-2025, there were no instances of non-compliance with laws and regulations.

Policies for Transparency / Value Alignment and Accountability (GRI 2-23)

At Intellect, policies and procedures are more than just operational tools. They are essential in nurturing and sustaining our cultural ethos. These guidelines help associates understand the organisation's core ethical values and align their actions accordingly, fostering a unified and trust-driven workplace. Intellect follows a structured approach to implementing these policy commitments. Well-defined policies, aligned with our values and regulatory requirements, are accessible on our intranet platform, **i360**, and key policies are publicly available on our website. Communication is reinforced through newsletters, digital signage, and screen savers to ensure wide awareness. Leadership plays a pivotal role in setting the tone, while middle management cascades these commitments to teams, promoting clarity, accountability, and engagement. Through this approach, we build a culture anchored in integrity, compliance, and responsible business conduct.

Economic Value Generated and Distributed (GRI-201)

Economic performance is of prime importance for building a sustainable organisation and cascading the benefits to our stakeholders, including investors, customers, employees, suppliers and the community. We are a customer-centric organisation, and customer satisfaction is crucial to our performance.

Intellect is focused on global product innovations in the financial space, helping organisations increase sales and

market share in their digital transformation journey. Our business's economic sustainability is essential to all our stakeholders. We continuously monitor our performance and objectives, conduct opportunity and risk assessments, and integrate these findings into our economic strategy. We also regularly review and adjust our actions to reflect changing internal dynamics and external factors.

We aim to enable profitable growth and focus on our sustainable trajectory while optimising our business and product portfolios through targeted investments.

Brief insights into our economic performance for FY24-25 and FY23-24 are provided below.

Amounts are Rs. In Millions

S.No.	Particulars	FY 2024-25	FY 2023-24
1	Direct economic value generated	16,280.82	17,352.53
2	Revenues from operations	15,687.21	16,789.41
3	Other income	593.61	563.12
4	Economic value distributed	14,819.41	16,034.50
5	Other costs (Other expenses and Depreciation as per Statement of Profit and Loss, excluding community investments)	4,060.52	6,248.53
6	Employees' wages and benefits	9,523.31	8,395.43
7	Payments to providers of Capital	500.24	346.23
8	Payments to governments (Tax expenses as per Statement of Profit and Loss)	674.55*	995.08
9	Community investments	60.79	49.23
10	Economic Value retained	1,461.41	1,318.03

*FY 23-24 includes tax expense relating to MAT credit write off of Rs. 125.05 million as an exceptional item

-No Political contributions have been made during the year ended March 31, 2025 and March 31, 2024.

Tax Approach & Transparency

Our tax approach is guided by our commitment to ethical conduct, compliance with applicable laws and regulations, and contribution to the communities in which we operate. There is no change in policy contents as compared to previous FY 23-24 reporting. Looking ahead, we remain committed to upholding high standards of tax governance, transparency, and compliance. We have had interactions with Tax authorities in connection with earlier years assessment proceedings that are ongoing in the normal course of business. We will continue to monitor developments in tax laws and regulations, adapt our practices as necessary, and engage with stakeholders to ensure alignment with their expectations and evolving best practices.

Risk Management Strategy

Background

The Company is committed to upholding transparency, integrity, and accountability in all its affairs with clients, shareholders, associates, distribution partners, and regulators. The Company is determined to expand business exponentially, provide high-quality designs & innovative solutions for its clients, while maximising value for the Company's shareholders. We believe in the fundamental economic principle of "higher the risk - higher is the reward", and therefore, with an increase in the business's size, scale and complexities it becomes essential for companies to embrace calculated risks to unlock superior earnings and profitability. To support this, we recognise the need for a robust, well-structured, and tailored Enterprise Risk Management (ERM) framework

that is fully integrated with our strategy and decision-making processes. Risk management is a continuous and developing process that runs throughout the organisation's strategy and the implementation of that strategy. We are subject to certain risks that may affect our ability to operate, disrupt our business model due to changes in the competitive landscape, render our capabilities obsolete due to changes in technology and thus hamper our ability to serve our customers and protect assets. These risks could adversely affect customer projects, employees, shareholders and other stakeholders. Therefore, it is essential to manage and mitigate these risks through a structured and formalised process.

Our risk policy aims to minimise the adverse impact of these risks on the Company's growth, profit margins, environmental impact, people engagement, and regulatory compliance. Risk Management helps us to proactively manage uncertainties in the internal and external environment, limit the negative impact and benefit the opportunities

Risk Management Governance

We have robust, organised and effective Enterprise risk management systems, processes & technologies in place under the leadership of the Chief Risk Officer (CRO). Our approach follows a structured method covering risk identification, evaluation, prioritisation, mitigation, monitoring, and periodic review. The Risk Management Committee (RMC) oversees the risk management process, operating under the overall guidance of the Board of Directors. This formal structure ensures that risk management is embedded into the organisation's governance framework, supporting informed decision-making and strengthening our ability to manage uncertainties effectively.

Name	Designation	No of Meetings Held	No of Meetings Attended
Mr. Andrew Ralph England	Chairman	3	3
Mr. Arun Jain	Member	3	3
Ms. Vasudha Subramaniam	Member	3	3
Mr. Arun Shekhar Aran (Ceased w.e.f. 26.06.2024)	Member	1	1
Mr. Milind Ravindranath Kari (Ceased w.e.f. 25.10.2024)	Member	1	1
Mr. Amit Srivastava (Inducted w.e.f 25.10.2024)	Member	2	2
Mr. Ambrish Pandey Jain (Inducted w.e.f 26.06.2024)	Member	2	2

The Risk Management Committee met three times during the year 2024-25. The RMC is supported by the Information and Cyber Security Subcommittee, Cloud Risk Council and Enterprise Risk Department to execute the overall risk management plan and periodically update the risk management committee.

Risk Management Framework

Risk management is a continuous and developing process that runs throughout the organisation’s strategy and the implementation of the strategy. The Company adheres to the BELIEF framework, a structured risk management approach that supports proactive identification, assessment, and management of uncertainties arising from both internal and external environments. This framework helps the organisation limit potential negative impacts while capitalising on opportunities to enhance value creation.

The BELIEF framework represents a strategic risk management architecture that consolidates diverse organisational risks into a cohesive, well-defined structure. Its distinctive strength lies in its integrated approach, linking various risk categories into a unified system. This enables comprehensive risk identification, evaluation, and mitigation, while aligning with the Company’s overarching objectives of resilience, sustainable growth, and stakeholder confidence. The BELIEF framework covers six critical dimensions of risk, namely Brand, End Customer, Leadership, Intellectual Property, Execution and Financial Risk providing a holistic and enterprise-wide view of risks across all key aspects of the business. This approach ensures that risk management is embedded within the organisation’s strategic and operational fabric, enhancing agility and preparedness in a dynamic business environment.

Enterprise Risk Management - Belief Framework

BRAND	END CUSTOMER	LEADERSHIP	INTELLECTUAL PROPERTY	EXECUTION	FINANCIAL
REPUTATION RISK	BUSINESS RISK	PEOPLE RISK	INFORMATION & CYBER SECURITY RISK	GLOBAL OPERATIONS RISK	LIQUIDITY RISK
	SOCIAL, ECONOMIC, POLITICAL RISK	- TALENT MANAGEMENT RISK	DATA PROTECTION & PRIVACY RISK	CLOUD INFRASTRUCTURE RISK	MARKET - CURRENCY FLUCTUATION RISK
	COMPETITION RISK	- ASSOCIATE CONDUCT RISK	IP INFRINGEMENT RISK	PRODUCT IMPLEMENTATION RISK	GLOBAL TAX REGIMES
	BUSINESS MODEL RISK		3 RD PARTY / OPEN SOURCE COMPONENTS USAGE RISK	DEFECTS & SECURITY VULNERABILITIES	FINANCIAL REPORTING RISK
	CONCENTRATION RISK			COMPLIANCE RISK	
	CUSTOMER SERVICE MANAGEMENT RISK			LITIGATION RISK	
	CONTRACT MANAGEMENT RISK			BUSINESS CONTINUITY RISK	
				FRAUD RISK	
				NEW COUNTRY RISK	
				SUSTAINABILITY (ESG) RISK	

Note: Please refer to the Risk Management Framework in the Directors’ Report FY 24-25 for the detailed description of various risks outlined in the BELIEF Framework in the table above.

Climate Risk and Opportunity

The Board has appointed the CSR Committee, which oversees the implementation of the Company's CSR initiatives, including projects related to climate change. The Committee meets annually to discuss progress updates on such initiatives, including, but not limited to, mitigation and resilience building against the effects of climate change.

The functional SPOCs within HR / Administration & Facilities / Business Continuity team / Finance perform

assigned tasks/activities on climate - related issues such as floods, cyclones and weather change, resulting in water scarcity, carbon emission, and non-green energy consumption. These issues affect the health and working environment of the social fabric overall. The company has also undertaken certification in the Occupational Health & Safety Management Standard under the ISO 45001:2018, 14001:2015 standard, providing a structured framework to ensure a Healthy and Safe working environment.

The risks and impacts, along with various mitigation measures

Type	Risk/Impact on Intellect	Mitigations/Measures
Non – Physical		
Regulatory	Intellect is exposed to the risk of noncompliance with various laws & regulations related to climate change across multiple regions	Intellect has implemented a robust framework to mitigate regulatory risks related to climate change. This includes ISO 14001:2015 certification for environmental management, a comprehensive Sustainability Policy targeting net-zero GHG emissions. Intellect has also aligned with the Global standards such as CDP and EcoVadis.
Technology	<p>Intellect's products and applications may become obsolete over time due to innovative, more environmentally savvy alternative offerings.</p> <p>Technology plays a pivotal role in managing climate-related risks emanating from an increase in carbon footprint through traditional banking. These methods require enormous resource consumption on data records, storage, and travel to meet society's requirements.</p>	<p>An adequate investment in research and development activities coupled with the Design Thinking framework-driven approach ensures Intellect stays updated on emerging technologies in the market that are environmentally sustainable and performs suitable changes to existing products, bringing the paradigm shift to meet customer preferences more sustainably.</p> <p>Introducing cloud-native products with suitable changes in the business model from traditional on-premise product deployment to cloud-based hosting facilitates optimum need-based resource utilisation and contributes to the environmental goals.</p>

Type	Risk/Impact on Intellect	Mitigations/Measures
Non – Physical		
Client	<p>With increasing awareness of climate change and other related socio-environmental issues, prospective clients may request or prefer climate-related disclosures and commitments, failing which the Company may be unable to participate in RFPs/Proposals, which could result in business opportunity losses.</p> <p>Moreover, 3rd party assessment by the existing clients may include questions about Intellect's commitment to climate change.</p>	<p>Intellect’s core mitigation strategy focuses on enabling sustainable digital transformation for its clients through its eMACH.ai ecosystem, a cloud-native, AI-powered, and composable platform. By replacing traditional on-premise systems with cloud-hosted, digital workflows, eMACH.ai helps clients reduce their reliance on physical infrastructure, which can contribute to improved energy efficiency and lower resource consumption. While precise energy savings depend on client-specific factors such as baseline infrastructure, deployment scale, and regional energy mix, cloud-first architectures are generally recognised as more energy-efficient than legacy IT environments.</p> <p>Beyond enabling client sustainability, Intellect is also committed to improving its own environmental performance. Aligned with its operational sustainability roadmap and its broader 3.0 transformation journey, Intellect has implemented wastewater management and recycling systems, energy conservation measures, adoption of electric mobility solutions, and installation of renewable energy infrastructure, including solar and wind power, at its facilities.</p> <p>To enhance climate-related transparency, Intellect continues to align its disclosures with evolving regulatory and stakeholder expectations, including through its BRSR reporting process. Intellect also proactively responds to third-party client assessments, providing relevant environmental data and highlighting its climate-conscious operational strategies.</p>
AI Risk	<p>Intellect has significantly expanded in this space to leverage Generative AI for specific business segments. Adapting to the change ensures improve the optimisations, enhances efficiency, Improved decision making in product development and remain competitive in the aggressive market conditions</p>	<p>To address potential risks associated with AI integration, Intellect has implemented robust internal review mechanisms. These include network restrictions and Data Loss Prevention (DLP) controls to prevent unauthorised use of generative AI models and algorithms. Employees are permitted to utilise generative AI only through approved, licensed software sanctioned by Intellect, ensuring compliance and data security.</p>

Type	Risk/Impact on Intellect	Mitigations/Measures
Physical		
<p>Extreme weather events such as Flood & Cyclone</p>	<p>An increase in GHG emissions is leading to an increase in global warming, which in turn is resulting in sea level rise and an increased number of flooding and cyclone events.</p> <p>Intellect's few offices are based around coastal regions and thereby exposed to significant risk due to climate change.</p> <p>The above factors can significantly disrupt Operations through Power and network outages/Data Losses in conjunction with Infrastructure damages to data centres.</p>	<ol style="list-style-type: none"> 1) Investments in Cloud-based solutions and hosting with robust strategies around data backup and availability 2) Upgrade of IT Infrastructure providing increased scale of efficiency 3) Building adequate redundancy with alternative green sources of energy supply 4) Deployment of Work-from-home strategies to cater to contingent situations 5) Periodic BCP drills to overcome operational disruption due to natural calamities
<p>Resource Utilisation</p>	<p>Adverse climatic conditions coupled with a disproportionate population increase have led to significant stress on the available resources, including but not limited to water and energy</p> <p>There is a considerable increase in dependency on cooling machines due to the increase in temperature in Intellect's offices leading to a rise in energy costs.</p>	<ol style="list-style-type: none"> 1) Water conservation through rainwater harvesting/ Implementation of sewage treatment plants for recycling of treated wastewater for gardening and flushing requirements 2) Initiatives such as solar power plants which shall reduce energy consumption and GHG Emissions 3) Substantial power requirements at the Chennai facilities were met through green energy sources, i.e., wind energy 4) Phase wise replacement of older HVAC machines with new energy efficient HVAC system which will work efficiently consume lesser energy

Systematic Risk Management from Technological Disruption

The increasing adoption of technology across the financial services sector including banking and insurance is introducing new and evolving risk vectors. These include:

- Digital interdependencies and vendor concentration for critical services.
- Expanded usage of cloud infrastructure.

- Absence of common taxonomies and regulatory clarity across new business models, geographies, and entities.
- Operational challenges in technological implementation.
- Greater exposure to AI tools with associated risks.

These factors can accumulate across the financial ecosystem, potentially giving rise to systemic risks that are difficult to interpret, anticipate, or fully mitigate. Furthermore, rapid advancements in the technology present risks that could affect Intellect’s ability to differentiate the business model by altering the competitive landscape, and impair Intellect’s ability to effectively sustain the technology advantage. These risks could adversely impact customer projects, Intellect’s associates, and shareholders subject the Company to heightened regulatory scrutiny.

Enterprise-wide Risk Management (ERM) Approach

In response, Intellect has adopted a comprehensive Enterprise-wide Risk Management framework aimed at mitigating systemic risks through the following initiatives:

- Implementation of large-scale digital transformation programmes such as eMACH.ai.
- Development of cloud-native product offerings tailored for financial institutions.
- Integration of Artificial Intelligence and Machine Learning capabilities within selected products.

Focus on Compliance, Innovation and Governance

Intellect continues to invest in innovation and product design within regulated environments, ensuring alignment with evolving compliance and technology expectations. Key risk governance practices include:

- Structuring contractual arrangements to address interconnectivity and dependencies arising from the customer’s associations with multiple vendors, ensuring interoperability and governance.
- Adoption of shared taxonomies and framework-based design principles to promote interoperability and governance across product development.
- Strengthening information and cyber security by embedding secure architecture within both product suites and internal eco-systems to combat the rise in stochastic events such as cyber-attacks.

Operational Risk Controls and Product Assurance

To further safeguard against emerging risks:

- Intellect restricts and controls the usage of open-source software and protocols.
- Extensive vulnerability assessments, as well as both functional and non-functional testing, are conducted prior to product deployment.

- These measures reduce exposure to known threats and operational vulnerabilities in customer environments.
- Institutionalisation of Delivery Excellence frameworks to ensure consistent, risk-controlled execution across all project implementations and robust operational risk management in delivering solutions to customers

The introduction of eMACH.ai, which is an event-based, micro services and API-driven, cloud-native headless technology, is a significant milestone which creates a massive potential to connect the dots and thereby can promote multilateral information sharing and interoperability with third-party ecosystems, thereby enhancing visibility and enabling more effective management of interconnected risks, which could play a key role in combating financial and cyber-crimes in the future through collaborative risk intelligence sharing. It shall also provide a common taxonomy for robust inter-connectivity amongst various financial institutions, thereby decreasing the culmination of risks that are systemic.

Privacy Protection and Cyber Security (GRI 418)

In today’s digital landscape, where data flows endlessly and privacy concerns are ever-growing, Intellect recognises that safeguarding personal and sensitive data is not just a regulatory requirement, it’s a responsibility. As a leading technology provider in the BFSI sector, Intellect is committed to fostering trust and bringing peace of mind to clients, partners, and associates by upholding the highest standards of data privacy and cybersecurity. This commitment reflects the organisation’s broader purpose to bring value, confidence, and happiness into people’s lives by protecting what matters most: their information.

During FY 24-25 there were no customer data breaches reported. 2 Cyber Security Issues reported, both events occurred outside of Intellect systems and control boundaries but flagged by customer for incident support.



Intellect has established a comprehensive Data Protection and Privacy Policy, managed by the Central Security Group under the Data Privacy stream. The Senior Management and the Risk Management Committee oversee the outcomes and coverage of the Data Privacy Program. This policy is continuously updated to incorporate best practices and comply with various global regulations and acts. Key areas integrated into the Data Protection and Privacy procedures include fair, lawful, and transparent processing, consent management, data collection, individual rights of data subjects, subject access requests, data accuracy, data retention, data storage and security, data sharing, data breach management, data protection impact assessments, implementation, training, records and confidentiality, and defined roles and responsibilities. During FY 24-25 there were no customer data breaches reported. 2 Cyber Security Issues reported, both events occurred outside of Intellect systems and control boundaries but flagged by customer for incident support.

Partnership and Alliances

Intellect has a well-defined approach to nurturing and managing the various kinds of Partnerships and alliances needed to create more value for its customers. We focus on ecosystem-based development and consider partners key players in helping us achieve our goals and objectives.

Intellect has approached Partnerships at various levels:

- Strategic Partnerships** - These are the partnerships that Intellect enters into to strategically position Intellect's products with defined benefits for both players. These Strategic partners are globally recognised, well established corporates with a significant presence across multiple geographies. These include management consulting partners, global consulting partners, global hyperscalers and Global System Integrators.
- Sales and Implementation Partnerships** - These are partners which Intellect enters into an arrangement with to help position our solutions and platforms across various countries where it may need a direct presence or where the local regulations demand a locally registered company to handle the same. These range from local or regional consultants, boutique consulting practices, and local or regional technology firms
- Technology Partnership** - These are the partners with whom Intellect enters into arrangements to integrate hardware and software with its products to provide customers with a compelling proposition (technical and commercial)
- We have separate teams that handle these varieties of Partnerships. These include a principal sponsor, country level sales and solution sponsors and CXO level executive sponsors. The various sponsors are tasked with driving sales, technology and strategic conversations respectively. Sales and Solution sponsors operate out of the geography in which we have initiated a strategic partnership
- Technology partnerships are led by the CTO team, which seeks to identify opportunities to establish partnerships with OEMs (for hardware and software) to ensure that development-level support is available for Intellect's product development purposes. These partnerships also provide the necessary mechanism for Intellect to act as a Reseller of some of these components and provide a wholesome solution to their Customer using the mix of Intellect's and Third-party softwares. This arrangement also ensures the right level of governance and oversight when working with international technology companies to resell the OEM licenses to Intellect's customers. It should also be noted that a typical customer implementation involves the following (apart from the mix of Intellect's Products and platforms)

 - Hardware that needs to be procured for the customer. In the case of the cloud, this could be the list of infrastructure services that may have to be taken for implementing Intellect's products for the customer
 - Software that needs to be procured for the Customer. This could involve a Customer variants License in the name of customer

Annexure



The key policies are enumerated under “Annexure A – Links to Key Policies”

Annexure – A

Links to Key Policies

Policy List	Location
Code of Conduct Policy	https://www.intellectdesign.com/investor-relations/ Available in the Intellect Intranet Site (i360) (Internal)
Supplier Code of Conduct Policy	https://www.intellectdesign.com/investor/general/Supplier-Code-of-Conduct-Policy.pdf
Disciplinary Action Policy	Available in the Intellect Intranet Site (i360) (Internal)
Dress Code Policy	Available in the Intellect Intranet Site (i360) (Internal)
Whistle Blower Policy	https://www.intellectdesign.com/investor/general/whistle-blower-policy-2019.pdf
Attendance Monitoring Policy	Available in the Intellect Intranet Site (i360) (Internal)
Human Resource Security Policy	Available in the Intellect Intranet Site (i360) (Internal)
Information and Cyber Security policy	Available in the Intellect Intranet Site (i360) (Internal)
IT Security Policy	Available in the Intellect Intranet Site (i360) (Internal)
Green Initiative	Available in the Intellect Intranet Site (i360) (Internal)
Procurement Policy	Available in the Intellect Intranet Site (i360) (Internal)
Retired IT Assets - Disposal and Donation Policy	Available in the Intellect Intranet Site (i360) (Internal)
Sustainability Policy	https://www.intellectdesign.com/investor/general/Sustainability-Policy.pdf

Policy List	Location
Environment, Health and Safety Policy	https://www.intellectdesign.com/investor/general/Environment-Health-and-Safety-Policy.pdf
Energy Management Policy	https://www.intellectdesign.com/investor/general/Energy-Management-Policy.pdf
Intellect Group Tax Policy	Available in the Intellect Intranet Site (i360) (Internal)
Retirement Policy	Available in the Intellect Intranet Site (i360) (Internal)
Prevention of Sexual Harassment Policy (POSH)	Available in the Intellect Intranet Site (i360) (Internal)
Equal Opportunity Policy	Available in the Intellect Intranet Site (i360) (Internal)
Exigency Fund Policy	Available in the Intellect Intranet Site (i360) (Internal)
Medical Insurance policy	Available in the Intellect Intranet Site (i360) (Internal)
Corporate Social Responsibility Policy	https://www.intellectdesign.com/investor/general/csr-policy.pdf
Modern Slavery Act Policy	https://www.intellectdesign.com/investor/general/Modern-Slavery-Act-Policy.pdf
Ombudsman Policy	Available in the Intellect Intranet Site (i360) (Internal)
Data Protection and Privacy Policy	Available in the Intellect Intranet Site (i360) (Internal)
Risk Management Policy	https://www.intellectdesign.com/investor/general/2021-Aug-Risk-Management-Policy.pdf
Emergency Response - disruption in Intellect Live System	Available in the Intellect Intranet Site (i360) (Internal)
Remuneration Policy	https://www.intellectdesign.com/investor/general/remuneration-policy.pdf
Board Diversity Policy	https://www.intellectdesign.com/investor/general/intellect-board-diversity-policy-2019.pdf

Annexure – B

GRI CONTENT INDEX

STATEMENT OF USE:

Intellect Design Arena Limited has reported in accordance with the GRI Standards for the period from 1 April 2024 to 31 March 2025

General Standard Disclosure		
GRI Standard	Disclosure	Source of Reference
GRI	GRI – Foundation 2021	Section Name
The organisation and its reporting practices		
2-1	Organisational details	https://www.intellectdesign.com/about-us/ https://www.intellectdesign.com/contact-us/ Business Responsibility and Sustainability Report: Section A: General Disclosure in Annual Report FY 24-25
2-2	Entities included in the organisation's sustainability reporting	About the Report - "Scope and Boundary" - (Page 8-9) Business Responsibility and Sustainability Report: Section A: General Disclosure in Annual Report FY 24-25
2-3	Reporting period, frequency and contact point	About the Report (Page 7)
2-4	Restatements of information	NIL
2-5	External assurance	About the Report - "Assurance Statement" -(Page 9)
Activities & Employees		
2-6	Activities, value chain and other business relationships	Organisation at Glance – (Page 10) / "Membership of Associations" – (Page 16) Intellect's Sustainable Value Chain Approach (GRI – (Page 21) Business Responsibility and Sustainability Report: Section A: General Disclosure in Annual Report FY 24-25
2-7	Employees	Social Sustainability Design - Our People – (Page 50) Business Responsibility and Sustainability Report: Section A: General Disclosure in Annual Report FY 24-25
2-8	Workers who are not employees	All the workers performing work for the organisation are employees. There is no separate "Worker" category

GRI Standard	Disclosure	Source of Reference
Governance		
2-9	Governance structure and composition	Governance structure and composition - GRI 2-9 (Page 99)
2-10	Nomination and selection of the highest governance body	Nomination and Selection of the highest governance body - GRI 2-10 (Page 99)
2-11	Chair of the highest governance body	Chair of the highest governance body GRI 2-11 (Page 99)
2-12	Role of the highest governance body in overseeing the management of impacts	Role of the Highest Governance Body in Impact Oversight GRI 2-12 (Page 100)
2-13	Delegation of responsibility for managing impacts	Delegating Responsibility for Impact Management GRI 2-13 (Page 100)
2-14	Role of the highest governance body in sustainability reporting	Role of the highest governance body in sustainability reporting GRI 2-14 (Page 101)
2-15	Conflicts of interest	Code of Conduct and Conflict of Interest GRI 2-15 (Page 101)
2-16	Communication of critical concerns	Communication of Critical Concerns GRI 2-16 (Page 101)
2-17	Collective knowledge of the highest governance body	Familiarisation Programme for Board Members GRI 2-17 (Page 102)
2-18	Evaluation of the performance of the highest governance body	Annual Board Performance Evaluation GRI 2-18 (Page 102)
2-19	Remuneration policies	Remuneration Policy GRI 2-19 (Page 102)
2-20	Process to determine remuneration	Remuneration Policy GRI 2-19 (Page 102) https://www.intellectdesign.com/investor/general/remuneration-policy.pdf
2-21	Annual total compensation ratio	Annexure 4 of Directors' Report in Annual Report 2024-25

GRI Standard	Disclosure	Source of Reference
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	Message from the Chairman and Managing Director - (Page 1)
2-23	Policy commitments	Policies for Transparency / Value alignment and Accountability - (Page 104)
2-24	Embedding policy commitments	Policy-Driven Response to Material ESG Issues GRI 2-24 (Page 102)
2-25	Processes to remediate negative impacts	Addressing and Remediating Adverse Impact Responsibly GRI 2-25 (Page 103)
2-26	Mechanisms for seeking advice and raising concerns	Handling Grievances through a Transparent Ombudsman Process GRI 2-26 (Page 103)
2-27	Compliance with laws and regulations	Our Compliance Framework (Page 104)
2-28	Membership associations	Membership of associations – (Page 16) PRINCIPLE 7 of Business Responsibility and Sustainability Report in Annual Report FY 24-25
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Approach to Stakeholder Engagement GRI 2-29 (Page 23)
2-30	Collective bargaining agreements	Principle 3, Essential Indicator 7 of Business Responsibility and Sustainability Report in Annual Report FY 24-25
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Process to Determine Material Topics GRI 3-1 (Page 24)
3-2	List of material topics	List of Material Topics GRI 3-2 (Page 24)
3-3	3-3 Management of material topics	Materiality Assessment - Intellect's management approach (Page 26) ESG Performance - Initiatives covered for the material topics (Page 27 - 30)

GRI Standard	Disclosure	Source of Reference
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Economic Value Generated and Distributed (Page 105)
201-2	Financial implications and other risks and opportunities due to climate change	Risk Management Strategy (Page 106) & Business Responsibility and Sustainability Report Section A: General Disclosure in Annual Report FY 24-25
201-3	Defined benefit plan obligations and other retirement plans	Employee Benefits - (Page 69) / BRSR
201-4	Financial assistance received from government	No financial assistance received from government during FY 24-25
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	Principle 8, Essential Indicator 4 of Business Responsibility and Sustainability Report in Annual Report FY 24-25
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Anti-Bribery and Anti-Corruption (Page 104)
205-2	Communication and training about anti-corruption policies and procedures	Anti-Bribery and Anti-Corruption (Page 104)
205-3	Confirmed incidents of corruption and actions taken	Anti-Bribery and Anti-Corruption (Page 104)
GRI 207: Tax 2019		
207-1	Approach to tax	Tax Approach & Transparency (Page 106)
207-2	Tax governance, control, and risk management	Tax Approach & Transparency (Page 106)
207-3	Stakeholder engagement and management of concerns related to tax	Tax Approach & Transparency (Page 106)

GRI Standard	Disclosure	Source of Reference
GRI 300: Environmental Performance		
GRI 302: Energy 2016		
302-1	Energy consumption within the organisation	Energy Management /Energy consumption within the organisation (Page 33)
302-2	Energy consumption outside of the organisation	Energy Management / Energy consumption outside the organisation (Page 37)
302-3	Energy Intensity	Energy Management / Energy measures across facilities (Page 34)
302-4	Reduction of energy consumption	Energy Management / Energy reduction in IT services (Page 36)
302-5	Reductions in energy requirements of products and services	Energy Management / Energy reduction in IT services / Energy measures across facilities (Page 36)
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Water management / Water as shared resource (Page 41)
303-2	Management of water discharge-related impacts	Water management / Water discharge (Page 42)
303-3	Water withdrawal	Water management / Water withdrawal (Page 41)
303-4	Water discharge	Water management / Water discharge (Page 42)
303-5	Water Consumption	Water management / Water consumption (Page 42)
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable - Intellect's area of operations is not directly in areas proximate to protected areas and areas of high biodiversity value
304-2	Significant impacts of activities, products and services on biodiversity	Not applicable - Intellect's area of operations is not directly in areas proximate to protected areas and areas of high biodiversity value

GRI Standard	Disclosure	Source of Reference
GRI 304: Biodiversity 2016		
304-3	Habitats protected or restored	Not applicable - Intellect's area of operations is not directly in areas proximate to protected areas and areas of high biodiversity value
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable - Intellect's area of operations is not directly in areas proximate to protected areas and areas of high biodiversity value
GRI 305: Emissions 2016		
305-1	GHG emission Scope 1	GHG Emission Management / Direct emission (Page 38)
305-2	GHG emission scope 2	GHG Emission Management / Indirect emission (Page 39)
305-3	Other indirect (Scope 3) GHG emissions	GHG Emission Management / Other Indirect emission (Page 39)
305-4	GHG emissions intensity	GHG Emission Management / Emission Reduction measures (Page 40)
305-5	Reduction of GHG emissions	GHG Emission Management / Emission Reduction measures (Page 39)
305-6	Emissions of ozone-depleting substances (ODS)	GHG Emission Management / Direct emission / Emissions from Refrigerant Leakage (Page 38)
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	GHG Emission Management / Emissions from Diesel generator (Page 38)
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impact	Waste management / Waste Generation (Page 44)
306-2	Management of significant waste related impacts	Waste management / Waste Generation (Page 44)
306-3	Waste generated	Waste management / Waste generation (Page 44)

GRI Standard	Disclosure	Source of Reference
GRI 306: Waste 2020		
306-4	Waste diverted from disposal	Waste management / Waste diverted from disposal (Page 44)
306-5	Waste directed to disposal	Waste management / Waste directed to disposal (Page 45)
GRI 400: Social Performance GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	Social Sustainability Design - Our People - Diversity in our workforce composition Page (55)
401-2	Benefits provided to full time employees	Social Sustainability Design - Our People - Employee Benefits (Page 69) Employee Benefits / Principle 3 & Essential Indicator 1 of of Business Responsibility and Sustainability Report in Annual Report FY 24-25
401-3	Parental leave	Social Sustainability - Our People - Parental leave Return Rate (Page 70) / Principle 3 & Essential Indicator 5 of of Business Responsibility and Sustainability Report in Annual Report FY 24-25
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Occupational Health & Safety (GRI 403-1) (Page 46)
403-2	Hazard identification, risk assessment, and incident investigation	Hazard Identification & Risk Management (GRI 403-2, 403-3) - (Page 46)
403-3	Occupational health services	Hazard Identification & Risk Management (GRI 403-2, 403-3) - (Page 46)
403-4	Worker participation, consultation, and communication on occupational health and safety	Participation and Consultation (GRI 403-4, 403-5) - (Page 47)
403-5	Worker training on OHS	Participation and Consultation (GRI 403-4, 403-5) - (Page 47)
403-6	Promotion of worker health	Promotion of Employee well being (GRI 403-6) - (Page 47)

GRI Standard	Disclosure	Source of Reference
GRI 403: Occupational Health and Safety 2018		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Extending Safety Beyond Boundaries - Managing Health & Safety in Business Relationships (GRI 403-7) - (Page 47)
403-8	Workers covered by an occupational health and safety management system	Ensuring OHS for Entire Workforce (GRI 403-8) - (Page 48)
403-9	Work-related injuries	Work-Related Injuries (GRI 403-9) - (Page 48)
403-10	Work-related ill health	Work-Related Ill Health (GRI 403-10) - (Page 48)
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Social Sustainability Design / Our People - Driving Talent Development across all Levels (Page 61)
404-2	Programs for upgrading employee skills	Social Sustainability Design / Our People- Future Ready Talent Development (Page 59)
404-3	Percentage of employees receiving regular performance and career development reviews	Social Sustainability Design / Our People - Recognising Performance (Page 68) Principle 3 & Essential Indicator 9 of Business Responsibility and Sustainability Report in Annual Report FY 24-25
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Social Sustainability Design / Our People - Diversity & Inclusion (Page 56)
405-2	Ratio of basic salary and remuneration of women to men	Principle 5 & Essential Indicator 3 of Business Responsibility and Sustainability Report in Annual Report FY 24-25
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Principle 5 & Essential Indicator 6 of Business Responsibility and Sustainability Report in Annual Report FY 24-25

GRI Standard	Disclosure	Source of Reference
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	aPrinciple 3 & Essential Indicator 7 of Business Responsibility and Sustainability Report in Annual Report FY 24-25
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Governance, Integrity & Safety - Human Rights (Page 73) / (Page 47)
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	Not Applicable - as our operations are in urban areas under city administration limits.
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement (Page 76 - 97)
413-2	Operations with significant actual and potential negative impacts on local communities	Community Engagement (Page 76 - 97)
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Sustainable Value Chain Approach (Page 21)
GRI 415: Public Policy 2016		
415-1	Political contributions	Economic Value Generated and Distributed (Page 105)
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Not applicable
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not applicable

GRI Standard	Disclosure	Source of Reference
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	Not applicable
417-2	Incidents of non-compliance concerning product and service information and labeling impacts of products and services	Not applicable
417-3	Incidents of non-compliance concerning marketing communications	Not applicable
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Privacy Protection and Cyber Security (GRI 418) (Page 111) / Principle 9 & Essential Indicator 7 of Business Responsibility and Sustainability Report in Annual Report FY 24-25

Annexure – C

Intellect's BRSR Core Indicators Mapping

Sr No	Attribute	Parameters	Cross – reference coverage to the BRSR / SR
1	Green-house gas (GHG) footprint	Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	BRSR: Principle 6, Question 7 of Essential Indicators -Direct emissions
		Total Scope 2 emissions (Break-up of the GHG (CO ₂ e) into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	BRSR: Principle 6, Question 7 of Essential Indicators -Indirect emissions
		GHG Emission Intensity (Scope 1 +2)	BRSR: Principle 6, Question 7 of Essential Indicators -Emission reduction measures
2	Water footprint	Total water consumption	BRSR: Principle 6, Question 3 of Essential Indicators -Water consumption
		Water consumption intensity	BRSR: Principle 6, Question 3 of Essential Indicators -Water intensity
		Water Discharge by destination and levels of Treatment	BRSR: Principle 6, Question 3 of Essential Indicators -Water discharge
3	Energy footprint	Total energy consumed	BRSR: Principle 6, Question 1 of Essential Indicators -Energy consumption within the organisation
		% of energy consumed from renewable sources	BRSR: Principle 6, Question 1 of Essential Indicators -Renewable energy
		Energy Intensity	BRSR: Principle 6, Question 1 of Essential Indicators -Energy measures across facilities

Sr No	Attribute	Parameters	Cross – reference coverage to the BRSR / SR
4	Embracing circularity - details related to waste management by the entity	Plastic waste (A)	BRSR: Principle 6, Question 9 of Essential Indicators -Waste Generation
		E-waste (B)	BRSR: Principle 6, Question 9 of Essential Indicators -Waste Generation
		Bio-medical waste (C)	BRSR: Principle 6, Question 9 of Essential Indicators -Waste Generation
		Construction and demolition waste (D)	BRSR: Principle 6, Question 9 of Essential Indicators -Waste Generation
		Battery waste (E)	BRSR: Principle 6, Question 9 of Essential Indicators -Waste Generation
		Radioactive waste (F)	BRSR: Principle 6, Question 9 of Essential Indicators -Waste Generation
		Other Hazardous waste. Please specify, if any. (G)	BRSR: Principle 6, Question 9 of Essential Indicators -Waste Generation
		Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e., by materials relevant to the sector)	BRSR: Principle 6, Question 9 of Essential Indicators -Waste Generation
		Total waste generated ((A+B + C + D + E + F + G + H)	BRSR: Principle 6, Question 9 of Essential Indicators -Waste Generation
		Waste intensity	BRSR: Principle 6, Question 9 of Essential Indicators -Waste diverted to disposal

Sr No	Attribute	Parameters	Cross – reference coverage to the BRSR / SR
		Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations	BRSR: Principle 6, Question 9 of Essential Indicators -Waste diverted from disposal
		For each category of waste generated, total waste disposed by nature of disposal method	BRSR: Principle 6, Question 9 of Essential Indicators -Waste diverted from disposal
5	Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the company	BRSR: Principle 3, Question 1(c) of Essential Indicators
		Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)	BRSR: Principle 3, Question 11 of Essential Indicators
6	Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid	BRSR: Principle 5, Question 3(b) of Essential Indicators
		Complaints on POSH	BRSR: Principle 5, Question 7 of Essential Indicators Women Safety - Prevention of Sexual Harassment at Workplace (Page 74)
7	Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India	BRSR: Principle 8, Question 4 of Essential Indicators
		Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost	BRSR: Principle 8, Question 5 of Essential Indicators

Sr No	Attribute	Parameters	Cross – reference coverage to the BRSR / SR
8	Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events	BRSR: Principle 9, Question 7 of Essential Indicators
		Number of days of accounts payable	BRSR: Principle 1, Question 8 of Essential Indicators
9	Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties	BRSR: Principle 1, Question 9 of Essential Indicators

Annexure – D

Assurance Statement



To
The Board of Directors
Intellect Design Arena Limited
No. 244, Anna Salai
Chennai 600 006
INDIA

Independent Assurance Statement

Introduction and Objectives of the Engagement

Chakra4 Sustainability Consulting Services (C4SCS) has been engaged by the management of Intellect Design Arena Limited (hereafter referred as company), Corporate Identification Number L72900TN2011PLC080183 to provide an independent (AA1000AS v3 (2020) type 2, moderate level) assurance for the Sustainability Report 2024-2025 prepared by the company as per the in accordance criteria of GRI standards (hereafter referred as Report) and core indicators reported in its Annual Report under Business Responsibility & Sustainability Report (BRSR) (hereafter referred as Core Indicators). The intended user of this assurance statement is the management of company.

Scope of Work

The mutually agreed scope of work is limited to assurance (AA1000AS v3 (2020) type 2 moderate level) of selected non-financial sustainability disclosure i.e. qualitative and quantitative material topics included in the Sustainability Report 2024-25 and Annual Report section on BRSR core indicators for the reporting period 1 April 2024 to 31 March 2025 (as detailed in conclusion section of this assurance statement).

Limitations and Exclusions

The Assurance engagement excludes;

- Data and information outside the defined reporting period of April 1, 2024 to March 31, 2025
- Review of the 'economic and/or financial performance indicators', which we have been informed by the company, are derived from the company's audited financial records.
- The company's statements that describe expression of opinion, belief, inference, aspiration, expectation, aim or future intention or reference.

There are inherent limitations in performing type2 moderate level assurance; for example, assurance engagements are based on sampling. A moderate level assurance engagement is not designed to detect all instances of noncompliance with the established criteria.

Responsibilities of Management of Company and Assurance Provider

Management of the company has the sole responsibility for the preparation of the Sustainability Report 2024-25 and core indicators reported in its Annual Report 2024-25 and as well as the processes for collecting, analysing and reporting the information presented in these reports. The company is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of these reports. Further the company is responsible for the maintenance and integrity of its website containing the referenced sustainability performance-related disclosures.

In performing this assurance work, our responsibility, as agreed with the management of the company, is to provide assurance on the report contents as described in the 'Scope of work'. We do not accept or assume any responsibility for any other purpose or to any other person or organisation. C4SCS expressly disclaims any liability or co-responsibility for any decision a person or an entity may make based on this Assurance Statement.

The assurance engagement considers an uncertainty of $\pm 5\%$ based on materiality threshold for



estimation/transcription/measurement and reporting errors and omissions.

Summary of Work performed

We planned and performed our work to obtain the evidence considered necessary to provide a basis for our assurance opinion, and as part of the assurance, a multi-disciplinary team of sustainability and assurance specialists reviewed sustainability disclosures presented with the Report.

We undertook the following activities:

- Review of Company's approach to the processes of stakeholder engagement, materiality determination, i.e identification and prioritisation of material topics, and qualitative and quantitative disclosures related to identified material topics as brought out in these Reports. We did not have any direct engagement with external stakeholders;
- Interviews with selected senior managers responsible for management of material sustainability topics and review of selected evidence to support the responses and impact disclosed in these Reports;
- Review of methodologies of computation of selected sustainability performance parameters through on-site and remote assessments. On-site assessments included select offices of the company at Chennai, Pune, and Gurgaon;
- Review of the processes for gathering and consolidating the sustainability performance data related to the identified material GRI topic standards and reporting requirements set out in BRSR core indicators

Conclusion

1. Sustainability Report 2024-2025

Based on the verification undertaken, nothing has come to our attention that causes us not to believe that the sustainability disclosures and related data has been presented fairly for the identified material topics for the disclosure criteria of 'GRI-In Accordance' in respect of the following standards and disclosures;

GRI Standards	Disclosures
GRI 2: General Disclosures 2021	The organisation and its reporting practices: 2-1, 2-2, 2-3, 2-4 and 2-5
	Activities and workers: 2-6, 2-7,2-8
	Governance: 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18, 2-19, 2-20 and 2-21
	Strategies, Policies and Practices: 2-22, 2-23, 2-24, 2-25, 2-26, 2-27 and 2-28
	Stakeholder engagement: 2-29
GRI 3: Material Topics 2021	3-1, 3-2 and 3-3
GRI 302: Energy 2016	302-1, 302-2*, 302-3 and 302-4
GRI 303: Water and Effluents 2018	303-1, 303-2, 303-3, 303-4 and 303-5
GRI 305: Emissions 2016	305-1, 305-2, 305-3*, 305-4, 305-5 and 305-7
GRI 306: Waste 2020	306-1, 306-2,306-3, 306-4 and 306-5
GRI 401: Employment 2016	401-1, 401-2 and 401-3



GRI 403: Occupational Health and Safety 2018	403-1, 403-2, 403-3, 403-4,403-5, 403-6, 403-7, 403-8, 403-9 and 403-10
GRI 404: Training and Education 2016	404-1, 404-2 and 404-3
GRI 405: Diversity and Equal Opportunity 2016	405-1,405-2

*limited to employee commuting

2. BRSR 2024-2025 Core Indicators

Based on the verification undertaken, nothing has come to our attention that causes us not to believe that the data has been presented fairly for the core indicators in company’s Annual Report 2024-25 as per BRSR reporting guidelines (Annexure II of SEBI Circular), detailed in Annexure C of Sustainability Report 2024-25.

Observations on Sustainability Report

Inclusivity

“Inclusivity is actively identifying stakeholders and enabling their participation in establishing an organisation’s material sustainability topics and developing a strategic response to them.”

The Report brings out the processes of stakeholder engagement as well as the key outcomes. The engagement process is an ongoing process and includes both formal and informal engagements with identified stakeholder groups such as shareholders and investors, employees and contract workers, customers, suppliers, vendors & business partners, community, regulatory bodies, NGOs and Media. Report brings out the various engagement mechanisms that are in place to identify and respond to the key concerns and expectations of stakeholders. However, stakeholder engagement practices may be further reinforced pertaining to stakeholders’ inputs from offices other than headquarters and appropriate evidences/documents maintained to demonstrate effectiveness of stakeholder engagement and its outcome.

Nothing has come to our attention that causes us not to believe that the Report meets the requirements related to the Principle of Inclusivity.

Materiality

“Materiality relates to identifying and prioritising the most relevant sustainability topics, taking into account the effect each topic has on an organisation and its stakeholders.”

The Report describes the results of the materiality determination exercise carried out by the company. The process takes into consideration stakeholder engagement outcomes, external business environment and the company’s sustainability strategies. In this year, a new material topic is identified in this report, further materiality determination process may be strengthened to identify company’s materiality topics considering emerging trends in business sector and other requirements based on stakeholder inputs.

Nothing has come to our attention that causes us not to believe that the Report meets the requirements related to the Principle of Materiality.

Responsiveness

“Responsiveness is an organisation’s timely and relevant reaction to material sustainability topics and their related impacts.”

The Report discloses company’s responses to key stakeholder concerns and material topics (through identified GRI topic standards), as well as how the company creates value adopting innovative practices and mechanisms. While management of material topics are fairly disclosed in the report, it is suggested that responses may be further strengthened based on specific requirements of GRI topic



specific standards and completeness principle of GRI standards.

Nothing has come to our attention that causes us not to believe that the Report meets the requirements related to the Principle of Responsiveness.

Impact

“Impact is the effect of behaviour, performance and/or outcomes, on the part of an organisation, on the economy, the environment, society, stakeholders or the organisation itself.”

The report has presented systems and processes for measuring and monitoring key performance indicators related to selected material topics showcasing their accountability externally and managing its impacts. Further, it is suggested that the company may establish short, medium and long term indicators of impacts for other prioritized material topics.

Nothing has come to our attention that causes us not to believe that the Report meets the requirements related to the Principle of Impact.

Specific evaluation on the information on sustainability performance

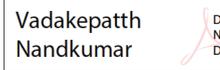
Most of the data and information verified were found to be accurate and reliable. Data inaccuracies identified during the assurance process were found to be attributable to transcription, interpretation, and aggregation errors and these have been corrected. While standard operating procedures for environmental performance are developed, similar procedures may be established for other material topics such as health, safety and social domains. Although review of performance data was initiated, systems for auditing measurement and monitoring practices, verification of performance data and management review could be reinforced for further enhancing the reliability and accuracy.

The management report dated 12 June 2025, details the actions to be considered for improving the sustainability performance management of the company and for reporting in the future.

Statement of Independence, Impartiality and Competence

C4SCS is an independent professional services company that specialises in environmental, health, safety, and corporate sustainability. Its assurance team has adequate experience in conducting verification over environmental, social, ethical and health and safety information, systems, and processes.

During the assurance engagement, we maintain independence as required by relevant ethical requirements set out in AA1000AS v3. The team maintains integrity, objectivity, professional competence and due care, confidentiality, and high ethical standards in their day-to-day business activities. We were not involved in the preparation of any statements or data included in the Report except for this Assurance Statement and Management Report.

 <p>SUNIL KUMAR C S Digitally signed by SUNIL KUMAR C S Date: 2025.07.09 18:32:38 +05'30'</p>	 <p>Vadakepatth Nandkumar Digitally signed by Vadakepatth Nandkumar Date: 2025.07.09 18:46:11 +05'30'</p>
<p>Sunil Kumar C S Lead Verifier</p>	<p>Vadakepatth Nandkumar Assurance Reviewer</p>
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09 July 2025



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Annexure – E

Acronyms

ASHRAE	American Society of Heating Refrigeration and Air conditioning Engineers
BoD	Board of Directors
CEA	Central Electricity Authority
CGWB	Central Ground Water Board
CPCB	Central Pollution Control Board
CSR	Corporate Social Responsibility
ESG	Environmental Social & Governance
EV	Electric Vehicle
FY	Financial Year
GHG	Green House Gas
IGBC	Indian Green Building Council
IPCC	Intergovernmental Panel on Climate Change
LEED	Leadership in Energy and Environment Design
ODS	Ozone Depleting Substances
R&D	Research & Development
SDG	Sustainable Development Goal
SIAM	Society of Indian Automobile Manufacturers
SRI	Solar Reflective Index
STP	Sewage Treatment Plant
TDS	Total Dissolved Solids
GRI	Global Reporting Initiative
WOW	Wealth Out of Waste Initiative
ZLD	Zero Liquid Discharge

Standard Units of Measurement:

FTE	Full Time Equivalent
KL	Kilo litres
MT	Metric tonnes
ft	Feet
kWh	Kilo watt hours
MJ	Mega joule
TR	Ton of Refrigeration
MtCO₂e	metric tonnes CO ₂ equivalent
W	Watt

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