

# Sustainability Report 2024-25

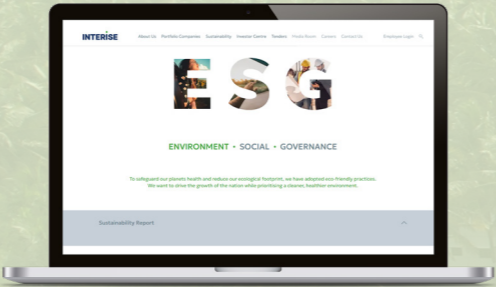


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For more investor-related information, please visit:

<https://www.interiseworld.com/sustainability>



Or simply scan the QR code below



Disclaimer: This Sustainability Report has been prepared by Interise Investment Managers Limited ('Company') for itself, Interise Trust and its SPVs/ portfolio companies, which reflects the Company's initiatives, performance, and outlook on environmental, social, and governance (ESG) matters. While the Company has made every effort to ensure the accuracy and completeness of the information presented herein, certain data and statements in this report may be based on estimates, assumptions, and future expectations that involve risks and uncertainties. Actual outcomes may differ materially due to various factors, including but not limited to regulatory changes, market dynamics, and external environmental or economic conditions. The Company does not undertake any obligation to update or revise any statements contained in this report as a result of new information, future events, or otherwise, except as required by applicable law. This report should not be construed as legal, financial, or investment advice. Stakeholders are encouraged to read this document in conjunction with the Company's Annual Report and other official disclosures.

Building a Sustainable Future Together



# Our ESG Journey: An Overview of Our Sustainability Report

At Interise Trust, we remain firmly committed to ethical conduct and transparency in all aspects of our business. Building upon the foundation established through our inaugural sustainability report for FY 2023–24, we are pleased to present our second report for FY 2024–25.

This report highlights our continued integration of Environmental, Social, and Governance (ESG) principles into our operations and showcases the progress we have made. It reflects our core values and outlines our non-financial achievements, serving as both a testament to our dedication and a roadmap for future impact—within Interise and the broader community.

Interise Trust has compiled the information in this report in reference to the Global Reporting Initiative (GRI) content index for the period spanning April 1, 2024, to March 31, 2025, referencing the GRI-2021 Standards. Furthermore, in conjunction with GRI, the Sustainability Report aligns with the United Nations Sustainable Development Goals (SDGs).

## Responsibility Statement

The Sustainability Report for FY 2024-25 provides a comprehensive and accurate representation of the company’s non-financial performance and its potential to deliver value to stakeholders. It may contain ‘forward-looking’ statements to which Interise Trust is not obliged to make public revisions, owing to factors that are beyond our control.

## Reporting Boundary

The reporting boundary primarily encompasses Interise Trust’s Road network, spanning approximately 7,300 lane kilometers, and includes the operation and maintenance of 17 Build-Operate-Transfer (BOT)/Annuity Road Assets across eight Indian states.



## Glossary

Acronym	Full Form
ABAC	Anti-Bribery and Anti-Corruption
BHTPL	Bijapur - Hungund Tollway Private Limited
BOT	Build, Operate and Transfer
BPPTPL	Beawar Pali Pindwara Tollway Private Limited
BRTPL	Bhilwara - Rajsamand Tollway Private Limited
BSE	Bombay Stock Exchange
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CISO	Chief Information Security Officer (designate)
CSJTPL	Chhatrapati Sambhaji Nagar-Jalna Tollway Private Limited
CSR	Corporate Social Responsibility
DHTPL	Devihalli Hassan Tollway Private Limited
DPTPL	Dhule Palesner Tollway Private Limited
GCC	General Conditions of Contract
GOBO	Go Between Optics
GRI	Global Reporting Initiative
HRMS	Human Resources management System
HSE	Health, Safety and Environment
HTMV	Highway Traffic Management Vehicle
HYTPL	Hyderabad - Yadgiri Tollway Private Limited
IBMS	Integrated Business Management System
IHPL	Igatpuri Highway Private Limited
IM	Investment Manager
InvIT	Infrastructure Investment Trust
ISMS	Information Security Management System
ISO	International Organization for Standardization
KBICPL	Kosi Bridge Infrastructure Company Private Limited
KTTRPL	Krishnagiri Thopur Toll Road Private Limited
KWTPL	Krishnagiri - Walajahpet Tollway Private Limited
MBHPL	Mysore - Bellary Highway Private Limited
MMR	Major Maintenance of Roads
MSME	Micro, small and medium enterprises
NHAI	National Highways Authority of India
NSE	National Stock Exchange
NSEPL	Nagpur - Seoni Expressway Private Limited
PAM	Privileged Access Management
PBMC	Performance based maintenance contract
PCB	Pollution control board
PM	Project Manager
PTW	Permit To Work
REPL	Rayalseema Expressway Private Limited
SCoC	Supplier Code of Conduct
SDGs	Sustainable Development Goals
SEL	Simhapuri Expressway Ltd
SOP	Standard Operating Procedures
SUTPL	Shreenathji - Udaipur Tollway Private Limited
VAWT	Vertical Axis Wind Turbine
WATPL	Western Andhra Tollways Private Limited

# Corporate Overview



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## Leading with Purpose: A Message from Our Leadership

“

Our highways are more than routes—they are corridors of prosperity and growth. Every asset we undertake is an opportunity to spread leadership at all levels, uplift communities through employment, better access, and local development. At the same time, we remain committed to protecting the environment by integrating responsible construction practices and preserving natural ecosystems

”

**Pawan Kant**  
CEO



### Message from Leadership

I would like to express my sincere appreciation to the entire Interise team for their dedication and hard work in compiling the insights shared within this report. Your efforts are invaluable in driving our sustainability journey forward.

This report highlights the significant steps we have taken and reflects our ongoing commitment to a sustainable future. I extend my heartfelt thanks to our Board Members and Senior Management for their unwavering support and invaluable guidance over the past year.

I would also like to extend my gratitude to our unitholders, employees, vendors, contractors, banks, regulatory bodies, and all other stakeholders for their vital contributions in advancing our collective goals and reinforcing our sustainability initiatives.

Together, we continue to pave the way towards a brighter, more sustainable future.

#### Corporate Governance

At Interise, we uphold the highest standards of ethical conduct by fostering transparency, accountability, and responsible decision-making at every level. Our comprehensive governance framework includes policies on Anti-Bribery and Anti-Corruption (ABAC), Code of Conduct, Whistleblower, Political activity, Donations and Charitable Contributions. These measures reinforce a culture of compliance and risk management, safeguarding stakeholder interests and strengthening trust among unitholders, regulators, employees, and road users. By embedding ethics

“

We remain resolute in driving sustainable progress through ethical leadership and inclusive practices. Every initiative we undertake reflects our belief that long-term value is built through responsibility, transparency, and shared growth.

”

and values into everyday actions and decisions, we ensure our growth is not only sustainable but also rooted in integrity and responsibility.

#### Social Responsibility and Development

At Interise, our CSR efforts focus on Environment & Ecology, Research & Development, Education, and Healthcare, driving holistic community development. In FY 2024–25, we invested INR 54.1 million in high-impact initiatives, with flagship programs like Project Lajja and Project Sanjeevani for women empowerment and overall community health. We actively support skill development, sustainable livelihoods, and access to essential services thereby uplifting marginalized communities.

#### Environmental stewardship

At Interise, sustainability is built into how we operate. We have implemented energy-efficient systems, 100% LED lighting, and

solar power across 10 toll plazas, thereby generating 1,649 MWh of clean energy annually. We are piloting vertical axis wind turbines (VAWT) and also exploring solar-powered streetlights to further cut emissions. We have adopted sustainable materials for our maintenance work, optimized waste and water management, and deployed electric vehicles for employee commutes—reducing our reliance on non-renewables.

These initiatives reflect our future-ready mindset, turning intent into measurable impact.

#### Workforce engagement

We have cultivated a culture of inclusion, transparency, and continuous learning, enabling employees to thrive. Today, 153 women are employed across roles, reflecting our commitment to gender diversity. Our learning and development programs are tailored to support career growth and upskilling. We prioritize employee well-being through holistic health initiatives covering physical, mental, and emotional wellness.

Our ESG strategy is driven by continuous improvement, stakeholder engagement, and climate resilience. With ethics, accountability, and innovation at the core, we are embedding ESG into operations and driving sustainability and long-term value.

Thank you for joining us on this journey towards making a more sustainable future.

Yours Sincerely,  
**Pawan Kant**  
CEO

## Pursuing Perfection: Our Path to Excellence

### Our ESG Vision & Mission



#### ESG Vision

Rising towards a sustainable future through sustainable investing and responsible operations & development



#### ESG Mission

To be a leading player in the infrastructure space meeting and exceeding standards for quality, sustainability, governance and ethics.

To have a positive impact on people, planet and profit.

To constantly improve the skills of our workforce.

To deliver the highest standards of safety and quality for the road users.



#### Our Values



Integrity



Unity and collaboration



Authenticity



Responsibility



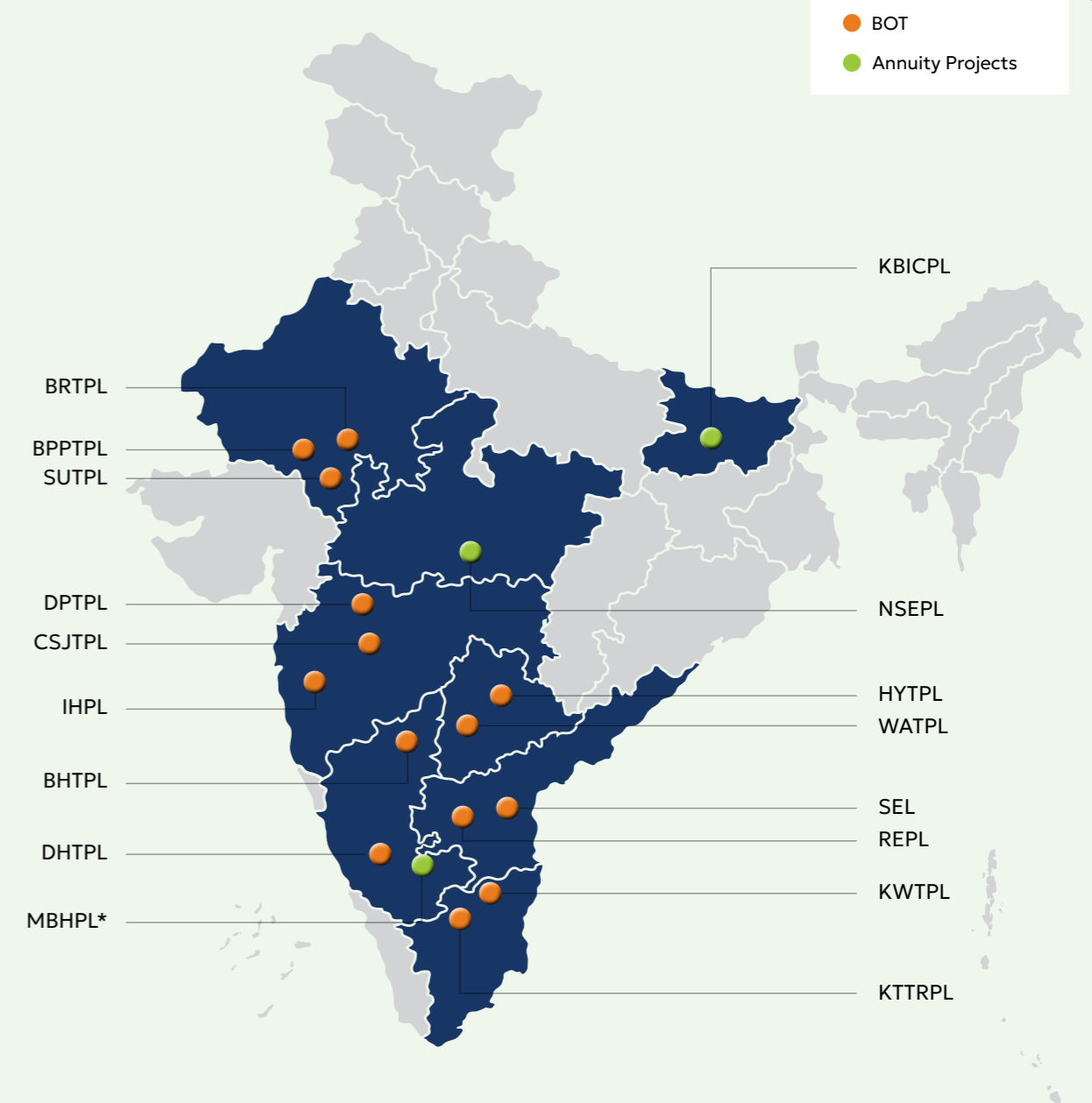
Excellence



Care and enterprise

### Our Geographical Footprints

Our portfolio companies, located throughout India, adhere to strict quality standards for operations and maintenance across their entire lifespan.



**Disclaimer:** This map is a generalised illustration only for the ease of the reader to understand the locations, and it is not intended to be used for reference purposes. The representation of political boundaries and the names of geographical features/states do not necessarily reflect the actual position. Our Company or any of our Directors, officers or employees cannot be held responsible for any misuse or misinterpretation of any information or design thereof. Our Company does not warrant or represent any kind of connection with its accuracy or completeness.

**Note:** Refer page 3 for complete project names.

\*Upon conclusion of concession period, the project is in the process of handover to the concessionaire authority.

Certifications



Recognitions


Awards and Accolades

<b>2018</b> NHEA - Excellence in Operations and Maintenance Western Andhra Tollways Private Limited ★★★	<b>2019</b> NHEA - Excellence in Toll Management Krishnagiri Thopur Toll Road Private Limited ★★★	<b>2020</b> NHEA - Innovation Devihalli Hassan Tollway Private Limited ★★★
<b>2021</b> NHEA - Excellence in Project Management Krishnagiri Walajahpet Tollway Private Limited ★★★	<b>2022</b> NHEA - Best Project Management Devihalli Hassan Tollway Private Limited ★★★	<b>2022</b> Insights CXO Award 2022 - Cloud technology adoptions ★★★
<b>2022</b> The Economic Times Sustainable Organizations 2022 - Certificate of Recognition for adopting valuable sustainable initiatives ★★★	<b>2023</b> Compliance 40 under 40 Award - Compliance week as part of the 'Compliance 10/10 Symposium' organized by Legasis ★★★	<b>2023</b> Innovative CIO 100 Award 2023 - Ground-breaking projects in Enterprise IT ★★★
<b>2023</b> BW Legal World Top 100+ General Counsel Mr. Sumanta Gosh, Head Legal- Interise Investment Managers Limited ★★★	<b>2024</b> The Asset Triple A Treasuries Award - Interise Trust for Best Solution in the Financial Institution/ Non-Bank Financial Institution Space ★★★	<b>2024</b> Build India Infra Award 2024 Devihalli Hassan Tollway Private Limited and Beawar Pali Pindawara Tollway Private Limited for implementing various sustainable initiatives ★★★
<b>2024</b> Collective's Annual CFO 100 award - Mr. Gaurav Khanna, Interise Investment Managers Limited, CFO ★★★	<b>2025</b> Build India Infra Award - Interise Trust for sustainable O & M Management practices - Roads & Highways ★★★	




ESG Snapshots FY2024-25

Environment




750,000+

Total no. of median plants




100%

Coverage of LED at all portfolio Locations




350,000+

Total no. of avenue plants




6%

Reduction in scope 1 and scope 2 emissions




4%

Reduction in water Usage



~8%

of total electricity consumption through renewable sources



7

Electric vehicles purchased for employee commute

Social



INR 54.1 million

CSR Spent marking a 30% increase over previous year



5,142

Total training man hours for on roll employees



2,709

Rural employment opportunities



33%

Decrease in fatal accidents of road users

Governance



Zero Cases

Discrimination or harassment



Zero Cases

Cybersecurity or Breaches



Zero Cases

on Bribery & Fraud



Accreditation to 6 ISO Standards



Zero Cases

Money Laundering or Insider Trading



As on 31.03.2025

71% Independent Directors and 43% Women Directors



Kosi Bridge Infrastructure Company Private Limited

# Strategic Vision: Plotting Our Sustainable Pathway

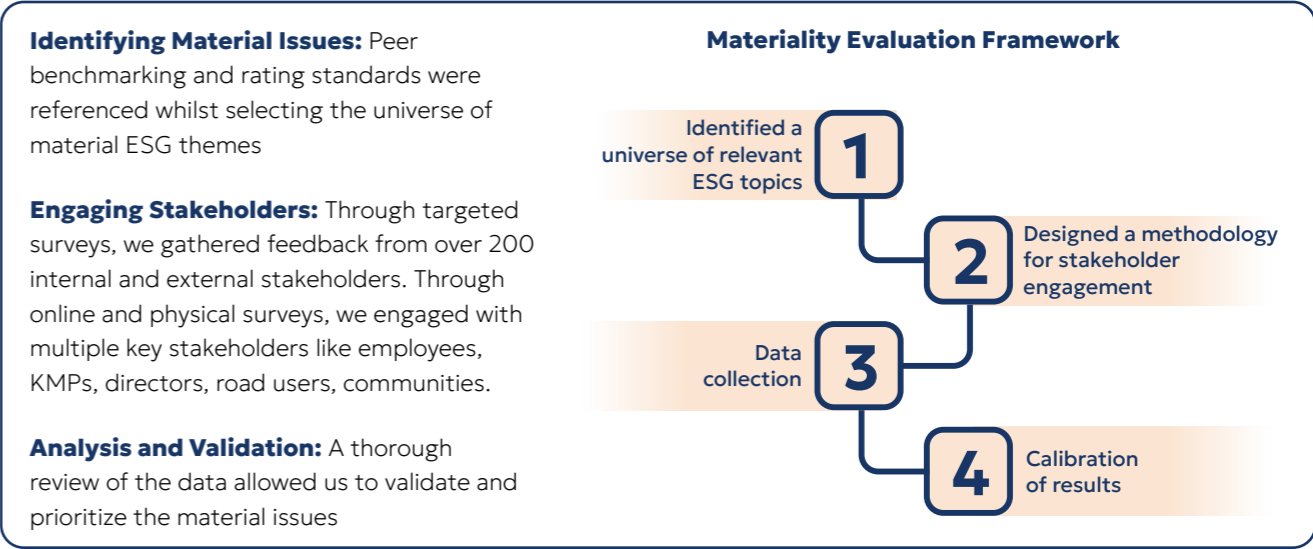
## Stakeholder Engagement

Engaging with stakeholders is important to align our organizational goals with community needs and expectations. This active involvement enhances the impact and relevance of our initiatives, builds stronger partnerships, and encourages shared ownership. Through collaboration, we not only achieve better project outcomes but also foster sustainability and long-term impact.

Key Stakeholder Groups	Engagement Approach & Objectives
Internal Stakeholders	
 Employees	<p><b>Approach:</b> Periodic connect through Newsletters, emailers, townhalls, training programs, employee feedback surveys, and leadership connects</p> <p><b>Objectives:</b> We ensure safe working conditions, promote well-being, support career development, address grievances promptly, and share growth plans</p>
 Directors of the Board	<p><b>Approach:</b> Board Committee meetings, strategic off-sites and informal discussions</p> <p><b>Objectives:</b> Keep updated on business performances and discuss growth strategies</p>
External Stakeholders	
 Regulatory authorities	<p><b>Approach:</b> Events, and meetings</p> <p><b>Objectives:</b> Monitor regulatory changes and adapt policies and practices accordingly.</p>
 Commuters/road users	<p><b>Approach:</b> Safety awareness campaigns, feedback forms</p> <p><b>Objectives:</b> Enhance commuter safety by introducing measures that improve road safety and lower accident rates</p>
 Suppliers and contractors	<p><b>Approach:</b> Emailers, vendor portal</p> <p><b>Objectives:</b> Uphold ethical transactions and integrate ESG principles and continual partnerships by implementing innovative ideas</p>
 Communities	<p><b>Approach:</b> Awareness drives, Health camps, Various CSR initiatives</p> <p><b>Objectives:</b> Identify community needs and design initiatives that promote welfare and foster local area development</p>
 Unitholders	<p><b>Approach:</b> Meetings and informal discussions</p> <p><b>Objectives:</b> Review business performance , discuss growth strategies, approval of Annual Report &amp; results, valuer reports, their appointment and remuneration.</p>

# Materiality: Tracking Performance on Material Issues

Materiality assessments have been the backbone of our sustainability strategy, the insights generated from this extensive process feed into the identification, categorization and assessment of risks and opportunities that are relevant to our operations which further help us to derive a plan on how to mitigate and approach the risk management process. We have conducted the materiality assessment in FY2023-24 through a multiphase process:



## Sustainability Materiality Matrix



# Sustainability Strategy: Towards the Well-being of People and Planet

We have established a sustainability framework and a dedicated Committee to ensure effective implementation. Our approach aligns with the UN Sustainable Development Goals, demonstrating our commitment to creating shared value for customers and shareholders while fostering a sustainable and equitable future.

Purpose	 <b>Vision</b>   To inspire the next level of growth for all			 <b>Mission</b>   To evolve the next generation of icons, models and experiences in infrastructure		
Values	Integrity	Unity and Collaboration	Authenticity	Responsibility	Excellence	Care and Enterprise
Sustainability Objective	Rising towards a sustainable future through continuous improvement and embodying sustainability in all that we do					
Focus Areas	Corporate Governance		Future Ready Workforce		Environmental Stewardship	Social Impact
Objectives	Strengthen governance & risk management by aligning with ESG frameworks and ensuring regulatory compliance		Build an inclusive, diverse safe and responsible culture that nurtures talent and fosters growth		Drive sustainable growth by minimizing climate and environmental impact with a focus on optimum use of resources	Invest in strategic social impact projects and advocate for improving local health infrastructure
Material Topics	1. Corporate Governance 2. Cybersecurity and data privacy 3. Stakeholder relationships and management 4. Responsible Investing & Supply Chain		1. Labour Practices and Health and Safety 2. Talent Management 3. Diversity, Equity & Inclusion		1. Climate Change and GHG Emissions	1. Road Safety 2. Road User Satisfaction and Engagement
Alignment with UNSDGs	  		  		 	
KPIs	<ul style="list-style-type: none"><li>Breaches against code of conduct/ethics</li><li>No. of cyber security/customer data breaches</li><li>% of women among total independent directors</li></ul>		<ul style="list-style-type: none"><li>Learning &amp; development, employee engagement score</li><li>Gender pay ratio, DEI</li><li>Attrition and turnover rates</li><li>% of female in senior management roles</li></ul>		<ul style="list-style-type: none"><li>Reduction in carbon intensity (Scope 1, 2 &amp; 3)</li><li>% share of renewable energy</li><li>% reduction in freshwater consumption</li><li>Low carbon or sustainable raw material used</li></ul>	<ul style="list-style-type: none"><li>CSR spend by thematic area, Aspirational districts</li><li>Stakeholders' satisfaction/engagement score</li></ul>

# Governance

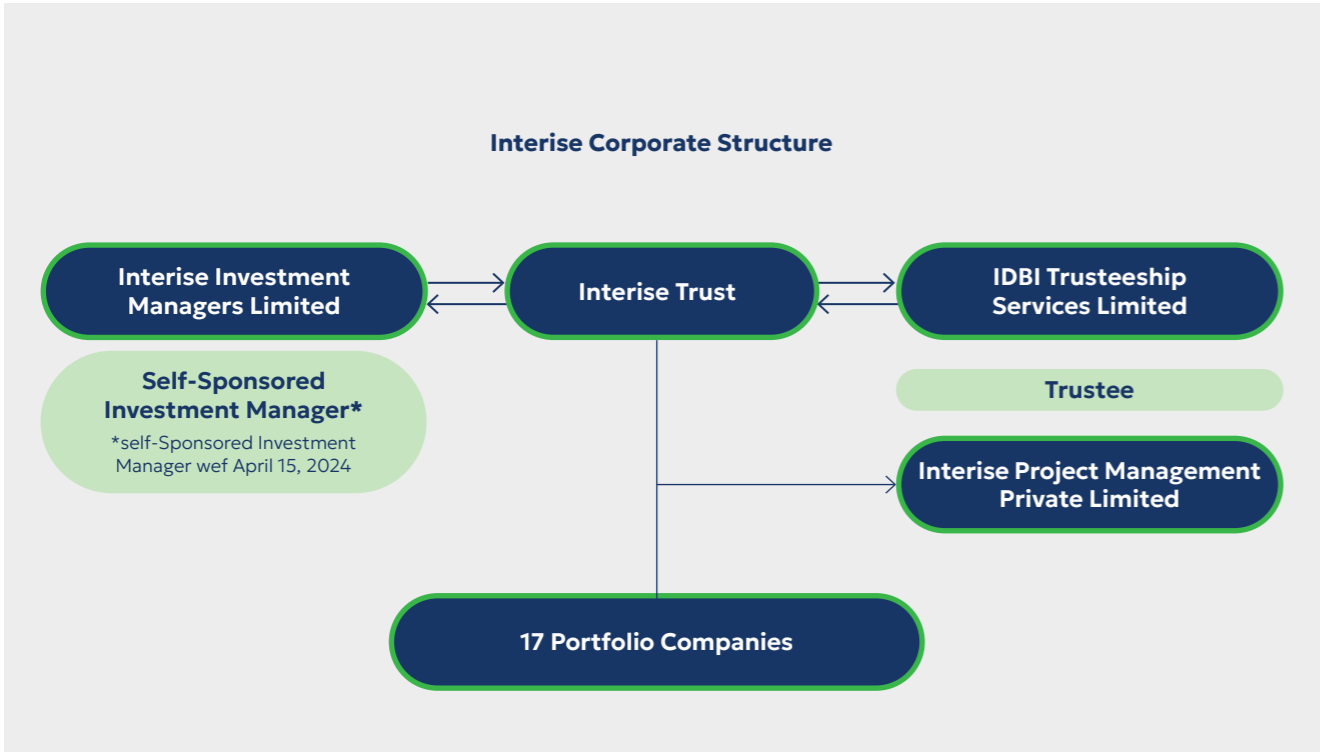
Pg 20	Governance Framework
Pg 24	Risk Management
Pg 26	Strengthening Cyber Resilience
Pg 28	Resilient Networks

# Upholding Integrity: Our Governance Framework

We are dedicated to creating strong governance structures that promote transparency, accountability, and ethical conduct throughout our operations. These practices build stakeholder trust, drive sustainable growth, and adhere to industry-leading standards. Our governance philosophy is centered on maintaining the highest ethical standards and achieving long-term sustainable value creation.

## Structure

Our corporate governance framework is anchored in the core values of integrity, unity, collaboration, authenticity, responsibility, excellence, and care and enterprise. Central to the framework are the Board of Directors, supported by robust policies and a strong commitment to stakeholder engagement. This framework is designed to enable effective decision-making, comprehensive risk management, and ensure adherence to legal and regulatory requirements.



## Governance Framework

### Investment Manager Board

Our Board of Directors provide essential strategic leadership and governance, steering the organization through dedicated committees that oversee key functions. Interise has inherited a strong tradition of ethical and transparent governance, in accordance with the Interise Code of Conduct (Code), which has been duly adopted for its employees of IM, PM & Project SPVs, including the CEO and CFO of IM entity, independent directors and unitholder nominee directors on the Board of IM entity. Interise’s IM Board, in addition, has adopted a Code of Conduct for its non-executive directors, which includes Code of Conduct for Independent Directors aligning with the responsibilities outlined in the Companies Act, 2013 and code of conduct to Interise as an InvIT and all the Parties to the InvIT (including IM & PM entities) and stewardship code for key unitholders as enunciated in SEBI InvIT Regulations.



**Ms. Neera Saggi**  
Independent director



**Mr. Sanjay Ganesh Ubale**  
Independent director



**Mr. Ravindran Shunmugakani**  
Independent director



**Ms. Monisha Macedo**  
Independent director



**Ms. Samyuktha Surendran**  
Independent director



**Mr. Sudhakar Mallya**  
Investor director



**Mr. Harmish Rokadia**  
Investor director

### As of 31 March 2025



### Top Leadership



**Mr. Pawan Kant**  
CEO (IM)



**Mr. Gaurav Khanna**  
CFO (IM)

### Investment Manager (IM)

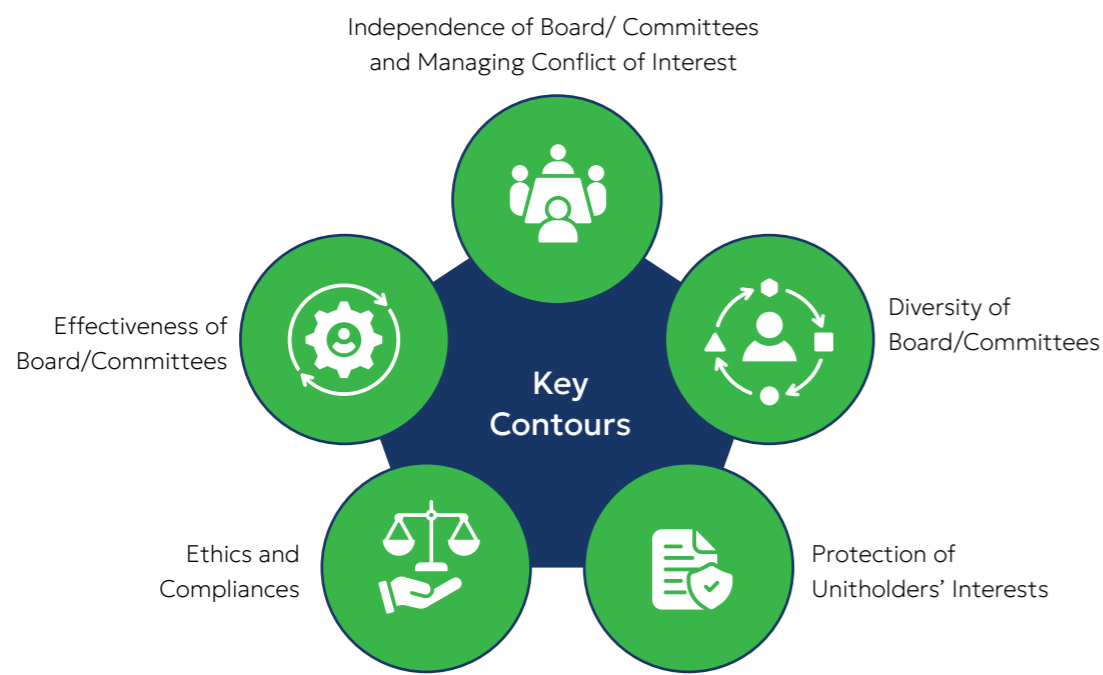
Investment Manager (IM) oversees investment decisions, ensuring they align with regulatory guidelines and the trust’s strategy, while also managing compliance, disclosures, and grievance resolution for the Interise Trust, ensuring the trust operates efficiently and in the best interests of unit holders and stakeholders.

### Project Manager (PM)

The Project Manager (PM) oversees the performance of all projects in alignment with the Trust’s objectives, focusing on assets and financial management including budgeting, and compliance with legal and regulatory standards. The PM seeks to extend asset durability and optimize lifecycle costs through diligent assessments of project viability and alignment with financial plans.

Project Manager fosters strong relationships with stakeholders, including authorities, and contractors. The management team of PM brings expertise in strategic business, procurement, contracts, and safety, with a strong track record in managing complex road infrastructure projects.

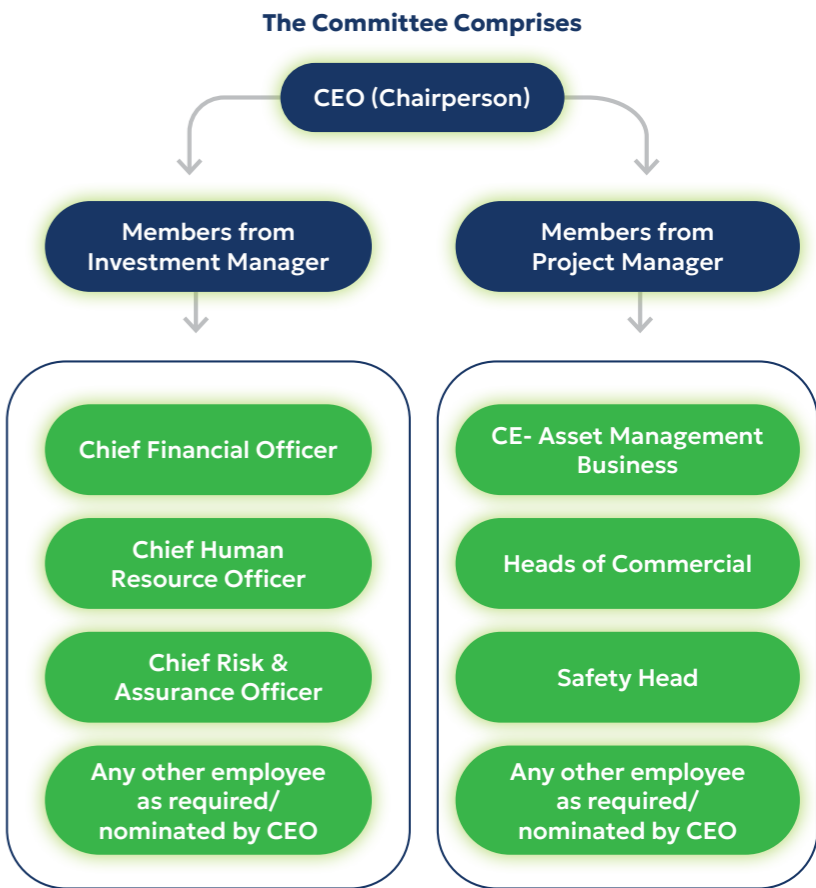
Our Approach to Corporate Governance



S. No.	Key Contours	Description
a)	Effectiveness of Board/ Committees	The Board and its Committees are composed to bring together a mix of qualifications, expertise and experience, ensuring effective oversight and guidance in the best interest of stakeholders.
b)	Independence of Board/ Committees and Managing Conflict of Interest	The Chairpersons of the Board and its Committees are non-executive independent Directors, separate from unitholder nominee Directors or KMPs, thereby strengthening independent decision-making. The Board comprises 71.5% independent Directors (5 out of 7), with none related to each other. Our codes and policies further aid in avoiding conflict of interest.
c)	Diversity of Board/ Committees	The Nomination and Remuneration Committee strives for greater diversity in background, expertise, industry experience and gender. Currently, 43% (3 out of 7) of Directors are women, all of whom are Non-Executive and Independent, with a woman Chairperson. All Committees have at least 4 independent members, with a minimum of 2 women independent Directors except for the CSR Committee (with 1 independent woman Chairperson) and the Investment and Finance Committee (with 1 independent Director).
d)	Protection of Unitholders' Interests	The governance framework safeguards unitholders' rights through fairness, extensive disclosure and mechanisms to enable their participation and resolution of complaints. Unitholders can raise complaints through well-publicized channels, which are investigated and addressed by the Stakeholders' Relationship and Investor Grievance Committee.

ESG Governance

The Sustainability Committee seeks to unify understanding of sustainability factors and strengthen corporate governance. It supports the organization's commitment to environmental, diversity, health and safety, corporate social responsibility, and governance issues by implementing related policies and strategies. The committee provides inputs to management, reviews performance goals, and monitors progress on various sustainability initiatives, meeting at least quarterly or as needed. Developing comprehensive ESG strategies and implementing various ESG initiatives are the core responsibilities of the committee.



Key Governance Policies

Our enhanced policies support fair and transparent decision-making, reflecting our commitment to responsible business conduct. By integrating ESG principles, we ensure our governance framework promotes accountability and ethical practices, aligning our operations with stakeholder interests and fostering a safe, compliant environment. The link to our governance policies is: Policies.

- Code of Conduct
  - Anti-bribery and Anti-corruption Policy
  - Gifts, Hospitality, Meals and Entertainment Policy
- Risk Management Policy
  - Anti-Money Laundering Policy
  - Political Activity, Donations and Charitable Contributions Policy
  - Whistleblower Policy
  - Third Party Intermediary Code of Conduct
  - Information Security Framework
  - Nomination and Remuneration Policy
  - Investor Grievance Redressal Mechanism
  - Supplemental Code of Conduct

Our whistleblower mechanism, managed independently, maintains anonymity through a multi-channel, multi-lingual helpline. We have introduced regular in-person training sessions on ABAC and ESG, alongside compliance-focused training across all offices and portfolio companies to reinforce ethical standards and inculcate a culture of sustainability. We enforce a Zero Tolerance Policy for safety violations, prioritizing workforce and road user safety. In line with UN Principles for Responsible Investment, we conduct rigorous ESG due diligence before acquisitions and actively integrate ESG processes and policies post-acquisition with new portfolio companies.

# Mitigating Uncertainty: Our Approach to Risk Management

We understand that effective risk management is essential for our corporate governance and sustainability. By proactively identifying and mitigating risks, we protect our assets, ensure compliance with regulations, and maintain the trust of our stakeholders. Our risk management function operates autonomously from other business units, ensuring it remains unbiased and objective. Furthermore, we engage external agencies to perform process audits, guaranteeing that our controls are effectively functioning.

**Governance & Oversight**

Our dedicated Risk Management Committee, situated at the IM board level, is tasked with overseeing our risk management strategy. This committee consistently evaluates the effectiveness of our risk procedures, ensuring that our risk tolerance is appropriately aligned with our business operations. The members of the committee include Ms. Monisha Macedo (Chair), Ms. Neera Saggi, Ms. Samyuktha Surendran, Mr. Sudhakar Mallya, and Mr. Harmish Rokadia.



We employ a three-tier system to effectively monitor risks within our organization. At the forefront is the Project Risk Management Committee (PRMC), which is tasked with identifying risks specific to individual projects. This committee is responsible for developing and overseeing the implementation of mitigation strategies, as well as maintaining a risk register. The Project Head acts as the process owner, ensuring that active and potential risks are regularly discussed and updated during periodic meetings.



**Risk Management Framework**

Our risk management framework is designed to evolve with emerging trends, legal norms, and global scenarios, maintaining compliance with ISO 31000:2018 standards and other regulatory stipulations.



**Emerging Risks**

The road construction sector is witnessing a shift as environmental concerns challenge the sustainability of bitumen, a crude oil byproduct vital for infrastructure. As global emissions regulations evolve and demand for eco-friendly materials like low-carbon concretes rise, the traditional bitumen market faces supply chain disruptions and increased costs. To address these challenges, our strategy emphasizes innovation and sustainability. We invest in research to develop environmentally friendly alternatives and enhance existing products. Additionally, we explore methods to minimize bitumen use, like integrating waste rubber into our mixtures and developing additives that lower heating temperatures, thereby cutting greenhouse gas emissions. These steps are crucial for maintaining our competitive edge and ensuring future resilience.

**Risk Culture**

Our approach to risk management is comprehensive and proactive, prioritizing education and training to build awareness and competency across the organization. We provide risk education and compliance training regularly to ensure all employees adhere to policies and understand risk frameworks. Board members benefit from targeted sessions with auditors and the risk management team, which enhances their understanding of risk dynamics. To further strengthen our risk management, each portfolio company appoints a risk champion who undergoes specialized training to manage risks. Additionally, ISO audit training has been delivered to select Lead and Internal Auditors. This systematic strategy ensures risks are identified, assessed, and mitigated effectively, promoting robust governance, sustainability, and long-term success.



# Securing the Digital Frontier: Our IT & Cybersecurity Initiatives

In today's digital era, where cloud services and IT systems are essential to operations, ensuring uninterrupted access and robust data protection is important. We have reinforced our cybersecurity measures to address the growing risks of cyberattacks and technical failures, focusing on confidentiality, integrity, and availability of critical information. We are committed to implementing the best global practices in cybersecurity to safeguard sensitive information, maintain operational reliability, and uphold the trust of our stakeholders.

## Governance and Oversight



### Cybersecurity Governance

The Information Security Management System (ISMS) is overseen by the Information Security Apex Committee, led by our Chief Information Security Officer (CISO). This committee is responsible for developing and implementing our cybersecurity strategy, ensuring that our policies and procedures are up-to-date and effective.



### Policy Reviews and Updates

We maintain a robust Security Policy covering detailed policies on IT security and firewalls, cloud security, incident management, network control, and personal data protection. Backed by Standard Operating Procedures (SOPs), our policies are reviewed annually to address evolving business needs, technological advancements, and regulatory requirements.

## Empowering a Cyber-Ready Workforce



### Measures

We ensure robust cybersecurity by implementing comprehensive training programs and continuous improvement initiatives. Employees, including new hires and contractors, complete quarterly awareness modules and biannual online training, supplemented by monthly phishing simulations. Regular mailers enhance organizational awareness, and personalized training is provided for compromised staff.



### Incident Management

Complementing our approach is our incident management process, which enables swift responses to cybersecurity incidents, with training to recognize and report threats, supported by audits and drills. Disciplinary actions, up to possible termination, are enforced according to our Code of Conduct for any security breaches.

## Security Systems in action



Our security framework, equipped with advanced controls like firewalls, endpoint security, and multi-factor authentication, ensures data integrity and privacy across our offices. We bolster cybersecurity with 24/7 monitoring and real-time threat intelligence, while Privileged Access Management (PAM) and isolation of toll plazas from the internet protect against unauthorized access and hacking. Accredited with ISO 27001:2022, our infrastructure and security management meet high standards, evidenced by successful audits and improved disaster recovery capabilities.

## Continuous Improvement



We conduct bi-annual incident management reviews and routinely update our business continuity plans to manage disruptions effectively. Our cybersecurity is reinforced by annual third-party vulnerability assessments. We leverage ERP systems like SAP to enhance inventory, finance, and procurement processes while using specialized applications for asset maintenance, thus boosting productivity. Digitized document management and HRMS systems improve administration and HR functions, supported by IT-enabled training. Real-time analytics enhance service delivery and transparency, aligning with our commitment to efficiency and sustainability.



**The IT Infrastructure and ISMS are third-party audited by "Quality Austria Central Asia" with zero non-compliances**

# Zero

Complaints regarding customer privacy and data breaches



# Environment



Pg 32 Environmental Stewardship

Pg 34 GHG Emissions







Pg 36 Plantation & Carbon Sequestration

Pg 38 Waste and Water Management

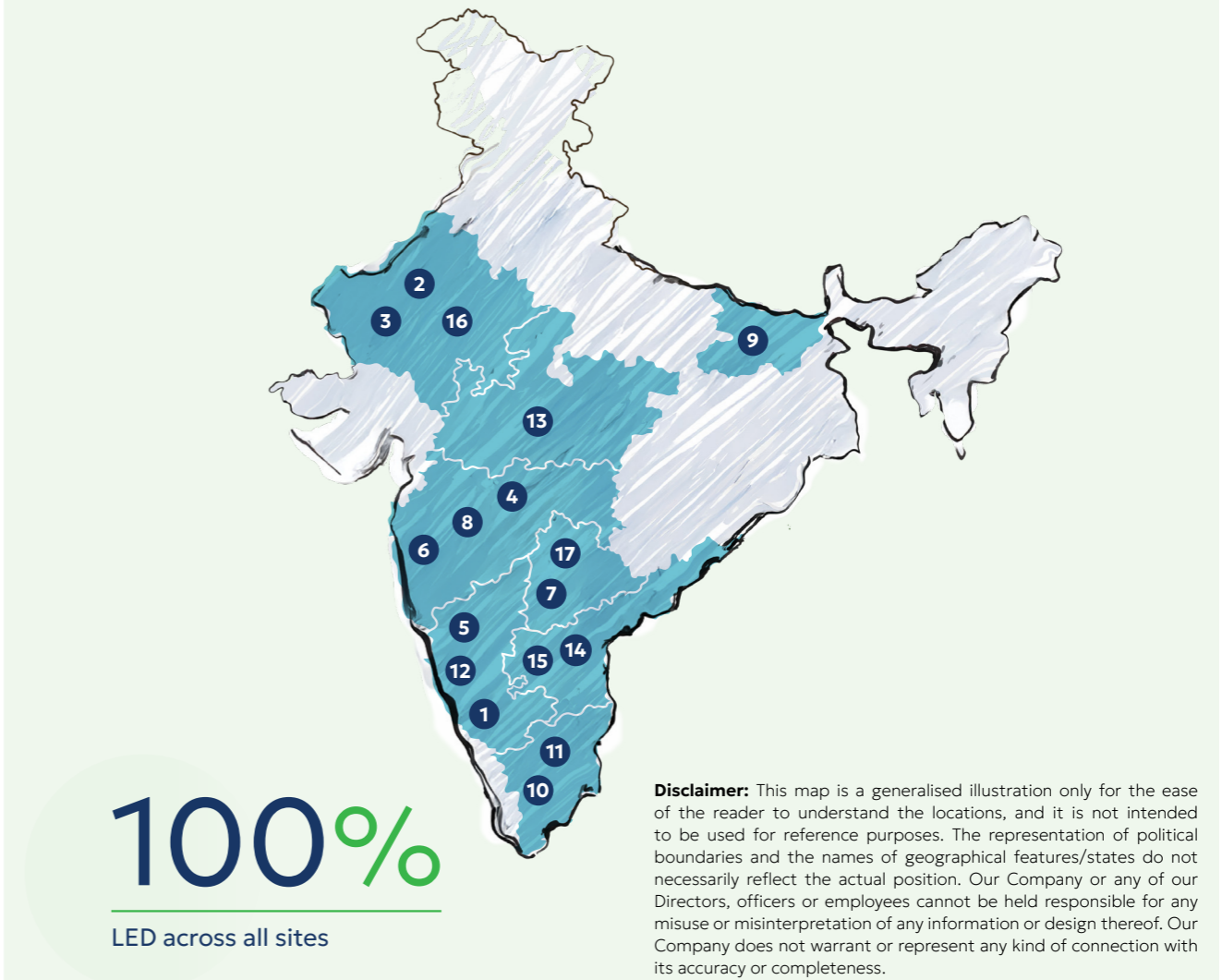
# Sustainable Horizons: Our Environmental Initiatives

During FY 2024-25, we reaffirm our commitment to environmental sustainability and mitigating climate change. Recognizing the importance of ESG principles, we are embedding these values into our operations, considering the needs of all stakeholders, including commuters, vendors, employees, and local communities. We are developing a comprehensive, long-term ESG roadmap with refined metrics to drive continued progress and sustainable growth including measuring our progress. Our ISO 14001 certified Environmental Management System reinforces our dedication to high standards in environmental performance, alongside quality, health, safety, and security.

Our commitment to environmental responsibility is central to our long-term productivity and profitability. We believe this approach fosters both sustainable livelihoods and protects the ecosystem. Guided by our Sustainability Framework document, we are actively minimizing our environmental footprint across operations through various energy-saving initiatives and the adoption of cleaner, more efficient technologies. We are prioritizing the use of alternate sustainable materials for maintenance activities across our portfolio companies to further reduce emissions. We are committed to minimizing our reliance on grid electricity and significantly lowering our greenhouse gas emissions. Our efforts in FY 2024-25 include:

Initiative	Details
 <b>Energy-Efficient Lighting</b>	We, at Interise, are installing energy-efficient lighting across roads, underpasses, and public areas, resulting in a significant reduction in energy consumption compared to traditional lighting systems.
 <b>Renewable Energy-Powered Facilities</b>	At Interise, we utilize renewable energy sources to power various facilities, significantly reducing our dependence on grid electricity.
 <b>Generator Usage Optimization</b>	By optimizing generator set usage, we minimize reliance on fossil fuels and reduce associated emissions.
 <b>Carbon Sequestration Analysis</b>	We are evaluating carbon sequestration data in specific areas to determine emissions impact, with potential to demonstrate reduced or neutral emissions impact (pending full analysis).
 <b>Future Energy Initiatives</b>	At Interise, we are exploring renewable energy options for public services and infrastructure to further decrease our reliance on grid electricity and reduce emissions.
 <b>Green mobility</b>	We deployed 7 electric vehicles for employee commute at one of our project sites.

## GHG emission reduction initiatives across our portfolio companies



<b>1</b> BHTPL, Karnataka 100% LED, Solar 100kW	<b>7</b> HYTPL, Telangana 100% LED, Solar 50kW	<b>13</b> NSEPL, Madhya Pradesh 100% LED
<b>2</b> BPPTPL, Rajasthan 100% LED, Solar 200kW	<b>8</b> IHPL, Maharashtra 100% LED	<b>14</b> REPL, Andhra Pradesh 100% LED, Solar 240kW
<b>3</b> BRTPL, Rajasthan 100% LED, Solar 160kW	<b>9</b> KBICPL, Bihar 100% LED	<b>15</b> SEL, Andhra Pradesh 100% LED, Solar 280kW
<b>4</b> CSJTPL, Maharashtra 100% LED	<b>10</b> KTRRPL, Tamil Nadu 100% LED	<b>16</b> SUTPL, Rajasthan 100% LED, Solar 160kW
<b>5</b> DHTPL, Karnataka 100% LED, Solar 125kW	<b>11</b> KWTPL, Tamil Nadu 100% LED, Solar 75kW	<b>17</b> WATPL, Telangana 100% LED
<b>6</b> DPTPL, Maharashtra 100% LED, Solar 200kW	<b>12</b> MBHPL, Karnataka 100% LED	

GHG Emissions

Our organization is committed to addressing greenhouse gas (GHG) emissions as part of our climate action strategy. We actively monitor emissions across our operations and integrate sustainable practices to minimize our environmental footprint.

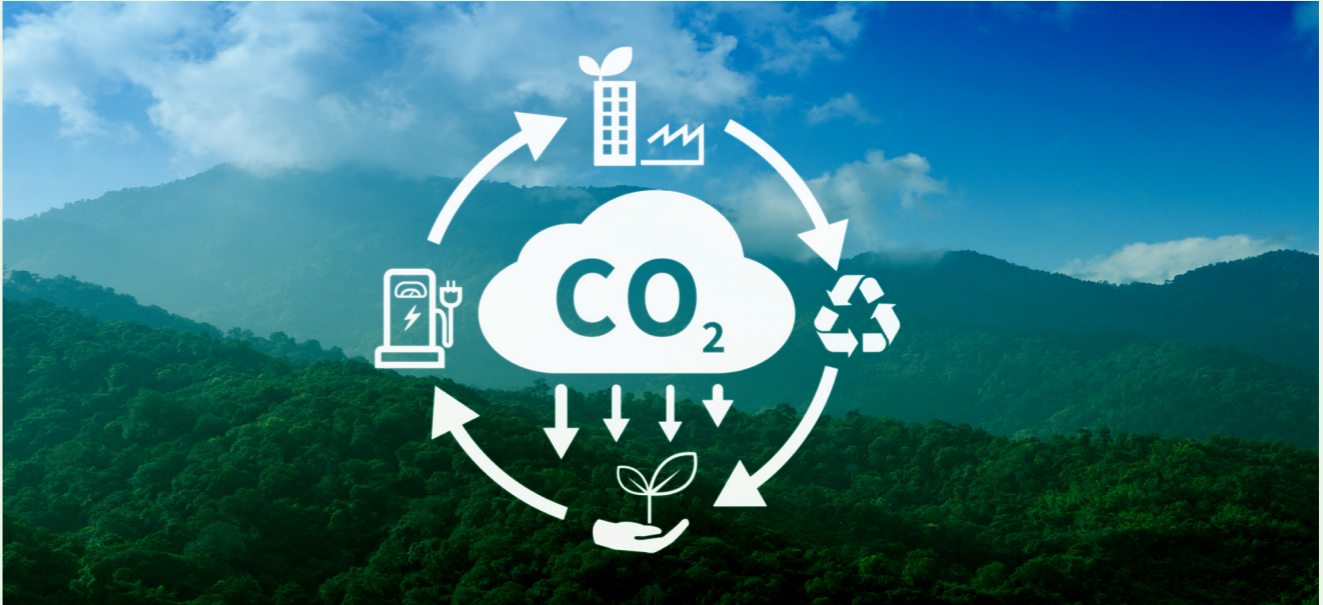
GHG Emission data of assets acquired before FY 2023

Portfolio Company	FY 2024-25		FY2023-24	
	Scope 1(tCO2e)	Scope 2(tCO2e)*	Scope 1(tCO2e)	Scope 2(tCO2e)*
BHTPL	59	555	83	605
BPPTPL	477	2,208	463	2,153
BRTPL	63	971	70	936
CSJTPL	20	121	40	124
DHTPL	91	357	87	427
DPTPL	85	690	102	832
HYTPL	21	599	20	675
KTTRPL	91	395	102	422
KWTPL	124	1,500	84	1,660
MBHPL	2	17	0	23
NSEWPL	13	32	15	39
SUTPL	65	1,502	94	1,637
WATPL	92	350	103	389
Total	1,204	9,297	1,263	9,922

**\*Note:** We are maintaining the same emission factor of 0.715 to calculate Scope2 emissions for FY 25 to ensure that data with FY 24 is comparable for all the above assets. We are planning to use the updated emission factor according to CEA from FY 2025-26 onwards.



Note:  
5.5% reduction as per like-for-like comparison for assets acquired post June 2023



GHG Emission data of assets acquired post FY 2023

The assets listed below were acquired in June 23; hence a corresponding set of comparable data has been provided.

Portfolio company	FY 2024-25	
	Scope 1 (tCO2eq)	Scope 2 (tCO2eq)*
IHPL	148	553
KBICPL	5	40
REPL	67	1,121
SEL	127	2,191
Total	347	3,905

Portfolio company	June 24 to March 25		June 23 to March 24	
	Scope 1 (tCO2eq)	Scope 2 (tCO2eq)*	Scope 1 (tCO2eq)	Scope 2 (tCO2eq)*
IHPL	142	438	27	472
KBICPL	4	34	20	24
REPL	36	916	42	1,018
SEL	115	1,785	59	2,012
Total	297	3,173	148	3,526

Plantation and Carbon Sequestration

We currently maintain more than 11,00,000 plants across our project sites, including avenue and median plantations along road stretches. Through active stewardship and continuous care of these green corridors, we contribute meaningfully to long-term carbon sequestration, improved air quality, and enhanced ecological resilience. These plantations form a vital part of our climate mitigation efforts, reinforcing our commitment to sustainable infrastructure and environmental responsibility.

Portfolio Company	Total Trees
BHTPL	73,114
BPPTPL	147,631
BRTPL	63,134
CSJTPL	17,319
DHTPL	36,315
DPTPL	62,326
HYTPL	41,738
IHPL	56,053
KBICPL	3,502
KTTRPL	86,270
KWTPL	90,852
NSEPL	28,384
REPL	179,100
SEL	144,530
SUTPL	23,197
WATPL	82,889
Total	11,36,354



Krishnagiri Thopur Toll Road Private Limited

We have also planted Beema bamboo (Bambusa balcooa) plantations, as part of our sustainability initiatives, known for its fast growth, high carbon storage potential, and climate resilience, a mature Beema bamboo plant can sequester approximately 400 kilograms of carbon annually.

A tree inventory and carbon sequestration study was conducted using a sampling methodology at our SUTPL project site, revealing an encouraging amount of carbon sequestered by the existing avenue plantations. Based on these positive findings, we plan to carry out similar assessments across several of our other project sites to evaluate their carbon sequestration potential as well.



Project Shoonya - Rayalseema Expressway Private Limited

11,00,000+ trees

Maintained across all our project sites

Environmental Stewardship



Sustainable Material

Building upon our ongoing commitment to optimizing material usage, we are advancing several innovative approaches to enhance sustainability in our operations. As we continue to implement Major Maintenance of Roads (MMR), we are actively exploring and integrating newer materials and techniques that promise sustainability benefits and operational efficiencies.

Enhanced Structural Reinforcement with Glass-Grid

In our project in state Tamil Nadu, trials involving Glass-Grid reinforcement under Bituminous Concrete (BC) and Dense Bituminous Macadam (DBM) are underway. This method aims to optimize material usage and improve structural integrity, promising cost savings and durability in road construction.

Innovative Alternatives to Conventional Bitumen

At one project in Rajasthan, we are evaluating Bituminous Concrete (BC) with Superplast additives as a cost-effective alternative to Polymer Modified Bitumen (PMB 76). This initiative could potentially reduce reliance on traditional PMB, offering a sustainable path forward.

Utilization of Reclaimed Asphalt Pavement (RAP)

Collaborating with IIT Madras, we are pioneering the use of Reclaimed Asphalt Pavement (RAP) in both BC and DBM, thereby promoting conservation of virgin materials. This initiative aligns with our sustainability objectives and is planned for further expansion in one project by FY26.

Innovative Additives for Sustainable Construction:

In collaboration with IIT Mumbai, we are exploring ways to use innovative additives such as Honeywell Titan Low cost alternative for SBS based PMB 76, Hybrid CRMB as alternate for PMB grade bitumen for reduced cost and energy efficiency.

Bridging Material Efficiency with Emission Reductions:

We are investigating modified binders and CRMB-60, utilizing reclaimed rubber from factories for bitumen enhancement. This approach not only supports waste disposal needs but also contributes to emission reductions. Anticipated material efficiencies include savings in bitumen usage and reduced heating temperatures, promising lower greenhouse gas emissions.

Through strategic collaborations, such as those with IIT Madras and IIT Bombay, we reaffirm our dedication to advancing road maintenance techniques that uphold environmental responsibility. These forward-thinking initiatives are key to achieving operational excellence, ensuring cost reductions, and making significant contributions to sustainability across our projects.

Along with all our current practices, we are dedicated to continually improving our environmental performance. Key future goals include:

- Developing a comprehensive ESG roadmap with specific targets and timelines.
- Implementing robust waste management, tracking and reporting mechanisms.
- Expanding greywater recycling initiatives across all locations.

- Exploring innovative solutions for renewable energy integration.
- Exploring green tariffs at our project locations
- Automating ESG data collection for better efficiency and accuracy
- Establishing a Miyawaki forest

We believe that through ongoing commitment and innovation, we can minimize our environmental footprint and contribute to a more sustainable future.

Waste Management

Our commitment to environmental responsibility is reflected in our continuous improvement of waste management practices. We enforce strict segregation of hazardous and non-hazardous waste streams across our portfolio. Hazardous waste is disposed of through authorized vendors regulated by State Pollution Control Boards. Biomedical waste is handled responsibly through

established collaborations with local hospitals. As part of our sustainability strategy, we plan to set-up biodigester technology at few of our project sites, At Interise, we actively promote awareness among employees about the proper segregation of hazardous and non-hazardous waste, as well as the importance of recycling.

Category	Waste Type	Unit	FY 2024-25
Hazardous	E-waste	MT	6.26
	Battery waste	MT	3.77
	Other waste (spent oil, filters contaminated with oil, biomedical waste)	MT	0.92
	Total	MT	10.95
Non-hazardous	Metal Scrap (MS, GI, SS & Aluminum)	MT	232.852
	Plastic waste	MT	24.09
	Others (waste cardboards, stationary, food waste, garden waste, electrical booms, electrical chokes)	MT	17.91
	Total	MT	274.85
Total waste generated		MT	285.80



We strive to minimize waste generation and ensure responsible disposal and recycling. Current practices include the following:

Waste Type	Management Method
Hazardous Oil	Recycling through authorized government vendors.
Batteries	Recycling through product stewardship with the selling party.
Metal Waste	Currently sold to the highest bidder. Tracking of downstream processing (recycling, landfill, or incineration) will be implemented soon.

We are also developing a comprehensive waste management plan for the coming year to further improve our practices and minimize environmental impact.

Water Management

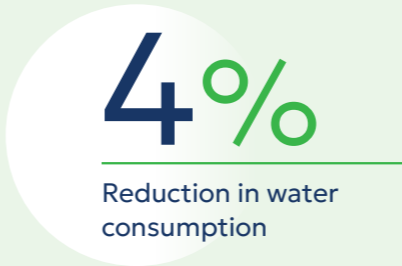
Recognizing the critical importance of water conservation, we prioritize optimizing water use and maintaining water quality. Our operations utilize groundwater, private tankers, and municipal supplies for office operations, plantations, and office landscaping. Water conservation measures include drip irrigation systems in select locations, which also enhance safety

by eliminating the need for manual watering using water tankers, thereby reducing the risk of accidents for workers. Rainwater harvesting pits at our toll plazas facilitate groundwater recharge. Furthermore, we employ digital water meters at borewells to accurately monitor and manage water consumption.

Water Withdrawal by Water Source	Unit	FY2024-25	FY 2023-24
Groundwater	KL	82,375	66,770
Municipal Supply Water	KL	4,045	3,745
Private Water Tankers (Office Use & plantation maintenance)	KL	497,712	499,075
Drinking Water Cans	KL	1,695	1,340
Total Water Withdrawal	KL	585,827	570,930
Water Withdrawal Intensity	KL/lane kms	80.25	78

The reported increase in water consumption for the current FY 2025 is primarily due to a change in the data coverage period. In the current year, water data has been reported for the full 12 months, in contrast to the previous year's data which covered a 10-month period, as 4 assets were acquired in June 23.

We have begun exploring multiple potential sources of recycled greywater for irrigating plants, including municipal corporations, hotels, and factories. Pilot projects have already been implemented at few of our locations for watering the plantations. The greywater used has undergone thorough testing to ensure its safety and suitability for plant use. Implementation of greywater systems will extend to other locations in the coming period.



# Social



Pg 42 Empowering People & Communities

Pg 50 Safety and Well-being

Pg 58 Empowering Local Communities

# Empowering People, Enabling Progress

Our people are our greatest strength. We are committed to fostering a workplace rooted in respect, equity, and continuous growth. Our human resources practices prioritize employee well-being, leadership development, and inclusive engagement. By investing in our teams, we create a resilient and purpose-driven culture. We uphold fair labor standards across all operations and ensure our social impact is grounded in dignity, diversity, and shared opportunity for all stakeholders. Human capital policies reflect a deep commitment to dignity and equity, ensuring compliance with all relevant laws and strictly prohibiting children and forced labor across all operations.

## Workforce overview

As of FY 2024–25, Interise employs a dedicated on-roll workforce of 581 individuals, comprising 542 males and 39 females.

Interise is steadfast in its commitment to advancing gender diversity and cultivating an inclusive workplace where every individual feels respected, valued, and empowered. This dedication is rooted in our core values and drives our continuous efforts to foster a culture where all voices are heard and everyone can thrive—contributing fully to our mission and collective success.

Total Workforce Breakdown										
Employee category	FY 2024-25					FY 2023-24				
	Age Wise			Gender Wise		Age Wise			Gender Wise	
	<30 years	30-50 years	>50 years	Male	Female	<30 years	30-50 years	>50 years	Male	Female
Top Management	-	-	3	3	-	-	1	2	3	-
Senior Management	-	13	6	18	1	-	10	5	14	1
Middle Management	3	124	35	145	17	6	134	23	145	18
Junior management	47	318	5	355	15	80	294	6	363	17
Executive on Contract	6	17	4	21	6	7	16	1	18	6
Total Employees	56	472	53	542	39	93	455	37	543	42

## What We Look for and Nurture

### Hiring

Talent Attraction

Standardized Onboarding and Orientation

### Retention

Diversity & Inclusion

Continuous Talent Development

Transparent Performance Management

Employee Engagement and Wellbeing

New Hires																
Employee Category	FY2024-25								FY 2023-24							
	<30 years		30-50 years		>50 years		Total		<30 years		30-50 years		>50 years		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Top Management	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Senior Management	-	-	4	-	-	-	4	-	-	-	2	-	-	-	2	-
Middle Management	2	-	16	3	5	-	23	3	2	-	33	5	2	1	37	6
Junior management	14	1	42	2	-	-	56	3	20	3	27	5	-	-	47	8
Executive on Contract	2	-	5	1	1	-	8	1	2	1	7	2	1	-	10	3
Trainees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Employees	18	1	67	6	6	-	91	7	24	4	69	12	3	1	96	17



### Voices of Impact: Local Women Driving Change at the Frontline

**Leela Jat**, who travels 26 km every day to fulfill her role as a Toll Collector at Rupakheda Toll Plaza. With over two years in toll operations, Leela is the backbone of her family — managing her duties at work, supporting her ailing husband and mother-in-law, and ensuring her children’s education.

"After I complete my duty, I do all the housework too. I feel proud that I take care of everything,"

**Seema Kumawat**, who began with doubts but now leads with confidence.

"I never thought I could do this job. Today, I support my differently-abled siblings, pay my two-wheeler loan, and I even convinced my parents to let me work — and I’m proud of how far I’ve come."

At Interise, we also hire individuals from local communities, creating meaningful opportunities right where they live and thrive. In Rajasthan, Interise is providing opportunities for local women to support their families, gain financial independence, and feel empowered in their daily lives.

Cultivating a Culture of Belonging: The DEI Imperative

We have a dedicated Diversity and Inclusion Policy that guides our efforts to create an equitable, inclusive, and empowering workplace for all. Diversity and inclusion are cornerstones of our organizational ethos, shaping how we hire, engage, and support our people. We actively promote gender diversity and are committed to providing equal opportunities across all levels of the workforce.

At Interise Trust, we take pride in reshaping workplace norms by creating meaningful opportunities for women in roles that have traditionally lacked gender diversity. Currently, 114 dedicated women serve in key on-field (off-roll) positions—spanning toll collection, point-of-sale, management, and technical operations. Their diverse skills and resilience are vital to the success of our operations and reflect the inclusive culture we champion. By supporting women in operational roles and challenging industry stereotypes, we continue to advance gender equity and foster a workforce where everyone can lead, contribute, and grow.

Women’s Safety and Empowerment – Launch of “Naari Sanman Naari Shakti” Initiative

At Interise, we believe that a woman who is honored and respected creates her own world—a world built on strength, dignity, and equality. Embodying this philosophy, we proudly launched “Naari Sanman Naari Shakti”, a comprehensive women’s safety and empowerment program aimed at fostering respect, promoting


gender respect, equality, and ensuring a safe, inclusive workplace for all.

For the Human Resource team, “Naari Sanman Naari Shakti” is more than just an initiative—it is a movement that seeks to transform mindsets, redefine workplace culture, and extend its influence into our broader communities. It reflects our unwavering commitment to uphold the dignity of women and to create environments where they feel empowered, protected, and valued.

- The objective of this program was to:
- To sensitize all employees about women’s safety and dignity.
  - To promote respectful behavior and foster a culture of inclusivity.
  - To instill the importance of gender equality as a core value, both professionally and personally.

Key Initiatives undertaken through this program:


1



**Personalized Safety Kit Distribution**

As a tangible step towards personal empowerment, women employees received customized Safety Kits, thoughtfully curated to enhance everyday security. Each kit included a Pepper Spray for self-defense and a Safety Alarm & Torch – for use in emergencies.

2



**Online Self-Defense Training**

Led by Dr. Garima Kaushik, a certified paramedic and self-defense expert, an interactive online session equipped our women employees with practical techniques to protect themselves in threatening situations. This training instilled not just physical skills but also psychological confidence, empowering participants to take control of their own safety.

In a unifying and symbolic gesture, all employees and external partners signed the Employee Women Safety Charter and Vendor Safety Charter. This marked a shared commitment to uphold respectful conduct, ensure safe spaces, and integrate gender sensitivity across all touchpoints—internal and external.

To embed these values into our culture, the Women’s Safety Pledge was introduced and adopted by all employees. This pledge will now be a recurring affirmation at every company event, joining our existing Safety and Integrity Pledges, thereby institutionalizing respect for women as a core pillar of our organizational ethos.



Impact of this program

“Naari Sanman Naari Shakti” has catalyzed a significant shift in how safety, respect, and gender equality are perceived within our organization. It reinforces the idea that empowerment is not granted—it is cultivated through awareness, education, and collective responsibility.

By embedding this initiative into our company culture and operational practices, we reaffirm our broader sustainability goals—where Social Equity and Human Rights are not just principles but lived realities. Going forward, Interise remains committed to expanding such programs, ensuring that every woman feels safe, respected, and empowered—at work and beyond.



Voices of Insight



Paving the Way: Hemlatha Deivasigamani on Innovation, Leadership, and Inclusion at Interise

My journey in India’s highway infrastructure sector began in 2001, when the industry was on the brink of transformation. The Build-Operate-Transfer (BOT) model was still evolving, and I had the opportunity to contribute to the Concession Agreement alongside the Planning Commission and industry peers.

Over two decades at Larsen & Toubro (L&T), I gained expertise in policy development, risk management, and engineering innovation—from revising codal provisions to pioneering electronic tolling in 2008. These experiences laid the groundwork for co-creating INDINFRAVIT and its transformation into INTERISE, a self-sustaining infrastructure asset management platform where sustainability is now a core strategy.

As a woman in a male-dominated field, fieldwork in the early 2000s meant constantly challenging societal expectations. With few role models, every step on-site was a conscious push against the norm—one that slowly helped shape a more inclusive industry.

At INTERISE, DEI is not just policy—it’s embedded in practice. We’ve increased women’s presence at toll plazas, creating dignified, local jobs in roles historically held by men. Since 2023, women have also taken on broader roles across projects, supported by leadership committed to safe, equitable, and growth-driven workplaces.

Being part of INTERISE is more than a career—it’s a mission to redefine how infrastructure is built and experienced in India, where innovation and inclusion go hand in hand.

Voices of Insight



**Breaking Ground and Barriers: Deepa Madaiya's Journey as the First Woman Project Head at Interise**

Interise has been the cornerstone of my professional growth, offering a platform where innovation, resilience, and inclusivity converge.

Working in the male-dominated highway infrastructure sector brought challenges—gender bias, limited leadership opportunities, and the silent burden of imposter syndrome that many women, including myself, grapple with. But Interise's commitment to empowering its people made all the difference. With guidance from mentors like Ms. Hemlatha Deivasigamani and a culture that values learning and collaboration, I found the courage to take on leadership roles and advocate

for myself. Building a strong support network, honing my technical and communication skills, and embracing growth opportunities helped me navigate both internal and external barriers. Most importantly, I've learned that seeking help and striving for balance is a strength, not a setback. Today, I take pride not only in the roads we build, but in helping pave a more equitable path for the women who will follow.

Voices of Insight



**Chrystal Noronha: Navigating Growth and Grit in Highway Infrastructure**

My journey at Interise over the past three years has been one of immense growth

and self-discovery. Coming from a background in credit rating analysis, I initially believed my strength lay solely in analytical work. However, my role here has helped me uncover and develop critical soft skills like problem-solving, decision-making, and people management, shaping me into a more well-rounded professional. As a woman in the male-dominated highway infrastructure sector, I've faced challenges where

being polite and gentle—traits often encouraged in women—sometimes led to being overlooked. I realized the importance of stepping out of my comfort zone, asserting myself, and ensuring my voice was heard. Interise has been instrumental in this transformation, providing a space where I could grow, challenge norms, and contribute meaningfully.

Voices of Insight



**Desaindi Khersa: Leading with Safety and Strength in Infrastructure**

During my two-year tenure at Interise, I have successfully managed safety protocols across 17 highway road projects, maintaining rigorous compliance with Environmental, Health, and Safety (EHS) regulations and industry standards. My principal responsibilities have involved comprehensive safety policy management and disciplined implementation across all highway road projects. Working collaboratively with my team, I have implemented stringent

safety measures to protect project personnel, off-roll workforce and road users.

As part of my commitment to professional growth, I participated in a women leader's coaching program, which significantly enhanced my self-awareness and leadership capabilities. Demonstrating initiative beyond my core responsibilities, I volunteered to evaluate innovative concepts from various institutions for Foot Over Bridge (FOB) utilization projects, an enriching experience that reinforced my commitment to continuous improvement and innovation.

My career trajectory has been consistently guided by two fundamental principles: unwavering commitment to safety excellence and continuous professional development. A particularly defining experience occurred when I managed dual senior leadership

roles for a five-month period, during which I ensured seamless continuity of safety operations.

While my personal experience at Interise has been free from gender bias, I acknowledge that women in the infrastructure sector may encounter subtle systemic challenges that can impact professional confidence and career progression. I believe that building robust support networks, establishing meaningful mentorship relationships, and continuously developing leadership competencies are essential strategies for success in this field. I believe in addressing microaggressions with calm, clarity, and assertiveness - creating space for women to lead confidently in this evolving sector.

**Upholding Rights and Dignity**

At Interise, we believe that respect for human rights is fundamental to who we are and how we operate. We are committed to creating an environment where every individual feels safe, valued, and empowered—regardless of their background or identity. This commitment extends across our operations and to all those we work with.

Our approach to human rights is rooted in everyday actions—ensuring a workplace free from discrimination, upholding dignity,

and speaking up against any form of harassment or inequality. ***We do not tolerate child labor, forced labor, bonded labor or any practices that compromise an individual's freedom or safety.***

Our zero-tolerance approach to any form of discrimination or abuse is reinforced through clear behavioral expectations and supportive mechanisms, including our Prevention of Sexual Harassment (POSH) Policy and Employee Code of Conduct. [Link to our CoC](#)



Employee well-being and engagement

At Interise Trust, we are committed to nurturing a supportive and empowering workplace where employee wellbeing is a core priority. Our initiatives are designed to foster a positive work environment, promote personal and professional growth, and ensure every team member feels valued, motivated, and equipped to succeed. Here's how we support our people:

- > **Comprehensive Medical Coverage**

Extensive health insurance, accident insurance policy and life cover for all employees and, including outpatient care, available for managers and above to ensure complete healthcare support.
- > **Mental and Physical Wellness Programs**

Regular sessions focusing on mental health, stress management, and physical fitness help employees stay balanced and energized.
- > **Wellness Initiatives**

Gym allowances, yoga sessions to foster a healthy, active lifestyle.
- > **Arogyam Policy**

Offers female employees three consecutive work-from-home days to support health, comfort, and flexibility during key times.
- > **Team Building Activities**

Team lunches and inclusive engagement activities are organized for both on-roll and off-roll employees at all offices to promote unity and collaboration.

Particulars	Parental Leave			
	FY 2024-25		FY 2023-24	
	Male	Female	Male	Female
Employees entitled to parental leave	542	39	543	42
Employees that took parental leave	28	2	31	1
Employees that returned to work in the reporting period after parental leave ended	28	1	31	0
Employees that returned to work after parental leave ended were still employed 12 months after their return to work	28	0	31	N.A.
Rate of Return to Work That took parental leave	100%	100%	100%	0%
Retention rates of employees that took parental leave	100%	50%	100%	50%

Learning and development

At Interise Trust, we champion continuous learning as a cornerstone of organizational growth. With over 5142 manhours dedicated annually to skill enhancement, our robust training programs are designed to empower our on-roll employees across all levels—from junior staff to senior leadership.

Our learning initiatives are thoughtfully tailored to each role, ensuring employees gain relevant knowledge and capabilities that drive success. These programs not only build core and sub-skill proficiencies but also foster a culture of curiosity, innovation, and lifelong development.

The tables below highlight our unwavering commitment to nurturing talent and supporting every individual’s professional journey.

Average hours of training per year per employee (FY2024-25)		
Categories	Total Training Man Hours	No. of Employees Trained
Total Employees	5142	2793
Senior management	236	100
Middle management	1819	809
Junior management	2821	1751
Contract workers	266	133

At Interise, we believe true growth goes beyond technical know-how. That’s why we offer a dynamic mix of learning opportunities designed to empower every employee—on every level. From finance training for non-finance professionals and project management programs to immersive outbound team-building workshops and targeted women’s development initiatives, our programs are built to unlock potential. We also facilitate participation in major industry events and conferences, and ensure all employees stay sharp through quarterly compliance training.

These initiatives don’t just build skills—they shape confident, collaborative, and future-ready teams. By investing in both soft and strategic capabilities, we’re equipping our people to lead, adapt, and excel in a fast-changing business landscape.



# Safety and Wellbeing: Cornerstones of Our Commitment

At Interise, safety is not just a priority – its non-negotiable core value, embedded in every decision we make. Safety and well-being of our employees, partners, and communities are fundamental to our mission. Through proactive risk management, continuous learning, and transparent communication, we build a culture where safety is second nature. Every team member is empowered to uphold safety standards and act decisively to prevent incidents and ensure a secure and responsible work environment for all.

At Interise, our approach to health and safety revolves around two key areas:

- a. ensuring the well-being of our employees
- b. safeguarding our road users and communities.

## Safety Governance

At Interise, our employees and contractual workers are the backbone of our operations. To ensure their safety on the job, we have adopted industry-leading innovations and robust safety protocols. Our Integrated Business Management System (IBMS) policy underscores our commitment to achieving ‘zero incidents, encompassing both workplace and traffic safety along with providing motorable road for road users.

At Interise Trust, we have established a structured safety governance system to ensure comprehensive oversight of the working environment. Each of our portfolio companies operate under a safety committee, led by the project head, responsible for implementing safety policies

and standards. Our corporate safety team ensures uniform implementation, periodic reviews, and third-party audits to assess effectiveness and compliance.



Safety metrics for work related injuries				
Description	FY 2024-25		FY 2023-24	
	Employees	Workers (contractual staff)	Employees	Workers (contractual staff)
Fatalities	0	2	0	3
Man-Hours Worked	136,72,878		133,73,168	
Rate of Fatalities*	0.15		0.22	

\*accident rate unit is number of fatalities per million man hours worked

Safety metrics for work related to ill health				
Description	FY24-25 (Apr to Jan)		FY 23-24	
	Employees	Workers (contractual staff)	Employees	Workers (contractual staff)
Fatalities	0	0	0	0
Recordable Cases	0	0	0	0

## Empowering People & Communities

### Ensuring a robust safety culture

- **Monthly HSE meetings** are conducted at each site, under the leadership of HSE Head, focusing on continuous improvement and enhancement of safety practices.
- **HSE performance** of all portfolio companies is reviewed and presented to senior management every month, ensuring accountability and alignment with safety objectives.

- **Third-party audits** and periodic internal reviews help assess the effectiveness of internal controls and track compliance.
- **All our offices and 17 portfolio companies** are certified under ISO 45001:2018, ISO 14001:2015, ISO 39001:2012, ISO 31000:2018, and ISO 27001:2022.
- **An Occupational Health & Safety (OHS) management system** is in place to conduct risk and hazard assessments,

identifying potential workplace hazards.

- **Action plans with quantified targets** are developed to mitigate risks, ensuring prioritization and integration into overall safety strategies.
- **Regular internal inspections** are conducted to evaluate progress in reducing and preventing health risks, measuring outcomes against set targets.

Occupational Health and Safety Inspections and Audits			
Parameters	Unit	FY24-25	FY23-24
Total no. of internal inspections and external audits held	Nos.	106	105

Tailored learning modules and mandatory induction for employees and contract workers, ensure they are well-versed in safety protocols. All our new joinees undergo mandatory induction training, providing them with a comprehensive understanding of our safety measures and operational procedures.

### Our Training Programs for Workplace Safety

First aid & emergency response	SOPs & mock drills	Work permits & traffic management	Firefighting & risk assessment
On-Site Emergency Plan	Contractor Safety Management	Electrical safety	Safe Use of Power Tools
Reporting & Investigation	Permit to work Systems	Machinery Safety	Waste management
Risk assessment and Process Hazard Analysis	Controlled use of critical equipment	Use of Personal Protective Equipment	Water Management



Additionally, we also conduct external training programs. This year, we also conducted **Behaviour-Based Safety (BBS) training in collaboration with Safety Master and Safety Circle**, aimed at reducing workplace accidents through the promotion of safe

behaviour, hazard awareness, and proactive safety mindsets. Alongside this, we held **Road O&M Safety and Emergency Response Training** to reinforce SOP adherence, minimize risks, and strengthen emergency

preparedness. These sessions covered equipment handling, first aid, CPR, and role-specific responsibilities, ensuring that every team member is equipped to respond effectively in both routine and critical situations.

In FY 2024-25, we conducted **1072 health and safety training sessions**, and **547 Mock drills** conducted for our employees at all portfolio companies.

### Safety Training Kiosk installed at BRTPL, DPTPL, IHPL, KBICPL and SUTPL



This is a user-friendly e-module for self-help safety training and induction. It offers multilingual audio-video programs, task-specific training, automated attendance, and evaluation reports. By integrating technology, Interise enhances safety standards, ensuring comprehensive and accessible training for employees and visitors across diverse work environments.

### Installing and Leveraging Technology for Road Safety

**Smart Pole with triple blinkers, reflective LED, dual PA System & camera-based digital monitoring**



Krishnagiri - Walajahpet Tollway Private Limited

An advanced all-in-one safety pole has been developed in-house to assist road users by providing real-time warnings about high-speed traffic at critical junctions. As a proof of concept, we have installed 5 Smart Poles. In the upcoming fiscal year, we plan to install an additional 37 Smart Poles across our portfolio companies to further enhance road safety.

[Read More](#) →

### Variable Message Sign Boards (VMS)



Krishnagiri Walajahpet Tollway Private Limited



Beawar Pali Pindwara Tollway Private Limited

We enhance road safety through strategically placed Variable Message Sign (VMS) Boards that deliver real-time updates, guiding drivers and minimizing risks across our project sites.

### GOBO Projectors



GOBO (Go Between Objects) projectors has been implemented in vulnerable locations to enhance safety awareness among road users. A total of 72 units have been installed throughout our portfolio companies to improve overall safety.

### Vehicle Activated Speed Sign (VASS)



Beawar Pali Pindwara Tollway Private Limited



We have installed 13 VASS units in high-risk areas to alert drivers of their speed and display emergency messages, enhancing road safety. In the upcoming fiscal year, we plan to add 22 more units to expand our safety efforts.

[Read More](#) →

### Highway Traffic Management Vehicles (HTMV)



HTMVs with LED lights and reflective markers are used for the efficient placement and removal of safety cones during routine and major maintenance work along with aiding in traffic diversion. We have 18 HTMVs across 7 of our project sites. Traffic marshals plan diversions, position cones and HTMV vehicles and co-ordinate traffic flow to ensure maintenance work without disrupting live traffic.

### Alternate to Crash Attenuator



We have introduced an alternative to traditional safety crash attenuators—a water tanker system designed to protect both our workforce and road users. Built with hydraulic impact resistance, reinforced by tires and square pipe connections, it effectively absorbs force during collisions, ensuring greater safety in active work zones.

Krishnagiri Walajahpet Tollway Private Limited

### Leveraging Human Resources to Enhance Road Safety

#### Emergency Preparedness

We have set up emergency response teams at all portfolio companies, equipped with ambulances, cranes, and essential tools for swift action. Accessible via 1033, they ensure rapid medical aid, vehicle clearance, and hospital transport during highway emergencies.



Krishnagiri Walajahpet Tollway Private Limited

### Swift Action Averts Disaster: Interise Safely Manages Diesel Tanker Spill



On February 20th, 2025, a fully loaded diesel tanker met with an accident, spilling 15,000 liters of diesel and posing a high explosion risk. Interise's Incident Management Team quickly secured the area, diverted traffic, and coordinated with HPCL for safe fuel removal. Sand and absorbent materials were used to contain the spill, while local shops were temporarily shut for safety. Shortly, the tanker was removed and the road restored averting a major disaster through swift, coordinated action.

In addition to managing high-priority emergencies with a robust response system, our teams proactively address non-critical incidents, such as repairing flat tires or providing travel support for customers who may have lost their way demonstrating our commitment to road safety while responding to emergencies with empathy, urgency and care.

### Interise's Quick Response Ensures Safe Emergency Childbirth

On February 10th, 2025, Interise's prompt and coordinated action ensured the safe delivery of a baby when a woman went into labor while traveling. Our team arranged an ambulance from the toll plaza and during transit, she delivered a healthy baby boy. Both received immediate care and were hospitalized in good health—demonstrating our strong emergency response system in critical moments.



We believe in **going beyond our duty expectations to serve our customers with unwavering commitment**. At the heart of our mission is a deep belief that every aspect of road safety and customer well-being matters. Our approach balances the urgency required in critical situations with the thoughtful care needed to support travelers through the everyday challenges of their journey.

Integrity in Action: Woman Grateful for Interise Team's Efforts in Returning Lost Bag



While traveling from Vellore to Ambur, Smt. Kavitha Sudhakar lost her handbag at the Toll Plaza, which contained valuable ornaments, her mobile phone, and important documents, including her Aadhaar and PAN cards. A passerby handed it to the Interise team, who promptly contacted her. When she arrived at the plaza, she was deeply moved by the honesty and care shown by the team, particularly as the jewellery had been intended to help fund her mother’s medical treatment. Grateful for the support, Smt. Sudhakar later shared her appreciation via email and social media, acknowledging the Interise team's exceptional integrity, with NHAI officials also recognizing their efforts.

Duty with Honor: Our Team Upholds the Highest Standards

During a road accident near chainage 8+800, the BRTPL route patrolling team swiftly aided the injured and discovered a lost gold pendant. Demonstrating exceptional honesty, they secured the item and later returned it to the rightful owner, showcasing integrity and professionalism in the face of adversity.

Humanity on the Highway: A Midnight Rescue Near the Ghat section

During a late-night journey near the Ghat section, a family with a baby-faced danger due to a tyre failure. The highway patrolling team promptly rescued them, arranged lodging, and repaired the vehicle. Their timely, compassionate action earned praise from NHAI, highlighting the importance of vigilant night patrolling and emergency response.



Awareness programmes

"Safety isn't just a rule—it's a responsibility."

At Interise, we believe that true road safety begins with awareness.

Through regular, community-focused safety awareness programs, we promote vigilance, responsible behavior, and a culture of safety among local stakeholders.

Our structured training covers critical topics such as helmet and seatbelt use, dangers of over-speeding and drunk driving, tyre care, and pedestrian safety. We also address practical concerns like avoiding wrong-side driving, safe highway entry, U-turn protocols, use of reflective tape, and identifying accident-prone zones.

To enhance learning, we use innovative tools like miniatures and mannequins to simulate real-life scenarios—improving understanding of traffic diversions, lane management, and maintenance safety. This hands-on approach reinforces a deep, practical understanding and supports our commitment to continuous safety improvement.



In FY2024-25 Interise Conducted 9650 Road Safety Campaigns, 5,674 Enforcement Campaigns, and 1,426 Conspicuity Drives.



Implementing the bouquet of road safety improvement initiatives, we have achieved fatal accident rate (of road users) of 0.18 per km compared to the national average of 0.42 per km.

To reinforce this commitment, we celebrate Road Safety Month every fiscal year—an intensive 30-day campaign featuring daily awareness activities that engage commuters, employees, and local communities in fostering safer roads for all.



Our campaigns include collaborations with traffic authorities, awareness sessions at black spots, helmet distribution, and health check-up drives. We educate students and workers on road, workplaces, and personal safety, while also raising awareness at dhabas, junctions, and plazas. Guided by the principle of continual improvement, we actively seek out and implement the latest best practices to strengthen our health and safety performance—and we remain committed to continuing this journey of progress.

# Empowering Local Communities

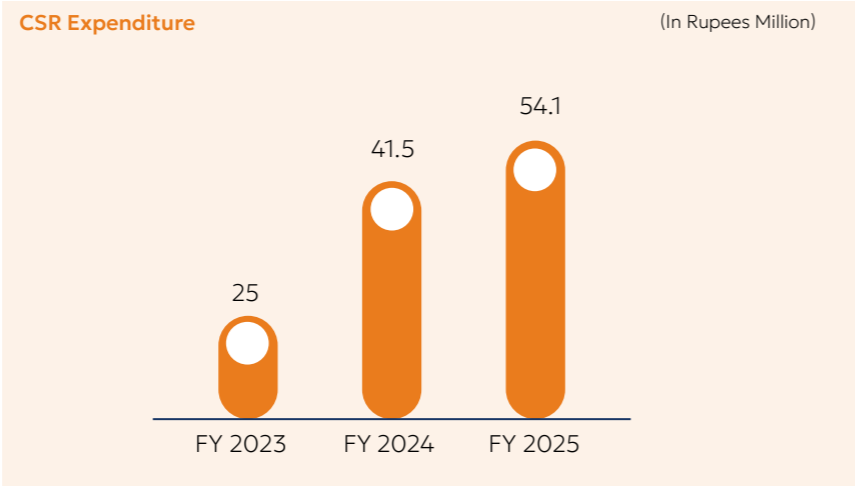
Interise Trust recognizes that highways are essential for connecting communities and driving economic and social progress. In FY 2024-25, our commitment to corporate social responsibility (CSR) has deepened, with a strong focus on Environment and Ecology, Education & Research Development and Healthcare. We believe that sustainable development is a collaborative effort, and we are dedicated to working with local communities and stakeholders to create positive, lasting impacts along our network. Through targeted initiatives and strategic partnerships, we are building a better future for the communities we serve. This chapter highlights our key CSR achievements and demonstrates our unwavering commitment to responsible growth and shared prosperity.

Interise Trust strategically allocates its CSR expenditure across three core domains: Environment & Ecology, Education and R&D Support, and Healthcare. Each domain receives a targeted portion of the budget, reflecting Interise's balanced approach to community well-being and sustainable development. These areas are deemed crucial for long-term positive impact and align with the company's vision for a more equitable and sustainable future.

Within these domains, Interise supports a range of initiatives. Environmentally focused projects aim to reduce the company's ecological footprint through semi-urban afforestation using Miyawaki method, biodiversity conservation and improving the living conditions of cows while preventing any mistreatment by their herders. In education, the focus lies in upgrading

As we transition into the fiscal year 2024-25, Interise Trust is excited to present our enhanced Corporate Social Responsibility (CSR) initiatives that reflect our ongoing commitment to sustainable development and community welfare. This year, our CSR expenditure has significantly

increased to INR 54.1 million, marking a substantial investment in addressing the pressing social, economic, and environmental challenges our communities face with focus on three key areas: healthcare, education & research development, and environment & ecology.



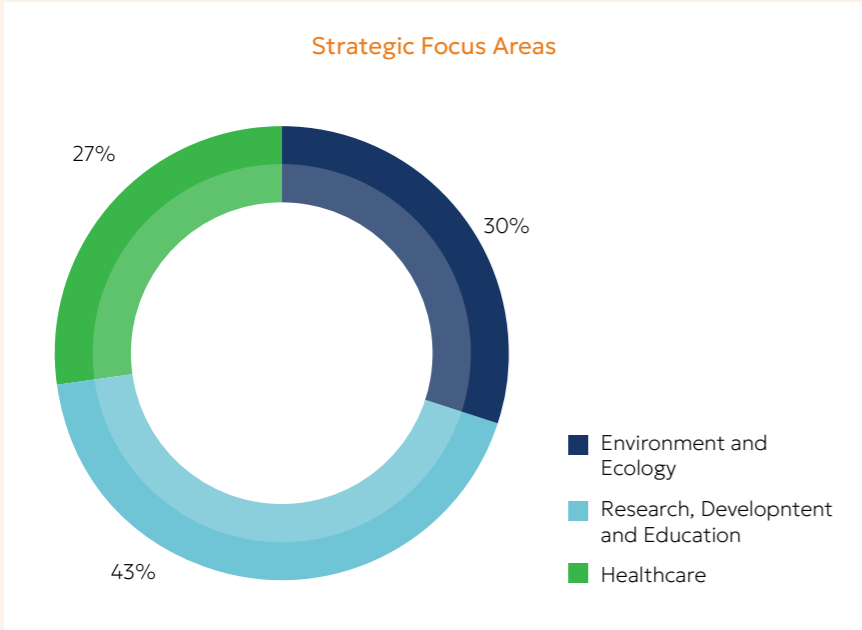
school infrastructure, and under R & D, the focus is on developing new technologies for alternative sustainable materials to enhance pavement performance. Healthcare initiatives range from infrastructure improvements in primary health centers and critical care treatment support to supplying essential medical equipment and promoting women's health and also promoting menstrual hygiene awareness



## Empowering People & Communities

This diversified approach allows Interise to address a broad spectrum of community needs while working towards a holistic vision of sustainable development. By investing strategically in these three interconnected areas, Interise aims to create a lasting positive impact on the communities it serves and contributes to a healthier planet. Here's a snapshot of all the projects that we carried out as part of our CSR initiatives:

Project Name	Category	Description
Project Shoonya	Environment	Focuses on semi-urban afforestation using the Miyawaki method in Kurnool, Andhra Pradesh (27,000+ native species on 1,00,000 sq ft ) and Pali, Rajasthan (3,000+ native species on 12,000 sq ft). Also partners with the Andhra Pradesh Forest Department for the Nagar Vatika Project in Pithapuram Town to enhance green cover and biodiversity.
Project Swachata	Environment	Focuses on creating awareness towards civic sense in villages of Pali and Sirohi.
Project KamDhenu	Environment	Contributes to the Tirupati Tirumala Devasthanam Trust in Tirupati, Andra Pradesh, aiming to improve the living conditions of cows and prevent harassment by herders.
Project Naveenta	Education	Supports R&D projects at IIT Madras and IIT Bombay, focusing on developing new technologies for alternative material usage in pavement construction. Includes field trials with glass grid interlay at KWTPL (with IIT Madras) and Super Plast as a low-cost PMB alternative at BPPTPL (with IIT Bombay).
Project Gyandaan	Education	Provides educational materials and nutrition to 1600+ children of marginalized communities (Musahars) in Punpun and Bihta, Patna, Bihar. Also supports capacity building for teachers and staff at 42 learning centers run by the Nari Gunjan NGO. Furthermore, constructs and refurbishes facilities (classrooms, toilets, kitchens, RO water systems, libraries, dining rooms) at 7 government schools in Kurnool, Vellore, Bapatla, Yadadri, and Jogipura districts in Andra Pradesh & Tamil Nadu, benefiting 1500+ students.
Project Sanjeevani	Health	Aids in the treatment of 14 underprivileged cancer patients through the Indian Cancer Society (Bangalore and Vellore). Upgrades the primary health centers in Bijapur and Beawar by enhancing infrastructure and providing essential medical equipment.
Project Manav Jeevan	Health	Supports orphanages and old-age homes in Coimbatore, providing food to 110 individuals below the poverty line. Develops medical infrastructure at a general hospital for underprivileged women in Chennai. Donated 5 ambulances in Prakasam District, Andhra Pradesh (near SEL) and installed RO plants for clean drinking water in 4 villages near the KBICPL Project Site in Supaul District, Bihar.
Project Lajja	Women's Health	Distributes 5200 reusable pads to over 1300 girls and conducts 11 awareness sessions on menstrual health and hygiene in Pali and Aurangabad. Provides medical and nutritional kits to 500+ girls in Aurangabad. Establishes a women's community center (Nari Shakti Niketan) in the under-developed district of Gadchiroli, Maharashtra to provide support and address menstrual health stigma.



CSR expenditure % by strategic Focus Areas

To ensure the effectiveness of our CSR initiatives, we regularly engage with key stakeholders such as local schools, government hospitals, and administrative bodies. Through regular meetings and discussions, we gather valuable input from community members, educators, and healthcare professionals. This feedback helps us identify priority areas and tailor our initiatives to address the most pressing local challenges. By implementing these insights into our CSR strategies, we ensure that our efforts are impactful, and the funding is directed towards the people who need them most.

Project Lajja: Empowering Girls Through Menstrual Health and Hygiene

Highlights

500

Medical Screenings

500

Nutritional Kits Distributed

121

Anemia Detected

1300

Girls sensitized through awareness

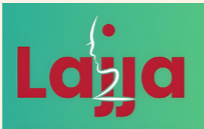
5200

Reusable pads distributed

15600

Menstrual cycles covered

Launched in 2022 in partnership with Interise Trust, Project Lajja is dedicated to dismantling the stigma surrounding menstruation and empowering young girls with knowledge and resources for better health. The project tackles the pervasive lack of awareness regarding menstrual hygiene, nutrition, and self-care, ultimately aiming to improve the overall well-being of adolescent girls.



Empowering People & Communities

Medical Health Camps: A Cornerstone of Project Lajja

Medical health camps play a central role in Project Lajja's mission. These camps offer free hemoglobin testing, nutritional counseling, and medical support to address iron-deficiency anemia, a prevalent concern among menstruating girls. Key aspects of the camps include raising awareness among girls, screening and diagnosis and providing treatment and support.

Addressing Challenges and Promoting Holistic Well-being

Through Project Lajja in FY 2024-25, Interise Trust has created a positive impact by educating girls on the crucial role of balanced nutrition, regular exercise, and seeking timely medical assistance. The project has empowered girls to manage their menstrual health with confidence and safety, while simultaneously working to raise awareness within communities. By breaking down harmful stigmas and encouraging open conversations around menstruation, Interise Trust, through Project Lajja, has equipped young girls with the essential knowledge, resources, and support system they need to flourish.




Project Shoonya

In the fiscal year 2024-25, at Interise trust through Project Shoonya we implemented this innovative afforestation project. This underscores a shared dedication to corporate environmental responsibility, focusing on rapid afforestation and biodiversity restoration.

Highlights		
Saplings Planted through Miyawaki Technique	Types of Species	Area covered
3000	40	12,000 sq. ft.
27000	56	1,00,000 sq.ft.


The Miyawaki Method: A Catalyst for Growth and Biodiversity

The Miyawaki method, pioneered by Japanese botanist Akira Miyawaki, offers a unique approach to creating dense, native forests in a short timeframe, even within limited spaces. Key advantages of this method include:




**Accelerated Growth**

Miyawaki forests grow significantly faster than conventional plantations.



**Enhanced Carbon Sequestration**

These dense forests absorb more carbon, contributing to climate change mitigation.



**Increased Biodiversity**

The method supports a rich diversity of native flora and fauna.

Ensuring Long-Term Sustainability

Interise Trust has implemented several measures to protect and nurture the Miyawaki Plantation:



**CCTV Monitoring**

Continuous surveillance helps safeguard the site from potential threats.



**Protective Mesh**

Green mesh shields sapling from harsh weather conditions, promoting healthy growth.



**Peripheral drainage system and recharge pits**

To prevent water logging and to aid groundwater recharge

These initiatives highlight Interise's commitment to the long-term success of the project and reinforce its dedication to environmental stewardship.

The Miyawaki Plantations at Birami Toll Plaza and at NH 44, Dupadu, Andhra Pradesh stand as testaments to Interise Trust's belief that infrastructure development and ecological responsibility can coexist harmoniously. By embracing innovative and sustainable practices, Interise demonstrates its leadership in environmental conservation within the infrastructure sector.



Project Sanjeevani: Empowering Healthcare

Acknowledging the vital role of accessible healthcare, essential medical equipment were donated to the Community Health Center in Nidagundi . This contribution aims to improve healthcare services for the local community, benefiting approximately 127,000 patients annually.

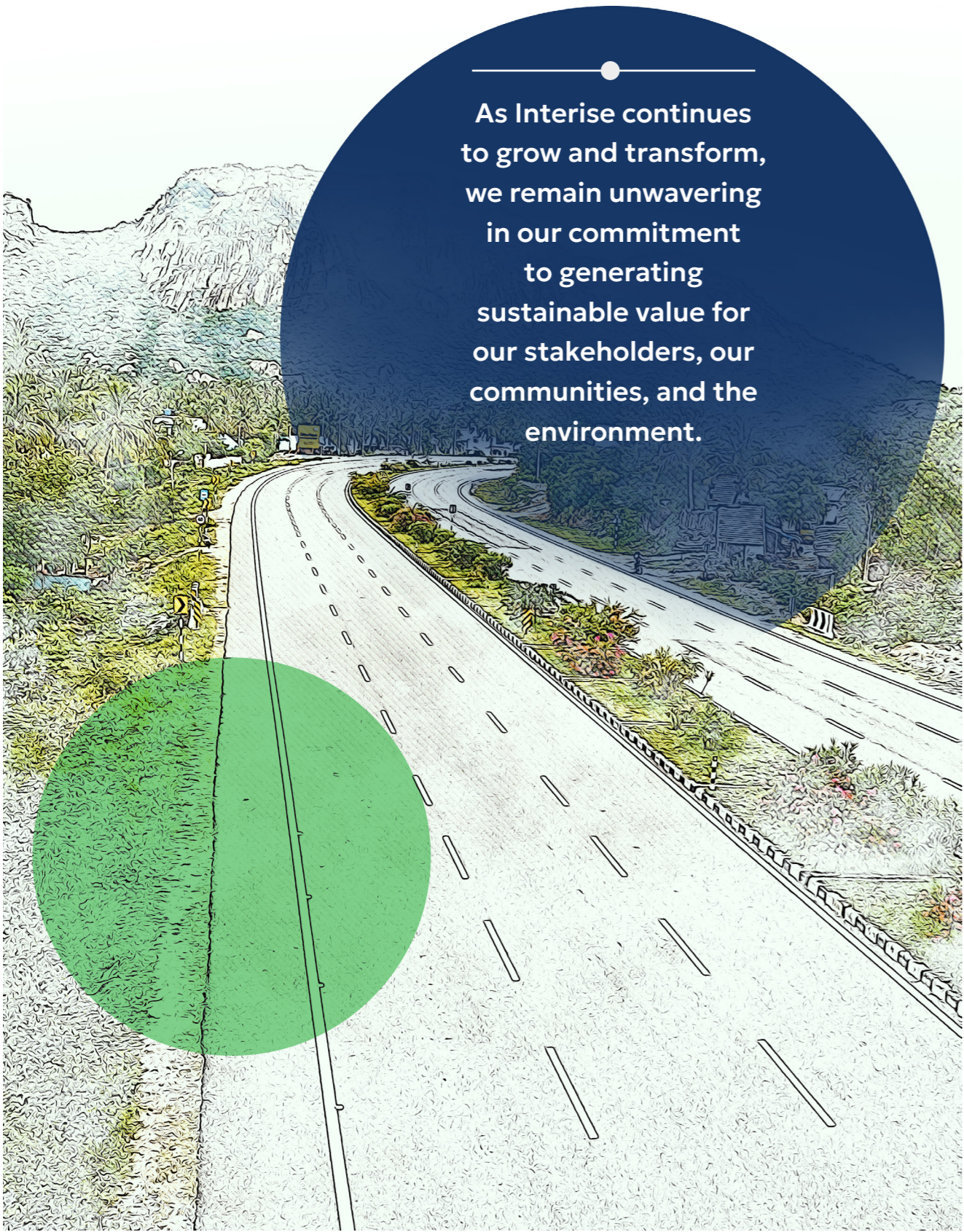
Equipment Donated	Benefit
Patient Shifting Trolley	Improved patient mobility and comfort
RO Water Filter	Access to clean and safe drinking water
Digital ECG Machine	Enhanced cardiac diagnostics
Multi-Parameter Monitor	Comprehensive patient monitoring
BP Apparatus	Accurate blood pressure measurement
Stethoscopes	Essential diagnostic tool
Dressing Trolley	Efficient wound care
Crash Cart Trolley	Emergency response preparedness
Patient Shifting Stretcher	Safe and efficient patient transport

Project Gyandaan: Enhancing Education

We also focused on improving educational infrastructure and providing learning resources to several schools. These initiatives aim to create better learning environments and support the holistic development of students.

School	Contribution	Students Benefited
Govt. Kannada Boys Primary School, Jumnal	Tables, chairs, school bags, library cupboards, record cupboards	225
Govt. Kannada Lower Primary School, Golasangi	Tables, chairs, sports kits, carrom and chess boards, a globe, school bags	37
Govt. Pri Primary School, Chitaginkopp	Smart LED screen, fans, teacher tables, chairs, benches, library cupboard, school bags, dining essentials	98
Govt. Pri Primary School, Nagsampagi	Teacher tables and chairs, water filter, library cupboards, round tables, chairs for kids, school bags	70
Senior Primary School, Nidagundi	Smart LED screen with educational content, chairs, school bags	150
Govt. High School, Mukarthihal	Benches, school bags, sports kits (volleyball, cricket, rings, jumping ropes, carrom and chess boards, globe)	130
SSHV Blind Children Residential School	Harmonium and Tabla	20
Vijaypur Orphanage	Small rings, volleyballs with nets, hot pot sets, water filter sets, carrom boards	10

Upcoming Plan  
for FY 2026



As Interise continues to grow and transform, we remain unwavering in our commitment to generating sustainable value for our stakeholders, our communities, and the environment.

Deep Commitment to  
Environmental Stewardship



**Eliminate Emissions**

We are striving to eliminate emissions from our operations under Scope 1 and 2 and run 24/7 on renewable energy in every project site we operate.



**Circular Economy**

We aim to maximize the reuse of finite resources across our operations, products, and supply chains.



**Eco-Innovation Through Technology**

We will continue to explore and deploy advanced smart technologies in asset management, maintenance optimization, and traffic control to ensure our infrastructure remains a benchmark for sustainability and innovation.



**Water stewardship**

We aim to replenish more water than we consume and help improve water quality and ecosystem health in the communities where we operate.



GRI Index

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

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2016	2-1 Organizational details	Navigating our ESG journey: An Overview of Our Sustainability Report, Page 02
	2-2 Entities included in the organization’s sustainability reporting	Navigating our ESG journey: An Overview of Our Sustainability Report, Page 02
	2-3 Reporting period, frequency and contact point	Navigating our ESG journey: An Overview of Our Sustainability Report, Page 02
	2-6 Activities, value chain and other business relationships	Resilient Networks: Building Stronger Supply Chains, Page 28
	2-7 Employees	Empowering People, Enabling Progress- Workforce Overview, Page 42
	2-9 Governance structure and composition	Upholding Integrity: Our Governance Framework - Structure, Page 20
	2-10 Nomination and selection of the highest governance body	Upholding Integrity: Our Governance Framework, Page 20
	2-11 Chair of the highest governance body	Upholding Integrity: Our Governance Framework, Page 20
	2-12 Role of the highest governance body in overseeing the management of impacts	Upholding Integrity: Our Governance Framework, Page 20
	2-13 Delegation of responsibility for managing impacts	Upholding Integrity: Our Governance Framework, Page 20
	2-14 Role of the highest governance body in sustainability reporting	Upholding Integrity: Our Governance Framework – ESG Governance, Page 23
	2-22 Statement on sustainable development strategy	Leading with Purpose: A Message from Our Leadership, Page 06
	2-23 Policy commitments	Upholding Integrity: Our Governance Framework - Key Governance Policies, Page 23
	2-24 Embedding policy commitments	Upholding Integrity: Our Governance Framework - Key Governance Policies, Page 23
	2-26 Mechanisms for seeking advice and raising concerns	Upholding Integrity: Our Governance Framework, Page 20
	2-27 Compliance with laws and regulations	ESG Snapshots FY2024-25, Page 12
	2-29 Approach to stakeholder engagement	Strategic Vision: Plotting Our Sustainable Pathway – Stakeholder Engagement, Page 14

GRI Index

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Strategic Vision: Plotting Our Sustainable Pathway-Materiality, Page 14
	3-2 List of material topics	Strategic Vision: Plotting Our Sustainable Pathway-Materiality, Page 14
	3-3 Management of material topics	Strategic Vision: Plotting Our Sustainable Pathway, Page 14
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Empowering Local Communities, Page 58
	203-2 Significant indirect economic impacts	Empowering Local Communities, Page 58
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Upholding Integrity: Our Governance Framework - Governance Policies, Page 23
	205-3 Confirmed incidents of corruption and actions taken	ESG Snapshots FY2024-25, Page 12
GRI 301: Materials 2016	301-2 Recycled input materials used	Sustainable Horizons: Our Environmental Initiatives-Sustainable Materials, Page 37
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Sustainable Horizons: Our Environmental Initiatives-Water Management, Page 39
	303-3 Water withdrawal	Sustainable Horizons: Our Environmental Initiatives-Water Management, Page 39
	303-5 Water consumption	Sustainable Horizons: Our Environmental Initiatives-Water Management, Page 39
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainable Horizons: Our Environmental Initiatives - GHG Emissions, Page 34
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainable Horizons: Our Environmental Initiatives - GHG Emissions, Page 34
	305-5 Reduction of GHG emissions	Sustainable Horizons: Our Environmental Initiatives, Page 32
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Sustainable Horizons: Our Environmental Initiatives -Waste management, Page 38
	306-2 Management of significant waste-related impacts	Sustainable Horizons: Our Environmental Initiatives -Waste management, Page 38
	306-3 Waste generated	Sustainable Horizons: Our Environmental Initiatives -Waste management, Page 38
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Empowering People, Enabling Progress- Hiring, Page 42
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Empowering People, Enabling Progress- Employee well-being and engagement, Page 48
	401-3 Parental leave	Empowering People, Enabling Progress- Employee well-being and engagement, Page 48

GRI Standard	Disclosure	Location
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Safety and Wellbeing: Cornerstones of Our Commitment- Safety Governance, Page 50
	403-2 Hazard identification, risk assessment, and incident investigation	Safety and Wellbeing: Cornerstones of Our Commitment- Safety Governance, Page 50
	403-3 Occupational Health & Safety	Safety and Wellbeing: Cornerstones of Our Commitment- Safety Governance, Page 50
	403-4 Worker participation, consultation, and communication on occupational health and safety	Safety and Wellbeing: Cornerstones of Our Commitment- Ensuring a Robust Safety Culture, Page 51
	403-5 Worker training on occupational health and safety	Safety and Wellbeing: Cornerstones of Our Commitment- Ensuring a Robust Safety Culture, Page 51
	403-6 Promotion of worker health	Safety and Wellbeing: Cornerstones of Our Commitment- Ensuring a Robust Safety Culture, Page 51
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety and Wellbeing: Cornerstones of Our Commitment- Ensuring a Robust Safety Culture, Page 51
	403-8 Workers covered by an occupational health and safety management system	Safety and Wellbeing: Cornerstones of Our Commitment- Ensuring a Robust Safety Culture, Page 51
	403-9 Work-related injuries	Safety and Wellbeing: Cornerstones of Our Commitment- Safety Governance, Page 50
	403-10 Work-related ill health	Safety and Wellbeing: Cornerstones of Our Commitment- Safety Governance, Page 50
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Empowering People, Enabling Progress- Learning and Development, Page 49
	404-2 Programs for upgrading employee skills and transition assistance programs	Empowering People, Enabling Progress- Learning and Development, Page 49
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Empowering People, Enabling Progress - Cultivating a Culture of Belonging: The DEI Imperative, Page 44
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	ESG Snapshots FY2024-25, Page 12
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Empowering People, Enabling Progress - Cultivating a Culture of Belonging- Upholding Rights and Dignity, Page 47
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	Empowering People, Enabling Progress - Cultivating a Culture of Belonging- Upholding Rights and Dignity, Page 47
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Empowering Local Communities, Page 58
	413-2 Operations with significant actual and potential negative impacts on local communities	Empowering Local Communities, Page 58
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	Safety and Wellbeing: Cornerstones of Our Commitment- Ensuring a Robust Safety Culture, Page 51

## NOTES





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**INTERISE INVESTMENT MANAGERS LIMITED**

(Investment Manager to Interise Trust)

CIN : U45203TN1999PLC042518