

An aerial, top-down view of a complex highway interchange with multiple lanes and overpasses. The entire scene is set against a background of a large green leaf with prominent yellow veins, symbolizing the integration of infrastructure and nature. A small white truck is visible on one of the upper highway lanes, and a larger blue truck is on a lower lane near a toll plaza structure.

INTERISE

Shaping with Intent

Enabling **Resilient Infrastructure** for Tomorrow

Sustainability Report 2025-26



Shreenathji - Udaipur Tollway Private Limited, Rajasthan

CONTENTS

List of Abbreviations	4
About the Report	6
Message from our CEO	8
About Interise	12
Connecting India through Sustainable Road Infrastructure	13
Our Leadership	16
FY 2025-26 ESG Performance Highlights	20
Awards and Recognitions	22
Our ESG Framework	24
Our Material Priorities	25
Emerging Risks and Opportunities	29
Stakeholder Engagement:	
Understanding Expectations	31
ESG Roadmap 2040: Driving Long-Term Value	33
Strengthening Governance and Oversight	36
Our Governance Structure	37
Key Governance Policies	43
Risk and Resilience	45
Digital Trust and Cyber Resilience	46
Strengthening Our Supply Chain Ecosystem	48
Caring for the Planet	54
Energy Management	55
GHG Emissions	58
Water Stewardship	60
Waste and Circularity	64
Biodiversity and Natural Capital	66
Human Capital and Social Impact	68
People and Culture	69
Human Rights	77
Occupational Health and Safety	77
Road Safety	81
Community Engagement	86
Looking Ahead	98
Annexures	
GRI Context Index	100
SDG Alignment Index	105
SASB Index	107

LIST OF ABBREVIATIONS

Acronym	Definition
ABAC	Anti-Bribery and Anti-Corruption
BC	Bituminous Concrete
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)
CRMB	Crumb Rubber Modified Bitumen
CSJTPL	Chhatrapati Sambhaji Nagar-Jalna Tollway Private Limited
CSR	Corporate Social Responsibility
DBM	Dense Bituminous Macadam
DHTPL	Devihalli Hassan Tollway Private Limited
DOA	Delegation of Authority
DPTPL	Dhule Palesner Tollway Private Limited
FIDIC	Fédération Internationale Des Ingénieurs-Conseils/ International Federation of Consulting Engineers
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
IGSCC	Interise General and Special Conditions of Contract

Acronym	Definition
IHPL	Igatpuri Highway Private Limited
IM	Investment Manager
InvIT	Infrastructure Investment Trust
IPMPL	Interise Project Management Private Limited
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
MMR	Major Maintenance of Roads
MSME	Micro, Small and Medium Enterprises
NHAI	National Highways Authority of India
NSE	National Stock Exchange
NSEWPL	Nagpur - Seoni Expressway Private Limited
PAM	Privileged Access Management
PBMC	Performance Based Maintenance Contract
PCB	Pollution Control Board
PM	Project Manager
PMB	Polymer Modified Bitumen
P2P	Procure-to-Pay
PTW	Permit To Work
RAP	Reclaimed Asphalt Pavement
RC	Rate Contract
REPL	Rayalseema Expressway Private Limited
RFQ	Request for Quotation
SCH	Supply Chain Hub
SCoC	Supplier Code of Conduct
SDGs	Sustainable Development Goals
SEPL	Simhapuri Expressway Private Limited
SOP	Standard Operating Procedures
SUTPL	Shreenathji - Udaipur Tollway Private Limited
TPI COC'	Third Party/Intermediary Code of Conduct
VAWT	Vertical Axis Wind Turbine
WATPL	Western Andhra Tollways Private Limited

ABOUT THE REPORT



At Interise Trust, we remain firmly committed to ethical conduct and transparency in all aspects of our business. This Sustainability Report presents our Environmental, Social, and Governance (ESG) performance for FY 2025–26 and marks the third consecutive year of our sustainability reporting journey. Since publishing our first voluntary Sustainability Report in FY 2023–24, we have continually strengthened our approach to sustainability, enhancing our processes, disclosures, and performance measurement to reflect our evolving ESG priorities. This year’s edition features enhanced disclosures across climate, water, safety, and workforce-related aspects, provides year-over-year performance comparisons, and offers a detailed account of how sustainability considerations are increasingly integrated into our investment decisions and operational choices. 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, 2025, to March 31, 2026, referencing the GRI-2021 Standards. Furthermore, in conjunction with GRI, the Sustainability Report aligns with the United Nations Sustainable Development Goals (SDGs) and Sustainability Accounting Standards Board (SASB) Standards.

Reporting Boundary and Scope

The reporting boundary primarily covers the Trust’s operational road portfolio of approximately 7,107 lane kilometers, comprising 16 Build-Operate-Transfer (BOT) and annuity-based road assets across eight states in India. The disclosures reflect activities at both the Trust and asset level, offering a comprehensive view of how sustainability is integrated into operations, asset management, and decision-making. The report also outlines the Trust’s ongoing efforts and future direction as it continues to strengthen its sustainability practices.

Responsibility Statement

The Sustainability Report for FY 2025-26 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.



Message from Our CEO



Leading with Purpose

Every road tells a story.

“While roads connect cities and destinations, they in essence connect people to opportunities, livelihoods, education, healthcare, and economic growth. At Interise, we believe infrastructure creates value not only through the assets we manage, but through the positive impact we create for communities, the environment, and future generations. ”

Dear Stakeholders,

As I reflect on FY 2025-26, I am proud of the progress we have made in advancing sustainability across our business. This year marks another important milestone in our ESG journey as we continue embedding sustainability into decision-making, asset management, governance, and operational excellence across our portfolio of approximately 7,107 lane kilometres spanning 16 road assets across India. Sustainability is no longer a parallel agenda; it is increasingly becoming integral to how we create long-term value and build resilience in a rapidly evolving world.

The infrastructure sector stands at the intersection of economic development, climate action, resource stewardship, and social progress. As India continues its growth trajectory, Interise remains committed to operating high-quality road infrastructure responsibly while contributing meaningfully to national development and stakeholder well-being. Guided by our values of integrity, responsibility, excellence, care, authenticity, and collaboration, we continue to strengthen our foundation for sustainable growth.

Strengthening Governance and Trust

Good governance remains the cornerstone of our business. We recognize that trust is earned through transparency, accountability, ethical conduct, and consistent performance.

During FY 2025-26, our governance framework continued to demonstrate strength and maturity. Our Board maintained 71% independent representation and 43% female representation, ensuring diversity of thought, objective oversight, and strong governance practices. We continued operating under a robust framework supported by six internationally recognized ISO certifications covering quality, environmental management, occupational health and safety, road traffic safety, risk management, and information security.

Most importantly, our commitment to ethical conduct translated into measurable outcomes. Throughout the year, we continued to uphold our commitment to ethical conduct, a safe and respectful workplace, and the responsible protection of information. We are pleased to report that, during the reporting period, we did not record any cases of discrimination or harassment, bribery or fraud, cybersecurity or data privacy breaches, money laundering, or insider trading.

These outcomes reflect our ongoing efforts to strengthen our policies, controls, awareness initiatives, and governance practices, while recognizing that maintaining these standards requires continued vigilance and collective responsibility.

Advancing Environmental Stewardship

Climate change and resource constraints continue to reshape the infrastructure landscape. We recognize our responsibility to manage environmental impacts while enhancing the resilience of our assets and operations.

Our decarbonization initiatives contributed to a YoY reduction of approximately 807tCO₂e in Scope 1 and Scope 2 emissions, supported by the adoption of green tariff power across selected assets. In a pioneering move within the Indian road InvIT sector, Interise became one of the first platforms to integrate renewable power procurement through green tariffs in 2 assets, reinforcing our commitment to accelerating the transition toward a lower-carbon infrastructure portfolio. These efforts, combined with increased renewable energy generation, 100% LED coverage across portfolio locations, and continued investments in resource-efficient technologies, are helping us steadily reduce our environmental footprint while enhancing long-term operational resilience.

Water stewardship also remained a key priority. During the year, we implemented rooftop rainwater harvesting systems across multiple locations, enabling the replenishment of over 6,160 kL of water.

We also reused 1,614 kL of greywater for plantation activities, reducing freshwater demand for landscape maintenance and promoting circular water management.

In furtherance of our water resilience efforts, we sustained a comprehensive drainage network alongside groundwater recharge pits to facilitate groundwater replenishment. These combined initiatives resulted in a 2.45% year-on-year reduction in water consumption.

In biodiversity conservation, our plantation initiatives expanded to nearly one million trees and plants (990,611 plantations) across project locations, reinforcing our commitment to ecological restoration and long-term environmental resilience.

Investing in People and Communities

While infrastructure connects places, it is people who remain at the centre of everything we do.

We continue to invest in our workforce by creating an inclusive, safe, and growth-oriented environment. During FY 2025-26, women represented 7.1% of our workforce, reflecting continued progress in our diversity and inclusion agenda. We strengthened employee capability through 7,086 training hours, leadership development programs, technical learning opportunities, and continuous engagement initiatives.

Safety remains non-negotiable for Interise. We maintain a strong culture of prevention and preparedness supported by 6 ISO-certified management systems, extensive training programs, and technology-enabled safety solutions. Across our operations, we conducted more than 30,000 toolbox talks, over 1,000 health and safety training sessions, and multiple emergency preparedness drills. While we are encouraged by ongoing improvements in safety culture, we remain deeply committed to our long-term aspiration of achieving a zero-harm workplace and safer highways for all users.

During FY 2025-26, Interise invested ₹69 million in CSR initiatives, representing a 27.5% increase over the previous year and full utilization of our CSR budget. Our programs focused on education, healthcare, Women wellbeing, environmental conservation, water accessibility, driver welfare, and community development. Through initiatives such as Project Gyaandaan, Project Lajja, Project Roshni, and Project Shoonya, we touched thousands of lives across our operating regions.

Looking Ahead

As we look towards the future, we recognize that sustainability is a journey of continuous improvement. Climate change, digital transformation, evolving regulations, and changing stakeholder expectations will continue to influence the infrastructure sector. In response, we are developing our ESG Roadmap 2040, with measurable goals and strong accountability mechanisms to guide our progress. We will continue focusing on climate resilience, renewable energy adoption, water conservation, responsible supply chain management, road safety, digital innovation, cybersecurity, employee development, and community impact.

Our ambition is clear: to build infrastructure that is not only efficient and reliable but also resilient, inclusive, and sustainable. By embedding ESG principles into every aspect of our business, we aim to create lasting value for our investors, employees, communities, regulators, road users, and partners.

Sincerely,
Pawan Kant
Chief Executive Officer

ABOUT INTERISE

Simhapuri Expressway Limited, Andhra Pradesh

Connecting India through Sustainable Road Infrastructure

Interise Trust has its registered office in Chennai, Tamil Nadu, and its corporate office in Mumbai, Maharashtra. Through its infrastructure assets and operations, the Trust contributes to improving connectivity and supporting economic activity across

the regions in which it operates. We believe that well-planned and efficiently managed infrastructure plays an important role in enhancing accessibility, facilitating mobility, and creating long-term value for communities and stakeholders.

Pioneering infrastructure excellence for a growing India

Interise Trust is among the early Infrastructure Investment Trusts (InvITs) to be listed through private placement on the National Stock Exchange of India (NSE) and the Bombay Stock Exchange (BSE) in May 2018. Since our establishment, we have focused on managing and operating road infrastructure assets while continuously enhancing operational efficiency across our portfolio.

We leverage digital technologies across key operational functions, including finance, procurement, toll collection, contract management, and route operations. This helps us improve process efficiency, strengthen governance, and enhance service delivery. By integrating technology into our operations, we aim to drive greater transparency, reliability, and operational effectiveness.

Across our portfolio of approximately 7,107 lane kilometres, we strive to uphold high standards of asset stewardship and ensure reliable service delivery. Our focus remains on proactive maintenance, timely upgrades, and robust safety standards that keep our highway network resilient and future-ready. Through efficient and responsible operations, we aim to create lasting value for unitholders and stakeholders.

Stakeholder commitment

“Trusted by leading global institutional investors”

Our strong performance and governance credentials have attracted some of the world's most respected long-term capital allocators. Marquee global institutional investors such as OMERS Infrastructure and the Canada Pension Plan Investment Board (CPPIB) have placed their trust in our platform. Their continued confidence reflects the strength of our asset quality, operational discipline, and long-term value creation approach.



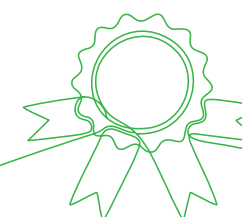
CPP
INVESTMENT
BOARD

Canada Pension Plan
Investment Board

OMERS | OMERS Infrastructure

OMERS Infrastructure

Further, we are continuously evolving our practices in line with emerging industry standards and sustainability considerations, ensuring that every kilometer of road managed contributes to a more resilient and inclusive future. This commitment extends to embedding environmental and social considerations into everyday decision-making across our operations. By doing so, we aim to build a highway network that not only meets today's needs but is also equipped to serve future generations responsibly.



Our Vision, Mission and Values



VISION

Rising towards a sustainable future through continuous improvement and embodying sustainability in all that we do.

MISSION



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



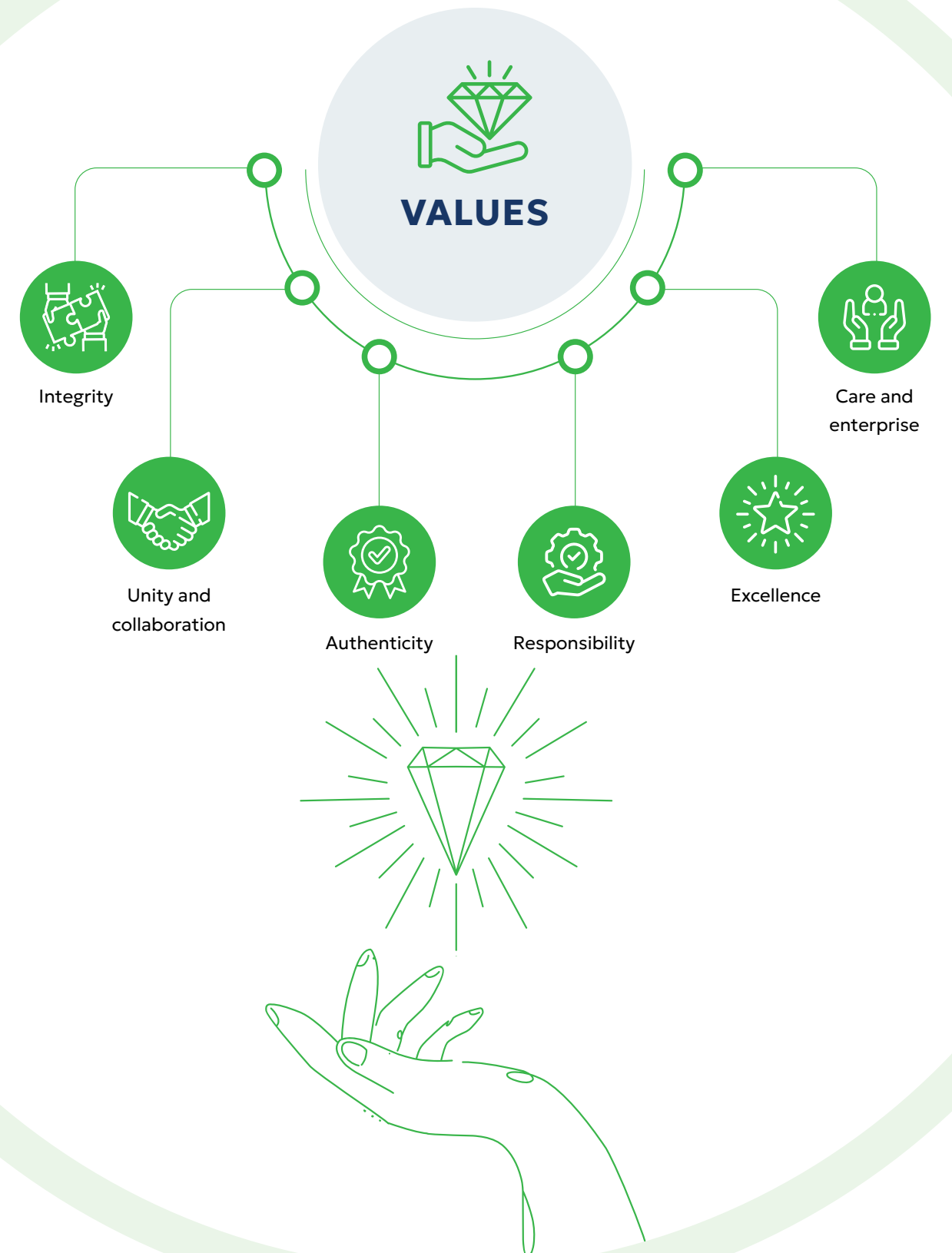
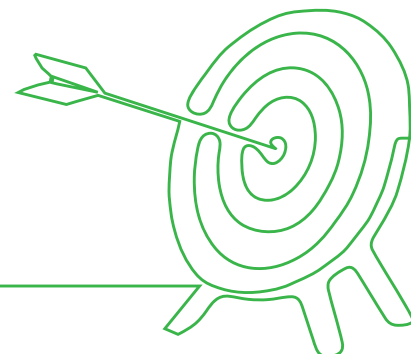
To have a positive impact on people, planet and profit.



To constantly improve the skills of our workforce.



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



OUR LEADERSHIP

Devihalli Hassan Tollway Private Limited

Board Committees and Oversight

Our leadership, guided by the Board's strategic direction and oversight, plays a central role in shaping our governance and risk management approach. The composition of the Board and its committees brings together relevant expertise across finance, infrastructure, risk, and governance. This strengthens oversight and helps in proactively identifying risks, improving internal controls, and ensuring disciplined execution.

Building on this foundation, the Board provides strategic guidance to the leadership team, overseeing the execution of plans across the value

chain while ensuring that management safeguards the Trust's assets and complies with applicable regulatory requirements and governance standards. These efforts are further reinforced by a cross-functional network of representatives from various departments, who support the implementation of operational and sustainability initiatives and drive continuous improvement.

Beyond oversight, the Board brings integrity and a forward-looking approach to its stewardship, steering the Trust's operations toward sustained, long-term value creation for unitholders and stakeholders.

As of March 31, 2026, the Board of the Investment Manager comprises five Independent Directors:

Unitholder Nominee Directors



Ms. Neera
Saggi



Mr. Sanjay
Ubale



Mr. Sudhakar
Mallya



Mr. Julian
Gratiaen



Mr. Ravindran
Shunmugakani



Ms. Monisha
Macedo



Ms. Samyuktha
Surendran

The Board maintains a strong governance framework, with

71%
independent
representation

43%
women
representation,
supporting
effective
oversight, diverse
perspectives, and
robust decision-
making.

The key management personnel include



Mr. Pawan Kant
Chief Executive Officer
Investment Managers



Mr. Gaurav Khanna
Chief Financial Officer
Investment Managers



Mr. Narayanan Subramaniam
Head Asset Management
Project Management

Our Strategic Sustainability Pillars

Responsible Governance

Strategic Objective

Strengthening ethical business conduct, transparency, risk management and stakeholder trust

Material Topics

Business Ethics, Cybersecurity and Data Privacy, Responsible Investing, Responsible Supply Chain

People and Workforce Excellence

Strategic Objective

Foster a safe, inclusive and high-performing workplace that supports employee growth and well-being

Material Topics

Talent Development, DEI, Talent Attraction and Retention

Climate and Resource Stewardship

Strategic Objective

Reduce environmental footprint through efficient use of energy, water and materials while advancing climate resilience

Material Topics

GHG Emissions, Water Management, Waste Management

Road User and Community Impact

Strategic Objective

Enhance road user experience, safety and socio-economic development in communities surrounding our assets

Material Topics

Customer Satisfaction and Engagement, Social Impact and Community Management

ISO Certification



ISO
9001:2015
Quality Management System



ISO
14001:2015
Environmental Management System



ISO
39001:2012
Road Traffic Management System



ISO
45001:2018
Occupational Health and Safety Management System



ISO
31000:2018
Risk Management System



ISO
27001:2022
Information Security Management System

Our Portfolio

Our portfolio companies are spread across diverse regions of India, upholding stringent quality standards across all phases of operations and maintenance.

Rajasthan

- Beawar Pali Pindwara Tollway Private Limited
- Shreenathji - Udaipur Tollway Private Limited
- Bhilwara - Rajsamand Tollway Private Limited

Madhya Pradesh

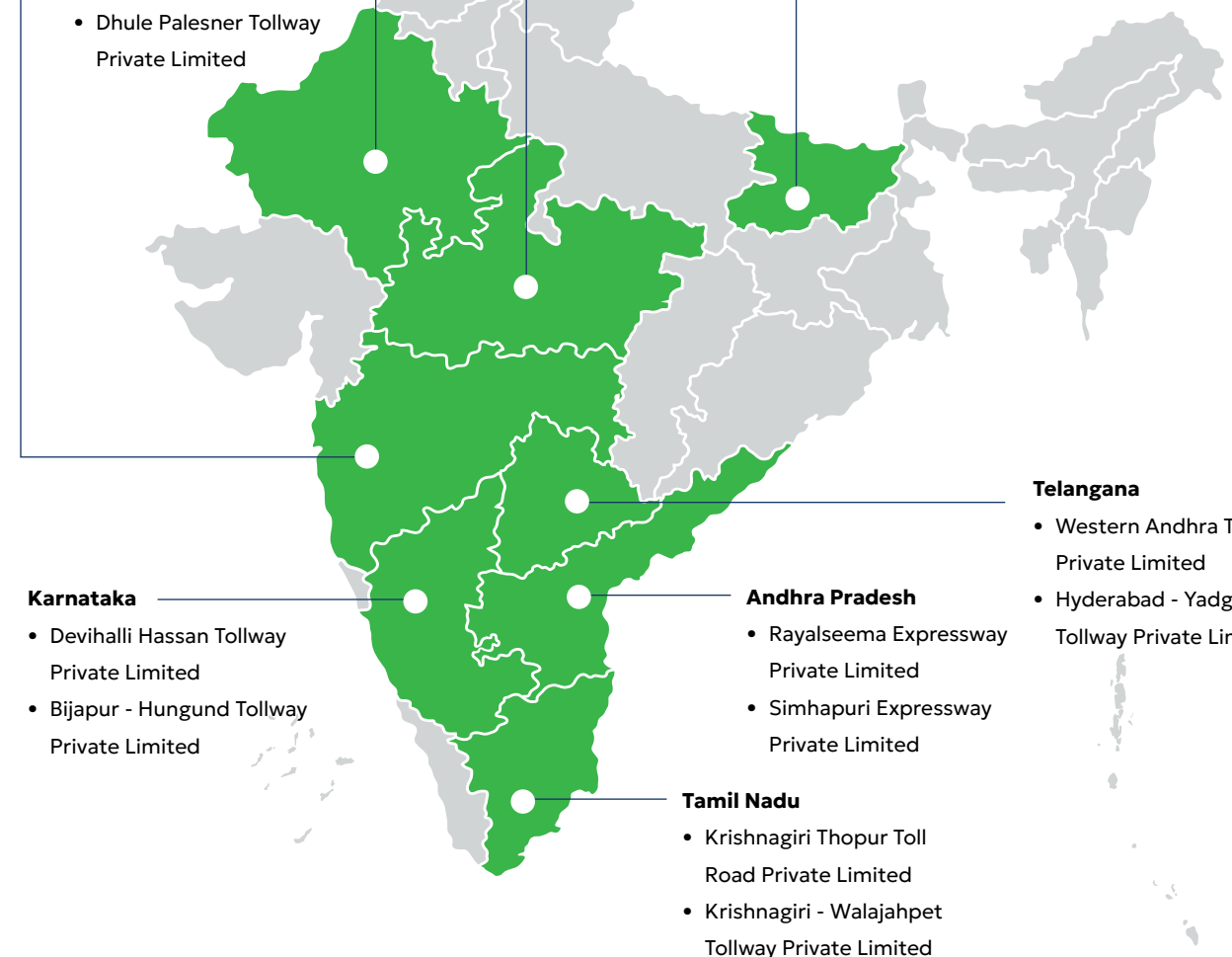
- Nagpur - Seoni Express Way Private Limited

Maharashtra

- Chhatrapati Sambhaji Nagar-Jalna Tollway Private Limited
- Igatpuri Highway Private Limited
- Dhule Palesner Tollway Private Limited

Bihar

- Kosi Bridge Infrastructure Company Private Limited



Karnataka

- Devihalli Hassan Tollway Private Limited
- Bijapur - Hungund Tollway Private Limited

Andhra Pradesh

- Rayalseema Expressway Private Limited
- Simhapuri Expressway Private Limited

Telangana

- Western Andhra Tollways Private Limited
- Hyderabad - Yadgiri Tollway Private Limited

Tamil Nadu

- Krishnagiri Thopur Toll Road Private Limited
- Krishnagiri - Walajahpet Tollway Private Limited

FY 2025-26 ESG Performance Highlights

Environment

Baseline FY 2024-25



9,90,611
total number of plantations



807 tCO₂e
reduction in Scope 1 and Scope 2 emissions (post green tariff)



9.28%
renewable share in total electricity consumption



2.45%
reduction in water consumption



10%
increase in solar power generation



6,160.97 kL
water replenished through rooftop rainwater harvesting



100%
coverage of LED at all portfolio locations



1,614 kL
of greywater reused through pilot projects at DHTPL and CSJTPL

Governance



0 Cases
of discrimination or harassment



0 Cases
of cybersecurity or data breaches



0 Cases
of money laundering and insider trading



71%
independent directors and
43%
women directors on the board as of 31 March 2026



Accreditation to
6 ISO Standards



0 Cases
of bribery and fraud confirmed



7,086
total training man hours for employees



2,835
rural employment opportunities



INR 69 Million
CSR spent marking a ~27.5% increase from FY2024-25

Social



Awards and Recognitions



ESG and Sustainability Recognition



2026

Build India Infra Awards Best Operations and Maintenance Practices Award

Project Shoonya -Best Plant More Trees Initiative of the Year at Indian CSR Summit 2025 (Environment Sustainability Category)



2025

RAHSTA Award for “Green Highway Developer of the Year”-SUTPL

IRF Environmental Stewardship Award – DHTPL

RAHSTA Awards Excellence in Project Management Award



2022

IRF Inclusion and Diversity Award Nomination



Digital Transformation Recognition



2026

ASSOCHAM Achiever's Award for Adoption of Sustainable Practices – KWTPL



2023

Innovative CIO 100 Award



2022

First Indian InvIT to implement SAP S/4 HANA across toll road assets and offices

Insights CXO Award for cloud technology adoption

12-35
Corporate Overview

36-53
Governance

54-67
Environment

68-95
Social





Governance and Compliance Recognition



2025

Governance Professional of the Year Award, ICSI



2023

40 Under 40 Compliance Award



2023

Compliance Team of the Week Award



Key Infrastructure Achievements

 Award Title	 Location	 Year
NHEA – Excellence in Operations and Maintenance	Western Andhra Tollways Private Limited	2018
NHEA – Excellence in Toll Management	Krishnagiri Thopur Toll Road Private Limited	2019
NHEA – Innovation	Devihalli Hassan Tollway Private Limited	2020
NHEA – Excellence in Project Management	Krishna Giri Walajahpet Tollway Private Limited	2021
NHEA – Best Project Management	Devihalli Hassan Tollway Private Limited	2022

Sustainability Report 2025-26 | 23

OUR ESG FRAMEWORK



Our Approach to Sustainability

Interise's Sustainability Policy Framework provides the foundation for integrating environmental, social and governance considerations into business activities, asset management practices and operational decision-making.

The framework applies across Interise and its portfolio companies and is supported by defined governance mechanisms, periodic monitoring and stakeholder engagement processes.

Guided by the values of Responsibility, Care and Enterprise, our approach is anchored in five guiding principles that shape our sustainability priorities and actions across the organization.

Guiding Principles



Safety

Promoting a safe workplace and safe infrastructure for road users



Environment

Managing environmental impacts and promoting resource efficiency



Communities

Supporting communities through social initiatives and stakeholder engagement



Employees

Providing a safe, healthy and inclusive work environment



Governance

Upholding ethical conduct, accountability and compliance

Our Material Priorities

Materiality assessment forms the foundation of our sustainability strategy. It helps us identify, prioritize, and evaluate key risks and opportunities, enabling effective risk management and mitigation. For FY 2025-26, we followed a structured approach to identify and prioritize key ESG topics relevant to our business and stakeholders, considering both their impact on the environment and society, as well as the financial risks and opportunities arising from ESG factors.

Process Flow

Identification of Material Topics

Mapped sustainability topics most relevant to our business, stakeholders, and operating context through sector benchmarking, peer analysis, internal consultations, and leading reporting frameworks.

Stakeholder Engagement

Captured insights from leadership and functional teams to understand stakeholder expectations and prioritize issues critical to long-term business success.

Impact Materiality Assessment

Evaluated our most significant environmental, social, and governance impacts based on their scale, scope, severity, and likelihood.

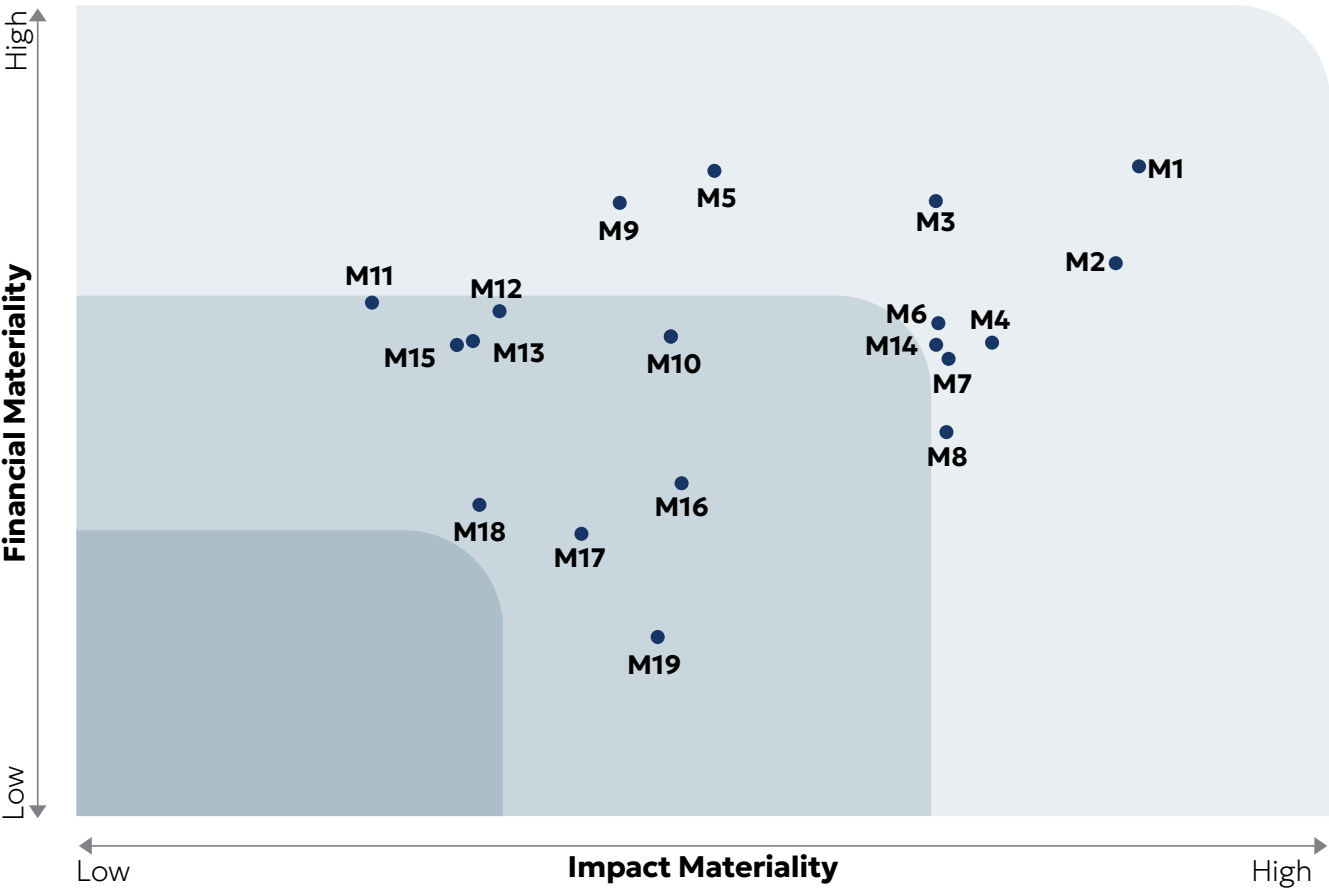
Financial Materiality Assessment

Examined sustainability-related risks and opportunities that could influence operational performance, asset resilience, and long-term value creation.

Development of the Double Materiality Matrix

Combined the results of the impact and financial materiality assessments to develop our Double Materiality Matrix. Topics that showed high significance from both perspectives were identified as material topics. These were then validated internally to ensure they aligned with our strategic priorities, risk management approach, and long-term business objectives.

Materiality Matrix

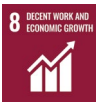
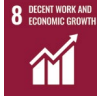


High Priority Material Topics

Material Topic	Why It Matters to Interise	SDG Alignment
M1 Road Safety	As a road infrastructure operator, road-user safety remains central to our operations. We focus on safe corridor management, incident response, emergency preparedness, and road safety awareness to support safer travel across our assets.	3 GOOD HEALTH AND WELL-BEING 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 11 SUSTAINABLE CITIES AND COMMUNITIES
M2 Corporate Governance and Business Ethics	Strong governance practices support effective oversight, ethical decision-making, and accountability, enabling us to manage our assets responsibly and maintain stakeholder confidence.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Material Topic	Why It Matters to Interise	SDG Alignment
M3 Regulatory Compliance and Policy Advocacy	Compliance with concession obligations, statutory requirements, and sector regulations is essential to maintaining operational continuity and responsible infrastructure management.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
M4 Anti-Bribery and Anti-Corruption	We engage extensively with government authorities, contractors, and vendors across procurement, toll operations, and contract management. Transparent and ethical practices are critical to these interactions. Robust anti-bribery and anti-corruption controls safeguard our integrity and strengthen trust with regulators, unitholders, and stakeholders.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
M5 Energy and Emissions Management	Energy is consumed across toll plazas, offices, and asset operations. Improving energy efficiency supports operational performance while helping manage our environmental footprint.	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION
M6 Occupational Health and Safety	Maintaining safe working conditions for employees, contractors, and service providers is essential to our asset management and maintenance activities.	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH
M7 Employee Well-being and Engagement	Our employees play a critical role in delivering reliable infrastructure services. Supporting their well-being, engagement, and development contributes to operational effectiveness and organizational resilience.	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH
M8 Human Rights and Labour Practices	Respect for human rights, fair labour practices, and compliance with applicable labour requirements help foster a safe, respectful, and productive workplace.	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES
M9 Sustainable Value Creation	Through prudent asset management, operational discipline, and long-term infrastructure stewardship, we seek to create sustainable value for our unitholders and stakeholders.	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
M10 Data Privacy and Information Security	As digital systems become increasingly integrated into our operations, protecting information assets and maintaining cybersecurity resilience remain important priorities.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Medium Priority Material Topics

Material Topic	Why It Matters to Interise	SDG Alignment
M11 Talent Attraction, Development and Retention	Attracting and retaining skilled talent supports business continuity, operational excellence, and the effective management of our infrastructure portfolio.	 
M12 Risk Management	A structured risk management framework enables us to identify and manage strategic, operational, financial, regulatory, road safety, and cybersecurity risks that may impact on our business.	 
M13 Community Relations and CSR	We engage with local communities across our operating regions to better understand community needs and contribute positively through outreach and social initiatives.	 
M14 Climate Risk	Extreme weather events and changing climate patterns may influence infrastructure performance and operational resilience, making climate risk an important consideration for long-term asset management.	
M15 Responsible Supply Chain	We work with contractors, suppliers, and service providers who support our operations and maintenance activities. Promoting responsible business practices across the value chain helps strengthen operational reliability.	 
M16 Land Use and Biodiversity	We seek to manage our environmental impacts responsibly and consider biodiversity and ecological aspects in the operation and maintenance of our road assets.	
M17 Diversity and Equal Opportunity	We encourage a culture built on respect, inclusion, and merit, where employees are empowered to contribute, develop their capabilities, and achieve their full potential.	  
M18 Waste Management	Effective management of waste generated through operational and maintenance activities helps minimize environmental impacts and supports regulatory compliance.	
M19 Water Stewardship	Responsible water use across toll plazas, offices, and operational facilities supports resource conservation and efficient infrastructure operations.	 

Emerging Risks and Opportunities

As an infrastructure investment trust, Interise operates within a dynamic landscape shaped by evolving regulations, technological innovation, climate-related considerations, and changing stakeholder expectations. These developments present both risks and opportunities that can influence the long-term performance, resilience, and value of our portfolio.

To remain resilient and future-ready, we continuously monitor emerging trends, assess

their potential implications, and integrate relevant insights into our governance, risk management, and asset management processes. This enables us to proactively address evolving challenges while identifying opportunities that support sustainable growth and long-term value creation.

Below, we outline some of the high-priority emerging risks and opportunities, along with the key measures we have adopted to mitigate them.

Road Safety

Emerging Risks

Traffic Velocity Composition, changing travel patterns, and extreme weather may increase safety risks and disrupt operations.

Emerging Opportunities

Smart traffic systems and real-time data can improve road safety and traffic flow.

Mitigation and Value Creation Strategy

We improve safety through regular monitoring, maintenance, safety checks, and technology-driven solutions.

Corporate Governance and Business Ethics

Emerging Risks

Higher expectations for transparency and ESG performance may increase governance and reputational risks.

Emerging Opportunities

Strong governance builds trust, supports better decisions, and creates long-term value.

Mitigation and Value Creation Strategy

We follow strong governance practices with clear oversight, ethical conduct, and a culture of transparency and accountability.

Anti Bribery and Anti Corruption

Emerging Risks

Increased scrutiny of business conduct, evolving compliance requirements, and greater reliance on third-party relationships may elevate corruption and misconduct risks.

Emerging Opportunities

Strengthening ethical business practices and compliance mechanisms can enhance stakeholder trust, protect organizational reputation, and support responsible business growth.

Mitigation and Value Creation Strategy

We enforce a zero-tolerance approach through clear policies, due diligence, training, and reporting channels.

Regulatory Compliance and Policy Advocacy

Emerging Risks

Changing regulations and sustainability requirements may increase compliance challenges and operational obligations.

Emerging Opportunities

Keeping up with new regulations helps improve compliance and supports long-term planning with emerging policy priorities.

Mitigation and Value Creation Strategy

We proactively track evolving regulatory and sustainability requirements to understand their implications for our business. This helps us update internal policies, strengthen compliance frameworks, and stay ahead of enforcement deadlines.

Energy and Emissions Management

Emerging Risks

Increasing regulatory focus on climate change, energy transition requirements, carbon reduction expectations, and energy volatility may impact operating costs and asset performance.

Emerging Opportunities

Improving energy efficiency and using cleaner energy can reduce emissions and operating costs.

Mitigation and Value Creation Strategy

We are continuously improving our energy performance and monitoring of the emissions across our operations. We are also increasing the share of renewable energy in our operational mix. We also factor in climate risks across our operations and asset management.

By proactively identifying emerging sustainability-related risks and opportunities, Interise seeks to enhance portfolio resilience, strengthen operational performance, and position its assets to create sustainable value for investors and stakeholders over the long term.



Rayalseema Expressway Private Limited, Andhra Pradesh

Stakeholder Engagement: Understanding Expectations

At Interise Trust, this interconnectedness guides how we make decisions. It shapes our approach to engagement, ensuring that stakeholder perspectives remain central to our strategy and operations.

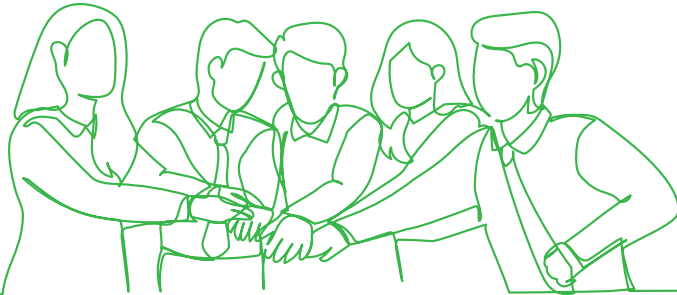
To safeguard stakeholder interests, we have established the Stakeholders Relationship and Investor Relations & Grievance Committee (SRIRGC), which oversees stakeholder engagement, investor relations, and grievance management. Chaired by an Independent Director, the Committee reinforces transparency and accountability in all our stakeholder interactions. Through its oversight, the Committee helps ensure that concerns raised by unitholders, debenture holders, and other security holders are addressed in a timely and structured manner.

Meaningful stakeholder engagement ensures that our initiatives remain relevant, our partnerships

remain robust, and accountability is shared across the value chain.

Our stakeholder ecosystem encompasses employees, regulatory and highway authorities, local communities, commuters, investors, and suppliers. Their perspectives play a critical role in shaping our understanding of risks, opportunities, and impacts.

By closely considering their perspectives, we are better positioned to anticipate emerging challenges, respond to evolving expectations, and align our operations with the needs of those we serve.



Internal Stakeholders

	Communication channels	Frequency	Objectives
Employees	Newsletters, emailers, townhalls, training programmes, employee feedback surveys, and leadership connections, Offsites, Employee engagements.	Periodic	Ensure safe conditions, support well-being and growth, address grievances promptly, and share organizational goals
Directors of the Board	Board Committee meetings, strategic off-sites, and informal discussions	Periodic	Keep the Board informed on business performance and discuss growth and governance priorities

External Stakeholders

	Regulatory Authorities	Communication channels National Highways Association of India, Highway Operators Association of India, Bharat InvIT Association events, feedback meetings, and Independent Engineers	Frequency Periodic	Objectives Monitor regulatory changes and adapt policies and practices accordingly
	Commuters and Road Users	Communication channels Safety awareness campaigns and feedback forms	Frequency Periodic	Objectives Enhance commuter safety and reduce accident rates
	Suppliers and Contractors	Communication channels Vendor conferences on ESG expectations and data-sharing requirements	Frequency Periodic	Objectives Uphold ethical procurement, integrate ESG across the supply chain, and drive innovation with contractors
	Communities	Communication channels Awareness drives, health camps, and CSR initiatives	Frequency Periodic	Objectives Identify community needs and deliver initiatives that promote local welfare and development
	Unitholders and Investors	Communication channels Annual Report, unitholder meetings, valuer reports, and direct discussions.	Frequency Periodic	Objectives Review business performance, discuss growth strategies, and approve key governance and financial matters

ESG Roadmap 2040: Driving Long-Term Value

Our journey to 2040 builds on the enduring role of infrastructure in connecting destinations while creating lasting environmental, social, and economic value for generations to come.



Climate Leadership and Net-Zero Readiness

Our Aspiration: Develop one of India’s lowest-carbon road infrastructure portfolios.

Goals

- Achieve a 75% reduction in operational Scope 1 and Scope 2 emissions from FY26 baseline.
- Source 75% of electricity requirements from renewable energy.
- Expand solar, green tariff procurement, and emerging renewable technologies across all eligible assets.
- Integrate climate risk assessments into 100% of asset management and capital planning decisions.
- Evaluate pathways towards net-zero operations beyond 2040.

Key Initiatives

Renewable energy expansion across all SPVs.

Green mobility adoption for operational fleets.

Sustainable materials and circular construction practices.

Digital energy monitoring and optimization

Shreenathji - Udaipur Tollway Private Limited

32 | Sustainability Report 2025-26

Sustainability Report 2025-26 | 33



Water Positive Operations

Our Aspiration: Return more water to communities and ecosystems than we consume.

Goals

- Achieve Water Positive status across the portfolio.
- Replenish 120% of operational water consumption through rainwater harvesting and recharge projects.
- Deploy greywater reuse systems across all feasible locations.
- Reduce freshwater withdrawal intensity by 40% from FY26 levels.
- Strengthen water resilience through pond/lake restoration and groundwater recharge initiatives.

Key Initiatives

-  Portfolio-wide rainwater harvesting infrastructure.
-  Water recycling and reuse programs.
-  Smart water metering and monitoring.
-  Water recycling and reuse programs.



Circular Infrastructure and Resource Efficiency

Our Aspiration: Lead the road sector's transition towards circular infrastructure.

Goals

- Recover, reuse or recycle 50% of operational waste, reducing reliance on landfill.
- Integrate recycled or reclaimed materials into all major maintenance programs where technically feasible.
- Double the utilization of Reclaimed Asphalt Pavement (RAP) and circular construction materials.
- Establish comprehensive waste traceability and recycling systems.

Key Initiatives

-  Advanced pavement recycling.
-  Sustainable procurement standards.
-  Biodigester deployments.
-  Vendor circularity partnerships.



Road Safety Excellence

Our Aspiration: Deliver India's safest road corridors.

Goals

- Achieve zero employee fatalities and zero contractor fatalities.
- Reduce road-user accidents across Interise-managed corridors by 50%.
- Deploy intelligent traffic and safety monitoring technologies across all assets.
- Embed predictive safety analytics into corridor management.

Key Initiatives

-  AI-enabled traffic monitoring.
-  Smart safety infrastructure.
-  Enhanced emergency response capabilities.
-  Community-based road safety awareness programs.



People, Diversity and Future Workforce

Our Aspiration: Become the employer of choice in the infrastructure sector.

Goals

- Increase diverse workforce representation.
- Achieve 50% women representation in leadership roles.
- Deliver continuous reskilling and digital capability development across all employees.
- Maintain a culture of zero discrimination and equal opportunity.

Key Initiatives

-  Women in Infrastructure program.
-  Leadership development academies.
-  Digital learning ecosystem.
-  Well-being and workplace flexibility initiatives.



Community Impact and Inclusive Growth

Our Aspiration: Ensure that communities along our corridors grow and prosper with us.

Goals

- Positively impact more than 5 million beneficiaries through community programs.
- Scale investments in education, healthcare, livelihood enhancement, road safety, and environmental restoration.
- Establish measurable social impact outcomes for all CSR interventions.
- Increase local employment and community participation across project locations.

Key Initiatives

-  Expansion of Projects such as Gyaandaan, Lajja, Roshni and Shoonya.
-  Livelihood and skill development programs.
-  Water and sanitation access initiatives.
-  Biodiversity and ecological restoration projects.



Responsible Governance and Digital Trust

Our Aspiration: Set the benchmark for governance excellence among infrastructure platforms.

Goals

- Maintain industry-leading standards of ethics, transparency, compliance, and accountability.
- Sustain zero tolerance for bribery, corruption, discrimination, money laundering, and insider trading.
- Achieve best-in-class cybersecurity maturity.
- Integrate ESG performance into enterprise risk management and strategic decision-making.

Key Initiatives

-  ESG-linked governance oversight.
-  Enhanced stakeholder engagement.
-  Cyber resilience and digital trust programs.
-  Responsible supply chain transformation.

STRENGTHENING GOVERNANCE AND OVERSIGHT

At Interise, governance forms the foundation of how we create and protect long-term value. Our governance framework promotes accountability, strengthens oversight, and enables transparent, informed decision-making across the organization. We embed ethical conduct, robust controls, and clear lines of responsibility into our operations to safeguard the interests of unitholders, investors, regulators, and other stakeholders, while supporting sustainable business performance.

SDG's Impacted



Our Governance Structure

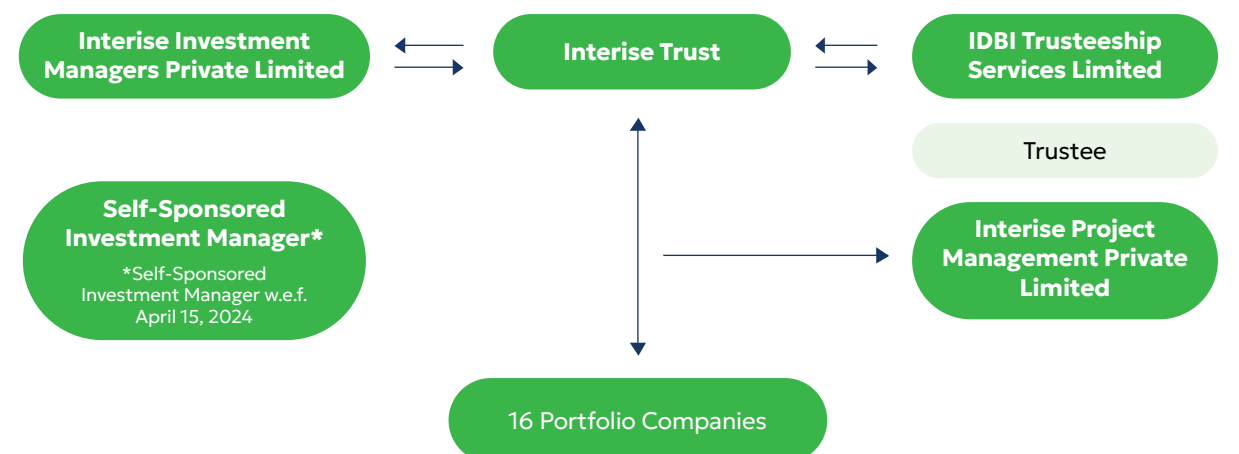
Governance oversight rests with the Board of the Investment Manager, which provides strategic direction and stewardship of the Trust. The Board comprises a balanced representation of independent and investor directors, bringing diverse perspectives, constructive challenge,

and objective judgement to decision-making. The strong presence of independent directors reinforces governance effectiveness, enhances transparency, and supports the highest standards of accountability.

We operate through a clearly defined structure:

- 01 The Investment Manager (IM) is responsible for investment decisions, compliance, disclosures, and overall management of the Trust.
- 02 The Project Manager (PM) manages day-to-day operations of road assets, focusing on performance, maintenance, and cost efficiency.
- 03 The Trustee provides independent oversight to ensure adherence to regulatory requirements and protection of unitholder interests.
- 04 This structure ensures clear accountability, faster decision-making, and efficient management of complex infrastructure assets.

Interise Corporate Structure



List of Board Committees



Audit Committee

Audit Committee provides oversight of the financial reporting process, internal controls, statutory and internal audits, compliance, and disclosure practices. The Committee supports the Board in safeguarding the integrity of financial information and strengthening the Trust's governance framework.

The Committee comprises members of the Board of Directors of the Investment Manager and is chaired by an Independent Director. All members of the Committee are financially literate, with the Chairperson bringing significant expertise in accounting and financial management. The Company Secretary of the Investment Manager serves as the Secretary to the Committee.

Nomination and Remuneration Committee (NRC)

The Nomination and Remuneration Committee oversees the framework for Board composition, succession planning, director independence, and remuneration policies for Directors, Key Managerial Personnel, and employees.

The Committee ensures that appointments and compensation practices support the Trust's long-

term strategic objectives while promoting fairness, diversity, and effective governance.

The Committee comprises members of the Board of Directors of the Investment Manager and is chaired by an Independent Director. The Company Secretary serves as the Committee Secretary, supporting its effective functioning and governance processes.

Risk Management Committee (RMC)

The Risk Management Committee is formed to review the risk management plans, policy and procedures and oversee the appropriate methodology is in place to monitor and evaluate risks associated with the business of the Trust.

The RMC committee comprises the board of directors of the Investment Manager. The chairperson of the RMC Committee is independent director. The company secretary of the Investment Manager shall act as the secretary to the RMC Committee.

Stakeholders' Relationship, Investor Relations and Grievance Committee (SRIRGC)

The Stakeholders' Relationship, Investor Relations and Grievance Committee provides oversight of stakeholder engagement and investor relations, while ensuring the timely and effective resolution of grievances raised by unitholders, debenture holders, and other security holders. The Committee promotes transparent communication, timely grievance redressal, and the protection of

stakeholder interests, reinforcing the Trust's commitment to responsible governance.

The Committee comprises members of the Board of Directors of the Investment Manager and is chaired by an Independent Director. The Company Secretary serves as the Secretary to the Committee.

Investment and Finance Committee

The Investment and Finance Committee oversees financial decisions related to investment, borrowing, fund-raising and distribution of profits. It evaluates and approves new project acquisition after detailed review on feasibility and alignment to our tenets of sustainability. It assesses financial proposals to

maximize stakeholder value while preserving financial stability and also evaluate and approve mix of instruments including financing through sustainable means of finance along with long term sustainability/ ESG objectives.

Projects Review Committee

The Projects Review Committee assesses the performance of ongoing projects, reviewing financial metrics, operational progress, health and

safety practices and resolution of disputes. It helps identify potential bottlenecks and drive continual improvements in project delivery.

Approach to Corporate Governance

Good governance is the foundation of responsible infrastructure management. We are committed to maintaining high standards of integrity, transparency, accountability, and ethical conduct across our business. Our governance framework enables effective oversight, informed decision-

making, and prudent risk management while safeguarding the interests of our unitholders and other stakeholders. Through an independent Board, well-defined governance processes, and strong internal controls, we strive to create sustainable long-term value and reinforce stakeholder confidence.

Five Pillars of Our Governance Framework

- 01 Board Effectiveness** - Our Board and its Committees bring together diverse qualifications, expertise, and industry experience, enabling effective oversight, strategic guidance, and balanced decision-making in the interests of all stakeholders.
- 02 Board Independence and Conflict Management** - Independent oversight is central to our governance framework. The Chairpersons of the Board and its Committees are Non-Executive Independent Directors, separate from unitholder nominee Directors and Key Managerial Personnel. The Board comprises 71.5% Independent Directors (5 of 7 Directors), supported by policies and processes that help identify, prevent, and manage potential conflicts of interest.
- 03 Board Diversity** - We recognize that diverse perspectives strengthen governance. Our Board composition reflects an appropriate balance of qualifications, experience, industry expertise, gender, age, and tenure. Currently, 43% of our Directors (3 of 7) are women, including a Non-Executive Independent Woman Chairperson. Committee composition further reinforces independent oversight through representation of Independent Directors.
- 04 Ethics and Compliance** - We promote a culture of integrity through robust governance policies, ethical business practices, and compliance with applicable laws and regulations. Our governance framework supports responsible conduct, accountability, and effective risk management across all levels of the organization.
- 05 Protection of Unitholders' Interests** - Protecting the interests of our unitholders remains central to our governance approach. We maintain transparent disclosure practices, effective stakeholder engagement mechanisms, and structured grievance redressal processes. Concerns raised through established communication channels are reviewed and addressed by the Stakeholders' Relationship and Investor Grievance Committee.

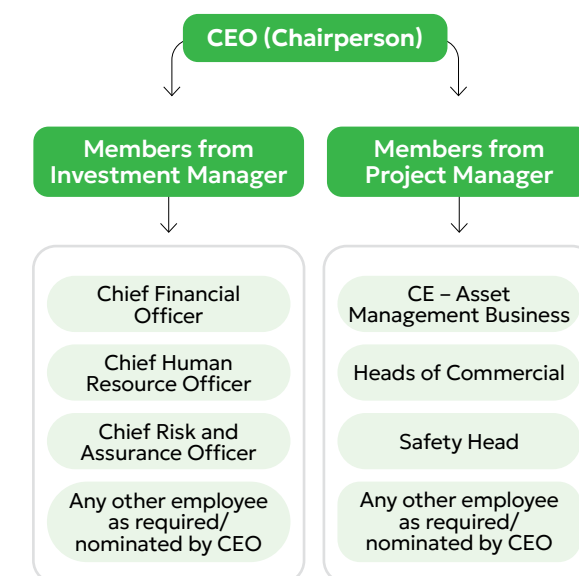
ESG Governance

The Company is committed to maintaining the highest standards of corporate governance, ethical conduct, transparency, and accountability. Our Governance Policy and Process Framework provides a structured approach to decision-making, risk management, regulatory compliance, and sustainable value creation. Supported by well-defined policies, internal controls, delegated authorities, and oversight mechanisms, the framework ensures that governance principles are embedded across all business operations.

Our Sustainability Committee provides strategic oversight of our Environmental, Social, and Governance (ESG) agenda and supports the integration of sustainability considerations into our business and operational decision-making. The Committee promotes a consistent approach to ESG governance by overseeing policy implementation, monitoring performance, reviewing emerging sustainability risks and opportunities, and tracking progress against key ESG initiatives.

Meeting at least quarterly, or more frequently as required, the Committee provides guidance on sustainability priorities and encourages collaboration across business functions to strengthen accountability and continuous improvement.

The committee comprises of:



Governance and Compliance Metrics

- | | | | |
|---|--|---|--|
| <p>01</p> <p>100% completion of mandatory governance and compliance training</p> | <p>02</p> <p>More than 3,800 hours of governance-related training delivered across the organization</p> | <p>03</p> <p>Governance awareness and policy communication campaigns conducted through newsletters</p> | <p>04</p> <p>100% leadership participation in compliance programmes</p> |
|---|--|---|--|

To reinforce ethical behaviour and individual accountability, all employees are required to complete an Annual Code of Conduct Affirmation.

Code of Conduct Metrics

- | | | |
|---|---|---|
| <p>01</p> <p>100% of employees were covered under the affirmation programme and completed the annual Code of Conduct certification</p> | <p>02</p> <p>Eight conflict-of-interest declarations were reviewed and addressed</p> | <p>03</p> <p>Zero exceptions impacting governance compliance</p> |
|---|---|---|

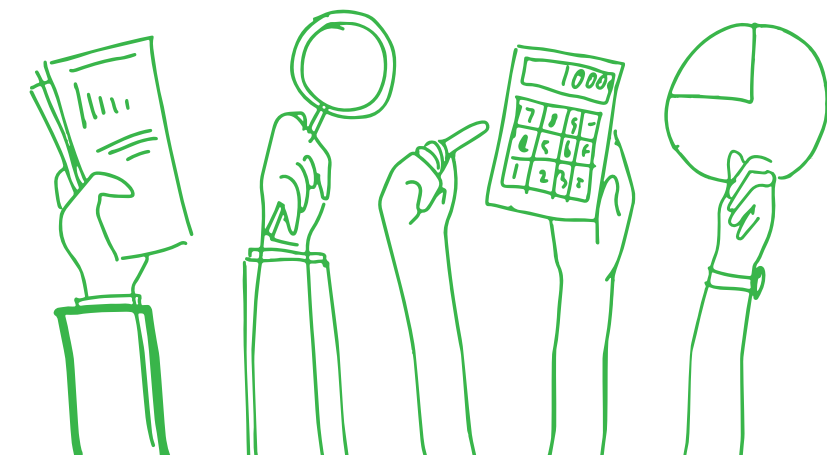
Speak-Up Culture and Continuous Improvement

The Company maintains a confidential whistleblower mechanism that enables employees and stakeholders to report concerns related to unethical conduct, policy violations, fraud, or other governance matters without fear of retaliation. Through regular audits, strong financial controls, effective policy governance, employee

training, Code of Conduct affirmations, and robust grievance mechanisms, the Company continues to strengthen its governance maturity and accountability standards. These efforts support responsible business practices, enhance stakeholder trust, and contribute to the Company's long-term sustainability objectives



Best Governed Company – Unlisted Segment (Emerging Category)
ICSI National Awards for Excellence in Corporate Governance, 2025



Audit and Assurance Effectiveness

To assess the effectiveness of governance processes and controls, the Company conducts biannual internal audits using a risk-based methodology. These audits evaluate compliance with policies, regulatory requirements, and operational procedures while identifying opportunities for process enhancement and control strengthening. Audit outcomes are reviewed by management and tracked through structured remediation plans to ensure timely closure and continuous improvement.

During the reporting period, the Internal Audit function successfully completed 100% of the approved audit plan, covering key operational, compliance, and financial processes across the organization.

The audit results demonstrated a strong control environment, with most observations relating to process optimization and opportunities for enhancing governance practices.

Governance, Audit and Control Frameworks



Internal Audits

Assess the effectiveness of internal controls, risk management practices, and operational efficiency across the organization.



Statutory/Labour Compliance Audits

Evaluate compliance with applicable legal, regulatory, and labour-related requirements to mitigate compliance risks.



ISO Audits

Verify conformity with ISO standards and identify opportunities for continual improvement in management systems and processes.



Internal Financial Controls

Monitor controls to ensure accurate financial reporting.



Technical Audits

Assess the condition of road assets and maintenance activities to ensure quality, safety and adherence to technical standards.

Key Governance Policies

A strengthened set of policies underpins how we make fair, transparent decisions and reflects our pledge to conduct business responsibly. By integrating ESG principles into our daily operations, we promote accountability, uphold high ethical standards, and maintain a safe, compliant workplace while keeping the interests of our stakeholders at the heart of everything we do.

Driving responsible business conduct through:

Code of Conduct

Our Code of Conduct sets standards of integrity and ethical conduct for employees, directors, executives, and officers, guiding compliance and responsible stakeholder engagement.

Anti-Bribery and Anti-Corruption Policy

Our zero-tolerance policy on bribery and corruption governs ethical conduct across all interactions with public authorities, contractors, consultants, and stakeholders in our value chain.

Whistleblower Policy

We promote a culture of accountability by providing employees and stakeholders with access to an independent and confidential reporting mechanism. The framework enables the reporting of suspected misconduct, unethical behavior, or violations of the Code of Conduct without fear of retaliation.

Employment, Safety, Environment and Governance Policy

We integrate workplace safety, employee well-being, environmental stewardship, biodiversity conservation, and compliance obligations into our operational practices. The policy guides our efforts to maintain safe workplaces and manage our infrastructure assets responsibly.

Anti-Money Laundering Policy

We safeguard the integrity of our business activities by engaging only with legitimate counterparties and implementing measures to prevent money laundering and the financing of unlawful activities.

Information Security Framework

Our ISO 27001:2022-aligned security framework protects critical information assets through firewalls, endpoint protection, multifactor authentication, real-time threat monitoring, and network segregation, supported by periodic audits and disaster recovery measures.

Risk Management Policy

Our Enterprise Risk Management (ERM) framework identifies, assesses, mitigates, and monitors risks across strategic, operational, financial, ESG, and cybersecurity domains, enabling business continuity and informed decision-making.

Stakeholder Engagement Framework

Guided by integrity, transparency, respect, and fairness, we engage stakeholders — including communities, government authorities, road users, investors, employees, contractors, and industry partners — through structured consultation, communication, outreach, and escalation processes.

Customer Feedback Management Framework

We capture and address road-user feedback through toll plaza complaint registers, NHAI's 1033 helpline, and satisfaction assessments to continuously enhance service delivery.

Emergency Preparedness and Crisis Management Framework

We enhance operational resilience through site-level Emergency Response Teams, emergency control structures, escalation protocols, training programmes, and periodic evacuation drills. The framework guides preparedness and response for road traffic incidents, medical emergencies, fire, flooding, extreme weather events, civil disturbances, and other operational disruptions.

Investor Grievance Redressal Policy

We maintain a structured grievance redressal mechanism that enables fair, timely, and confidential resolution of investor concerns. The framework provides defined escalation channels, oversight by management and governance committees, and alignment with applicable SEBI regulations.

Policy On Qualifications and Criteria for Appointment of Unitholders Nominee Directors on the Board

Our Policy on Qualifications and Criteria for Appointment of Unitholder Nominee Directors defines eligibility, nomination, and evaluation requirements, ensuring alignment with regulatory standards and effective Board governance.

Political Activity, Donations and Charitable Contributions Policy

Our Political Activity, Donations and Charitable Contributions (PDC) Policy ensures ethical, transparent, and compliant conduct of political activities and donations, reinforcing our commitment to preventing bribery, corruption, and misuse of funds.



Hyderabad - Yadgiri Tollway Private Limited



Risk and Resilience

Effective risk management is at the heart of how we run our business and deliver on our sustainability commitments. We identify and manage risks proactively to protect our assets, meet regulatory requirements, and maintain stakeholder trust. Our risk framework follows ISO 31000:2018 and SEBI (Infrastructure Investment Trust) Regulations, 2014.

The Board-level Risk Management Committee (RMC), chaired by Ms. Monisha Macedo, oversees our risk framework, reviews key risks, and ensures our risk approach supports our business objectives. The Committee includes Dr. Ashwin Mahalingam, Ms. Neera Saggi, Ms. Samyuktha Surendran, Mr. Sudhakar Mallya, Ms. Delphine Voeltzel, and Ms. Anjali Gupta. Independent risk reviews and periodic external audits help strengthen our controls and ensure their effectiveness.

Three Tiers, One Purpose: Our Risk Management Framework

Our framework evolves continuously in response to emerging trends, regulatory shifts, and global developments. It is structured around five stages - Identification, Analysis, Evaluation, Treatment, and Review, and governed through a three-tier committee structure:

01

The Risk Management Steering Committee (RMSC), headed by the CEO, monitors prioritised risks and meets once in four months to provide strategic direction.

02

The SBU Risk Management Committee (SRMC), chaired by CE - Asset Management, reviews mitigation status and oversees emerging risks on a quarterly basis.

03

The Project Risk Management Committee (PRMC) identifies project-level risks, maintains the risk register, and meets monthly with the Project Heads as process owners.

Risk as a shared responsibility

Risk awareness is built through consistent investment in people. We deliver regular risk and compliance training across all levels of the organization, and Board members engage in dedicated sessions with auditors and the risk management team.

Each portfolio company appoints a trained risk champion accountable for managing risks within their operating context, while ISO audit training has been extended to Lead and Internal Auditors. Together, these measures ensure that risks are identified, assessed, and mitigated in a structured and timely manner. This supports our governance standards and long-term sustainability performance.

Digital Trust and Cyber Resilience

As digital technologies become increasingly integral to our business, safeguarding information and maintaining stakeholder trust remain central to our operations. We safeguard critical information assets, strengthen cyber resilience, and uphold secure digital practices that support reliable operations, business continuity, and stakeholder trust.

Our approach combines strong governance, robust security practices, employee awareness, and continuous improvement to support reliable operations and sustainable business growth.

How we create digital trust



Governance and Oversight

Effective governance forms the foundation of our cybersecurity and data protection efforts. Dedicated oversight mechanisms help us manage cyber risks and ensure regulatory compliance. They also support the implementation of policies and the ongoing enhancement of security practices across the organization.



Protecting Information and Digital Assets

We maintain a comprehensive framework designed to safeguard information assets, business systems, and stakeholder data. We safeguard the confidentiality, integrity, and availability of critical information through secure access controls, continuous monitoring, robust threat management capabilities, and resilient technology infrastructure.



Managing Cyber Risks

Cybersecurity risks are assessed and managed through structured processes that enable the timely identification, evaluation, and mitigation of emerging threats. Incident response procedures and regular testing help strengthen preparedness and support business continuity.



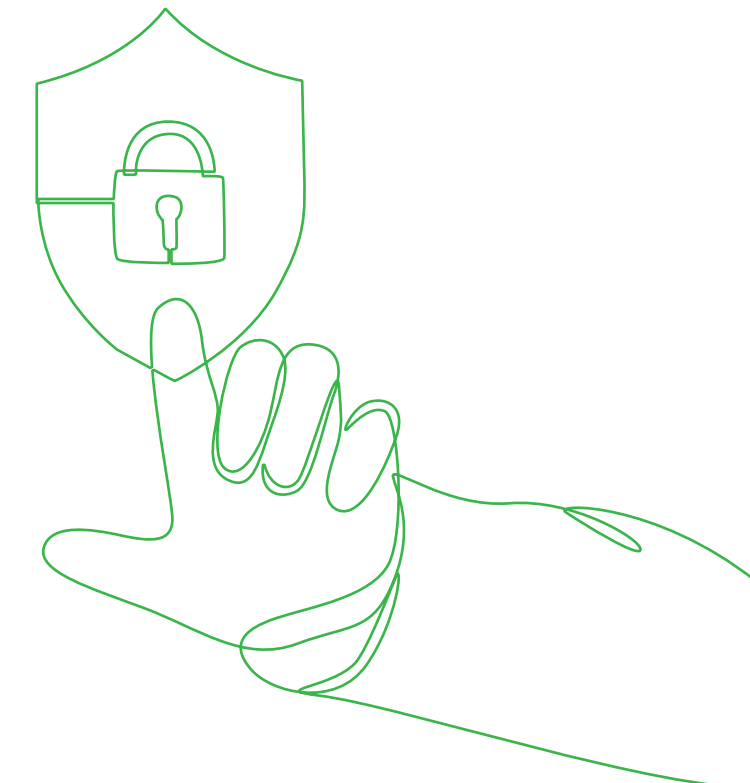
Building a Security-Conscious Culture

Cybersecurity is a shared responsibility. Through regular awareness initiatives and training programs, employees are equipped with the knowledge and tools needed to recognize risks, handle information responsibly, and contribute to a secure working environment.



Continuous Improvement

As the threat of landscape continues to evolve, we regularly review and strengthen our cybersecurity practices. Independent assessments, technology enhancements, and process improvements help ensure that our controls remain effective and aligned with industry's best practices.



Interise recorded zero material data privacy breaches, zero substantiated customer privacy complaints, and zero security incidents with significant business impact during the reporting period.

STRENGTHENING OUR SUPPLY CHAIN ECOSYSTEM

Devihalli Hassan Tollway Private Limited, Karnataka

We recognize that a resilient and responsible supply chain is essential to delivering sustainable infrastructure solutions. Our procurement approach is guided by principles of transparency, accountability, fairness, and operational efficiency, enabling us to build long-term partnerships with suppliers while supporting sustainable business growth.

To ensure effective governance, we maintain a structured procurement function comprising corporate, project-level, and business unit procurement teams operating under clearly defined roles, responsibilities, and approval hierarchies.

Our sourcing activities are governed through standardized procurement procedures, delegation of authority (DOA) frameworks, and budget controls that support consistency and oversight across procurement decisions.

We follow a structured Procure-to-Pay (P2P) framework that integrates purchase requisition, vendor selection, contract management, invoice verification, and payment processes. Procurement requests are subject to budget verification, approval

workflows, and defined turnaround timelines, ensuring efficient resource utilization throughout the procurement lifecycle.

Supplier onboarding is managed through our digital Supply Chain Hub (SCH), which is integrated with our ERP platform and enables end-to-end management of supplier information, sourcing activities, billing, and performance monitoring.

As part of the onboarding process, suppliers are evaluated against predefined qualification criteria, including technical capability and financial credentials. We further leverage external databases, including LexisNexis to support supplier due diligence and review supplier compliance and ESG-related information.

We periodically assess supplier performance based on delivery, quality, responsiveness, contractual compliance, and operational effectiveness. This strengthens accountability and drives continuous improvement across our value chain. Quality audits of critical activities are conducted through external agencies.

Supplier Code of Conduct

We seek to build a responsible and resilient supply chain by partnering with suppliers who share our commitment to ethical business practices. To support this commitment, we have established a comprehensive Third Party/Intermediary Code of Conduct ([TPI CoC](#)) that outlines the standards and expectations applicable to suppliers, contractors, commercial associates, and joint business relationship partners.

All suppliers are required to formally acknowledge and comply with the Code as a condition of engagement, with periodic reaffirmation

undertaken to reinforce continued adherence.

The Code sets clear expectations on ethical business conduct, including anti-bribery, anti-corruption, anti-money laundering, conflict of interest management, and regulatory compliance. It also requires suppliers to uphold human rights and fair labour practices, prohibit child and forced labour, provide safe working conditions, and comply with environmental regulations. The Code is shared during supplier onboarding and is publicly available to promote transparency and accountability.

Integrating Sustainability into Procurement

We embed sustainability considerations into our procurement practices by encouraging responsible business conduct across our supplier network. Supporting local economic development is an important part of our sourcing strategy, and we prioritize engagement with local suppliers, MSMEs, and diverse supplier groups wherever feasible.

To further strengthen collaboration and sustainability across our value chain, we hosted our first-ever Partner Summit, bringing together 54 empanelled partners, 46 employees, and industry experts from procurement, compliance, finance, IT, safety, operations, and risk management. The summit served as a structured platform to enhance transparency, address operational and compliance challenges, and reinforce ESG expectations across our partner ecosystem. Through expert-led sessions, partners were engaged on topics including vendor performance assessment, ISO standards, compliance, ESG, digital transformation, safety, financial best practices for MSMEs, and emerging labour regulations. The event also marked the launch of the Vendor Development Initiative, aimed at strengthening partner capability, process discipline, and long-term performance.

Our contracts align with internationally recognized FIDIC principles and include environmental, health, safety, and labour requirements that suppliers and contractors must follow throughout their engagement. These include occupational health and safety measures, use of personal protective equipment, incident reporting, emergency preparedness, workplace hygiene, and compliance

with labour laws and workers' rights. All incidents involving third parties are reported, investigated, and addressed through corrective action.

We also encourage suppliers to adopt environmentally responsible practices, such as improving resource efficiency, conserving energy and natural resources, and minimizing waste. Suppliers are expected to comply with environmental regulations and take appropriate measures to reduce the environmental impact of their operations.

During the reporting period, 15 suppliers across manpower agencies, OEMs, infrastructure, and telecom service providers integrated ESG ratings into their organizational policies, supporting responsible business practices across our value chain.



Supplier Engagement and Capacity Building

We believe that strengthening sustainability performance across our supply chain requires continuous engagement and capacity building. During the reporting period, we conducted awareness and training programmes covering

key topics such as Statutory Compliance, Safety Policy, ABAC and Vendor connect.

Beyond formal training programmes, we continue to engage suppliers on workplace safety, labour

rights, environmental compliance, and responsible business practices through regular interactions and contract management processes.

Environmental compliance requirements are also reinforced within maintenance-related contracts,

including adherence to applicable pollution control requirements and statutory approvals. To further strengthen accountability and quality standards, we undertake independent audits of critical activities through external agencies, supporting continuous improvement across our supply chain.

Fair Contracting Practices and Grievance Mechanisms

We structure our contractual arrangements, including Performance-Based Maintenance Contracts (PBMCs), Rate Contracts (RCs), and other procurement agreements, under the Interise General and Special Conditions of Contract (IGSCC).

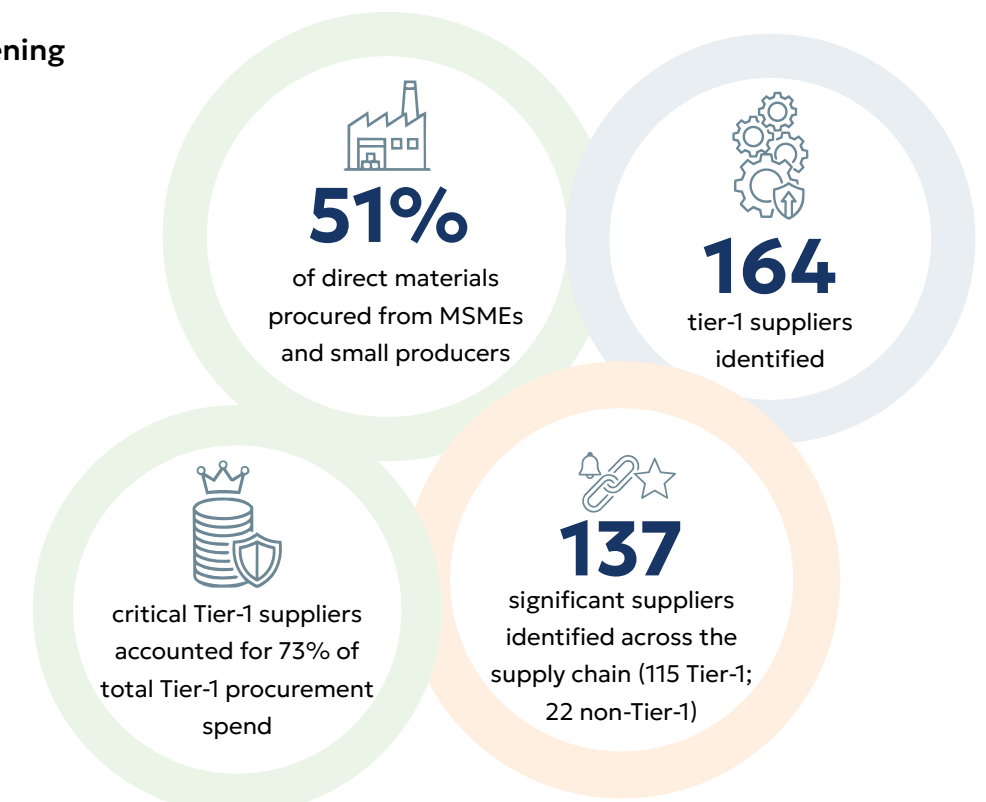
To promote transparency and informed decision-making, we share applicable contractual requirements and General Conditions of Contract (GCC) as part of our tender and Request for Quotation (RFQ) documentation. This helps

suppliers clearly understand commercial and operational expectations throughout the bidding and contracting process.

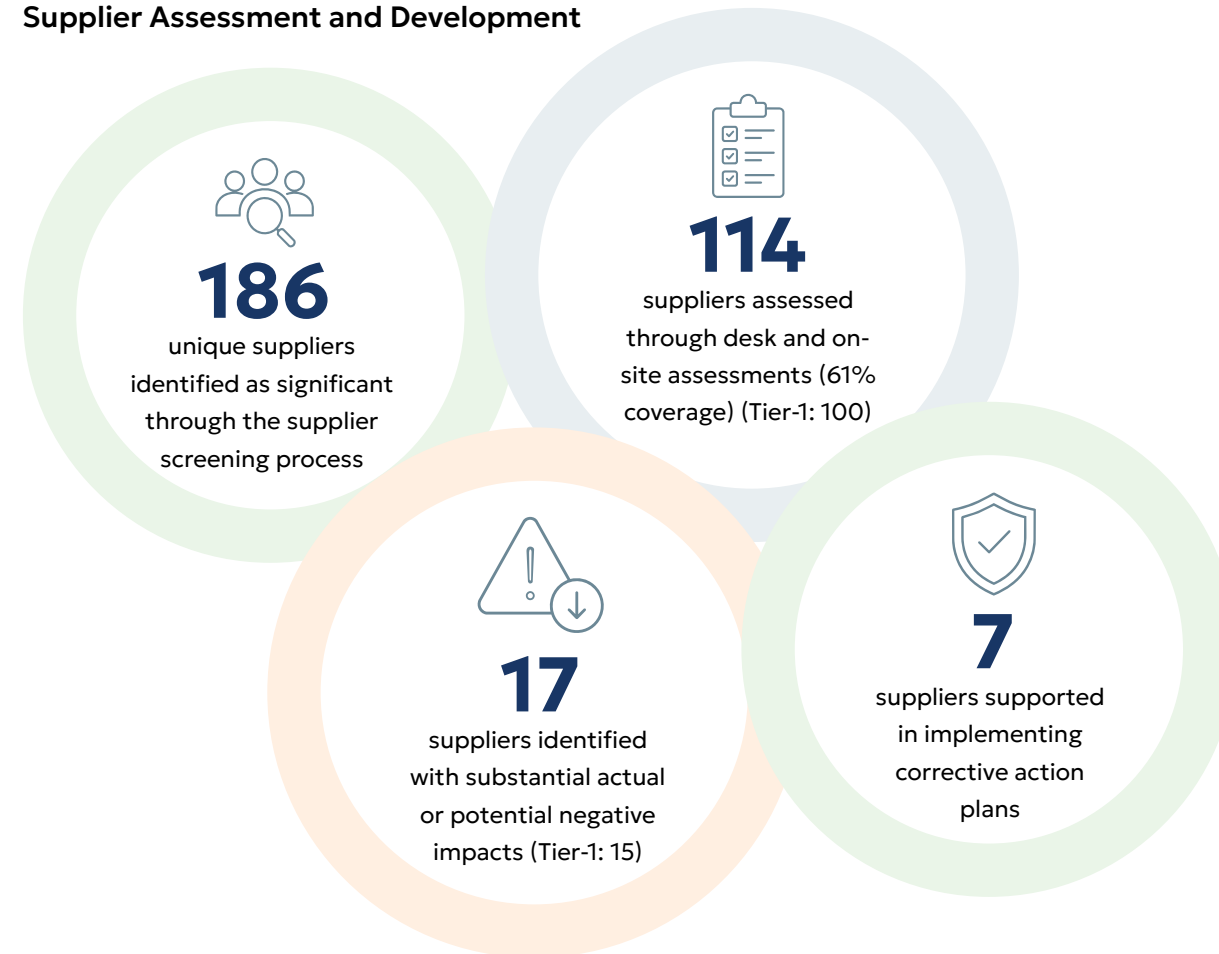
We also encourage a culture of accountability across our value chain. Suppliers and other stakeholders may raise concerns related to unethical conduct, integrity issues, or non-compliance by contacting the Compliance Team via email or through the Interise Ethics Helpline, ensuring concerns are addressed through established grievance and reporting mechanisms.

Key Highlights

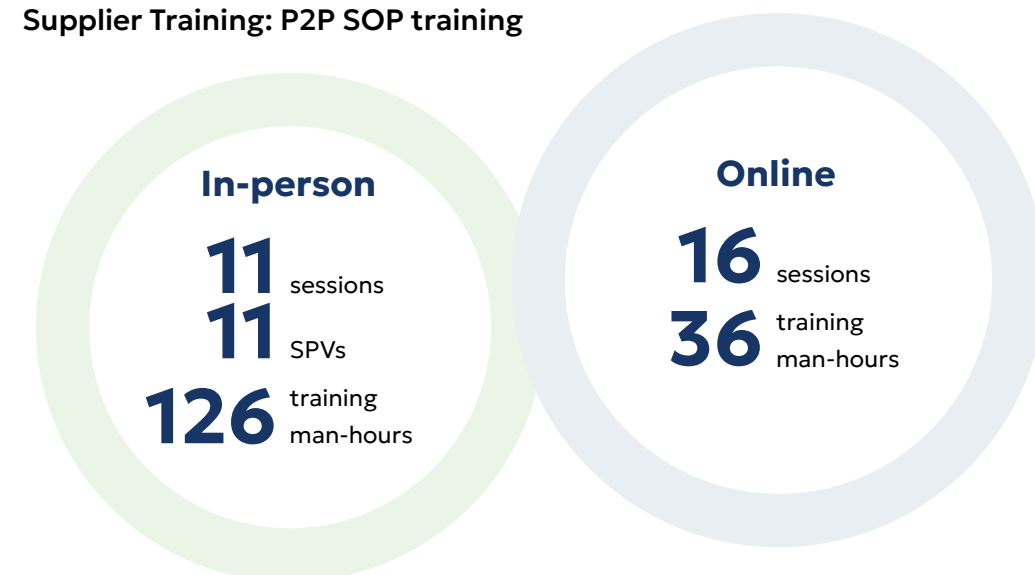
Supplier Screening



Supplier Assessment and Development



Supplier Training: P2P SOP training



Sustainable Materials

We continue to explore innovative materials and construction techniques to enhance resource efficiency, improve asset durability, and reduce the consumption of virgin materials across our road infrastructure projects.

Glass-Grid Reinforcement (Tamil Nadu)

Trials involving Glass-Grid reinforcement beneath Bituminous Concrete (BC) and Dense Bituminous Macadam (DBM) layers to optimize material use and enhance pavement durability.

Alternative Bitumen Solutions (Rajasthan)

Evaluating Bituminous Concrete with Superplast additives as a potential alternative to conventional Polymer Modified Bitumen (PMB 76), supporting material efficiency and cost optimization.

Innovative Additives for Road Construction

Working with IIT Mumbai to evaluate alternative additives, including Honeywell Titan and Hybrid CRMB, to improve material performance while enhancing cost and energy efficiency.

CRMB-60 with Reclaimed Rubber

Exploring circular material solutions to enhance bitumen performance, reduce waste, improve material efficiency, and lower energy consumption.

Reclaimed Asphalt Pavement

We collaborated with IIT Madras to assess the use of RAP in BC and DBM layers, to promote the conservation of virgin raw materials and for advancing circularity in road construction.

Integrated over 40,000 MT of Reclaimed Asphalt Pavement (RAP) into asphalt mixes, enabling the reuse of 38,615.09 MT of reclaimed asphalt aggregates and 1,430.30 MT of recovered asphalt binder.

Benefits:

- Reduces consumption of virgin aggregates and bitumen
- Promotes circular resource use through material recovery and reuse
- Lowers the environmental footprint associated with raw material extraction and processing



Beawar Pali Pindwara Tollway Private Limited

CARING FOR THE PLANET



Krishnagiri Thopur Toll Road Private Limited

Climate Action and Resilience

We integrate environmental considerations into the way we manage our road assets and make operational decisions across our portfolio. As an infrastructure investment trust, we recognise that responsible environmental management strengthens operational efficiency, enhances asset resilience, supports regulatory compliance, and creates long-term value for our stakeholders.

Through our Sustainability Policy Framework, we adopt a structured approach to managing our environmental impacts while balancing the needs of commuters, employees, vendors, local communities, and the environment.

SDG's Impacted



During FY 2025-26, we strengthened our environmental performance by improving energy efficiency, expanding the use of renewable energy, advancing water stewardship, managing waste responsibly, and conserving biodiversity across our operations. We also enhanced the quantification of our Scope 1 and Scope 2 emissions and carried out life cycle and carbon sequestration assessments to better understand our environmental impacts and identify opportunities to reduce them.



ISO 14001:2015
Environmental Management System continues to support high standards of environmental performance, regulatory compliance, and continual improvement across our operations.

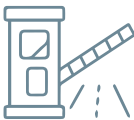
Energy Management

We strengthened our commitment to sustainable growth by advancing energy-efficient and low-carbon practices across our operations and project assets during the year. We expanded our adoption of renewable energy, enhanced operational efficiency, and leveraged technology-driven monitoring systems to improve energy performance while reducing our environmental footprint. Through these initiatives, we continue to support our long-term climate resilience and decarbonisation ambitions while embedding sustainability into the way we operate.



Solar Energy used at Devihalli Hassan Tollway Private Limited

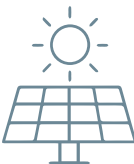
Key Energy Management Initiatives



Green Tariff Adoption
Transitioned SUTPL and BPPTPL toll plazas to renewable energy through green tariff power procurement in January 2026.



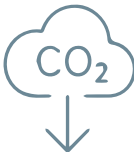
Energy-Efficient Lighting
Maintained 100% LED lighting coverage across roads, underpasses, toll plazas, and common utility areas.



Renewable Energy Adoption
Leveraged renewable energy solutions, including solar-powered systems, across BPPTPL, BRTPL, BHTPL, DHTPL, DPTPL, HYTPL, KWTPL, REPL, SUTPL, and SEPL.



Generator Usage Optimization
Implemented operational measures to optimize generator usage, improving fuel efficiency and reducing reliance on fossil fuels across project locations.



Carbon Sequestration Assessment
Conducted a carbon sequestration assessment at SUTPL in collaboration with Terracon to evaluate carbon capture potential and support long-term climate action.



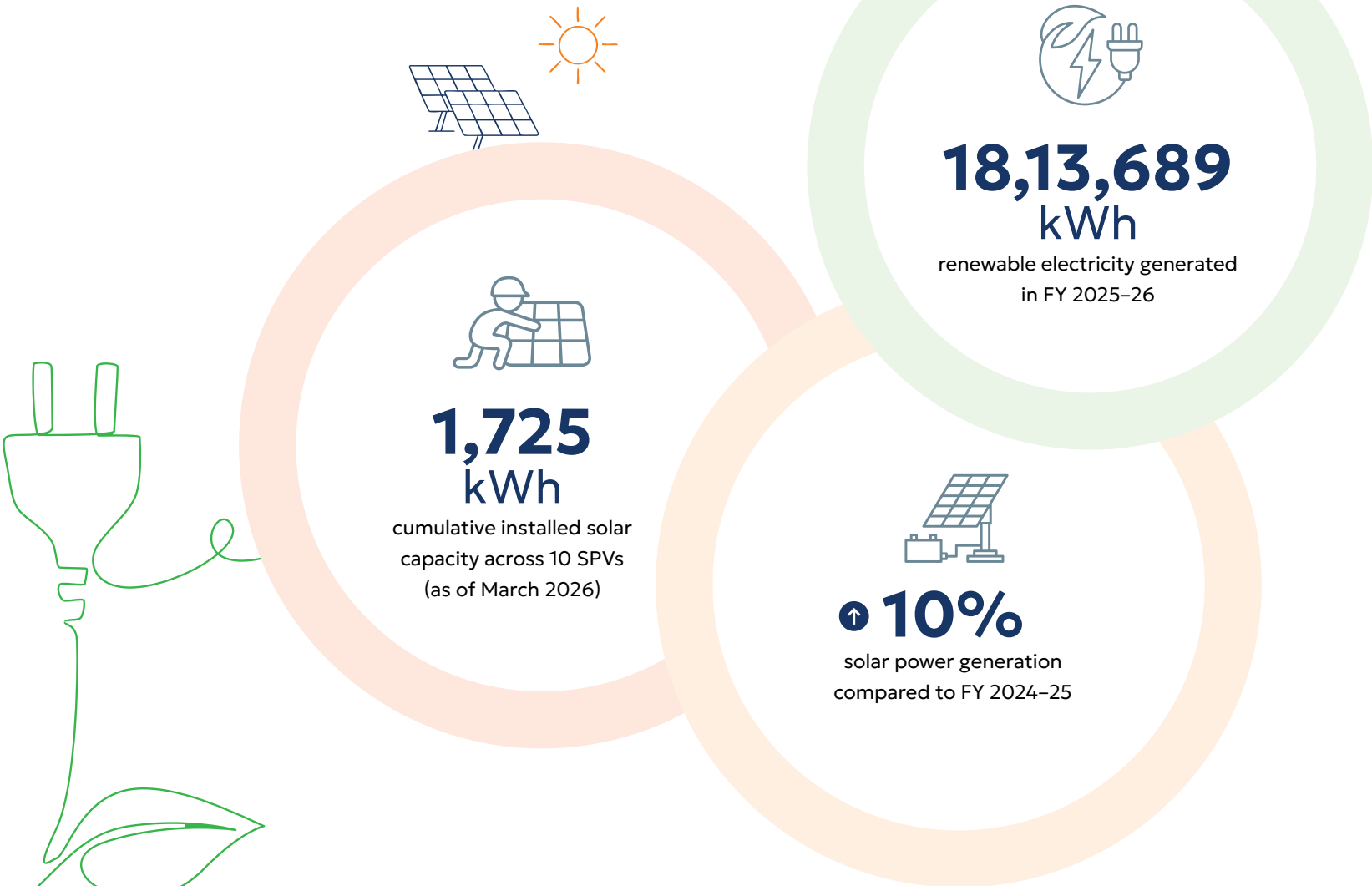
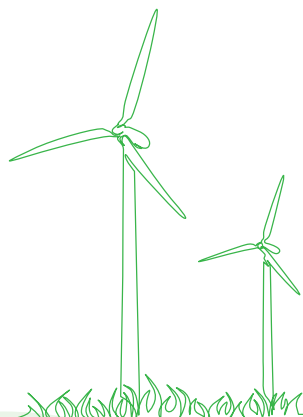
Future Energy Initiatives
Planned initiatives include the installation of additional solar power capacity, deployment of vertical-axis wind turbines, and implementation of net-zero export devices for diesel generators to support a lower-carbon energy mix and reduce operational emissions.



Green Mobility Measures
Introduced electric vehicles for employee transportation at the BPPTPL site to support sustainable mobility.

Energy Consumption

S.No.	Particular	Unit	Value
A	Total Energy Consumption	GJ	84,698.66
1	Total Fuel Consumption	GJ	14,303.05
	i. Diesel	GJ	14,162.16
	ii. Petrol	GJ	109.34
	iii. Liquified Petroleum Gas	GJ	31.55
2	Total Electricity Consumption	GJ	70,395.61
	i. Purchased Electricity	GJ	63,866.33
	ii. Renewables	GJ	6,529.28
B	Energy Intensity per rupee of turnover	GJ/INR Mn	2.32



GHG Emissions

We recognise the importance of managing greenhouse gas (GHG) emissions to support the transition to a low-carbon future. We monitor emissions across our portfolio, strengthen our emissions inventory, and implement measures that improve energy performance and reduce our environmental footprint. These efforts help us build more climate-resilient operations while supporting our long-term sustainability objectives.

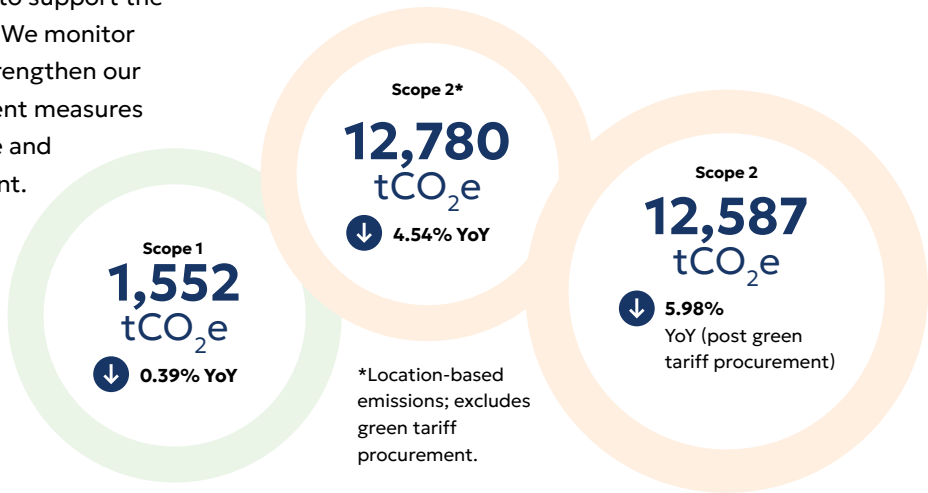
GHG Emissions for Portfolio Companies

Scope 1 and Scope 2 Emissions

Portfolio Companies + Interise Offices	FY 2025-26		FY 2024-25		FY 2023-24	
	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)
BPPTPL	435	2,009	477	2,208	463	2,153
BRTPL	74	843	69	971	70	936
BHTPL	78	551	59	555	83	605
CSJTPL	11	117	20	121	40	124
DHTPL	99	360	91	357	87	427
DPTPL	98	636	85	690	102	832
HYTPL	26	506	21	599	20	675
IHPL*	95	448	148	553	25	472
Interise Offices	0	207	0	187	0	153
KBICPL*	3	61	5	40	20	24
KWTPL	137	1,731	124	1,500	84	1,660
KTTRPL	128	394	91	395	95	422
MBHPL	0	0	2	17	0	23
NSEWPL	11	42	13	32	15	39
REPL*	68	1,027	67	1,121	42	1,018
SUTPL	78	1,434	65	1,502	94	1,637
SEPL*	137	2074	127	2,191	59	2,012
WATPL	74	340	92	350	103	389
Total	1,552	12,780	1,558	13,388	1,404	13,600
Emission Intensity per rupee of turnover (tCO ₂ e/INR Mn)	0.04	0.35	0.04	0.37	0.04	0.37

Note 1: MBHPL is no longer an Interise asset and is excluded from the current reporting boundary.
Note 2: Scope 2 emissions is calculated using the location-based method. For FY 2025–26, the latest emission factors published by the Central Electricity Authority (CEA) and the IPCC are adopted. To ensure year-on-year comparability, Scope 2 emissions for FY 2024–25 were calculated using an emission factor of 0.715, consistent with FY 2023–24.
*Assets such as IHPL, KBICPL, REPL, and SEPL were acquired in June 2023
** Scope 2 emissions excluding green tariff power procurement

GHG Emissions for FY 2025-26



Scope 3 Emissions

For the quantification of Scope 3 GHG emissions, we have assessed relevant upstream emission categories in alignment with the GHG Protocol Corporate Value Chain (Scope 3) Standard. The categories currently included within the reporting boundary are:

- Category 1**
Purchased Goods and Services
- Category 2**
Capital Goods
- Category 4**
Upstream Transport and Distribution
- Category 6**
Business Travel
- Category 8**
Upstream Leased Assets



Life Cycle Assessment of Major Maintenance of Roads

As part of the efforts to better understand value chain-related environmental impacts, we conducted a Life Cycle Assessment (LCA) for Major Maintenance of Roads (MMR) activities undertaken at the KWTPL asset. The assessment adopted a cradle-to-gate approach to evaluate the greenhouse gas emissions associated with the construction of one kilometre of freshly laid roadway.

The emissions profile developed through this assessment was subsequently applied to relevant

MMR activities undertaken across select assets, including BHTPL, BPPTPL, BRTPL, DPTPL, IHPL, SEPL, and SUTPL, to gain insights into the carbon impacts associated with road maintenance operations.

The findings of the assessment are being utilized to identify future opportunities for improving material efficiency, optimizing maintenance practices, and exploring lower-carbon alternatives that can contribute to the reduction of lifecycle emissions across our infrastructure portfolio.

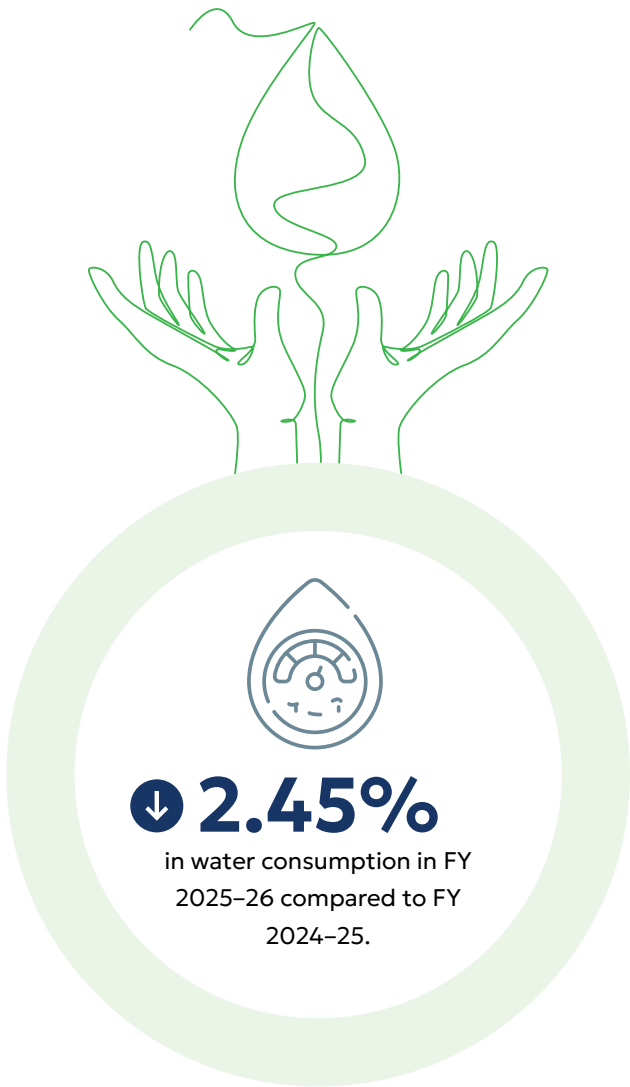
Water Stewardship

Water stewardship continues to remain a central pillar of our sustainability strategy. We are increasingly recognizing water as a shared and stressed natural resource, particularly given the growing pressures of climate change and rising demand across the regions we operate in. In response, we are actively working to improve water-use efficiency across our sites, promoting responsible consumption practices among employees and contractors, and exploring sustainable alternatives such as water reuse and recycling. Through these efforts, we are steadily reducing our dependence on freshwater sources and building greater resilience into our operations.

Water used across our operational locations is primarily sourced from groundwater, municipal supply networks, and authorized third-party tankers. This water supports office operations, landscaping, and plantation activities. To strengthen responsible water management, we continue to implement conservation-focused initiatives. These efforts aim to enhance operational efficiency and support long-term water security.

Water Consumption	Units	FY2025-26	FY2024-25	FY2023-24
Groundwater	kL	82,246	82,375	66,770
Municipal Supply Water	kL	2,196	4,045	3,745
Private Water Tankers (Office Use and plantation maintenance)	kL	4,85,305	4,97,712	4,99,075
Drinking Water Cans	kL	1,666	1,695	1,340
Other sources	kL	84	-	-
Total Water Consumption	kL	5,71,498	5,85,827	5,70,930
Water Withdrawal Intensity	kL/lane kms	80.41	80.25	78
Total Water Replenished through Rooftop Rainwater Harvesting**	kL	6,160.97	-	-

Note: Water consumption is assumed equivalent to water withdrawal, as water discharge data is currently not measured separately
* Data as of the end of the 2025 monsoon season
** Rooftop rainwater harvesting was introduced in 2025; consequently, no comparable data is available for prior years



Key Water Conservation Measures

Deployment of drip irrigation systems at select locations to optimize water consumption for landscaping and plantation activities.

Installation of rainwater harvesting pits at toll plazas to facilitate groundwater recharge and improve local water conservation efforts.

Adoption of surface run-off harvesting practices to enhance water retention and minimize wastage.

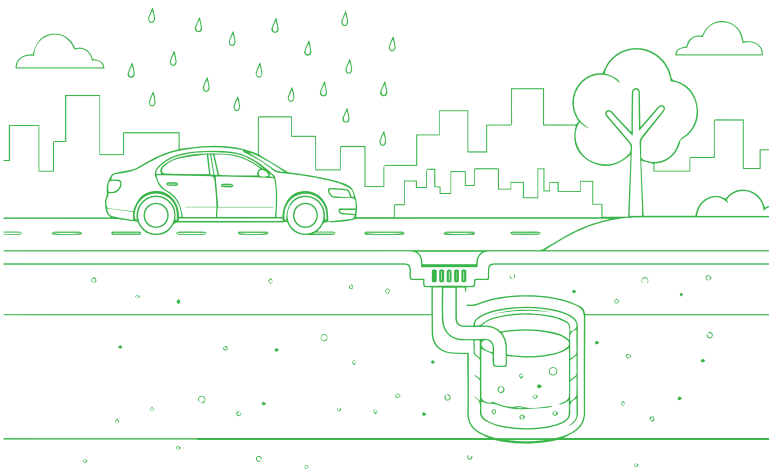
Installation of digital water meters at borewells for improved monitoring, measurement, and management of water consumption patterns.

The implementation of drip irrigation systems has also contributed to improved operational safety by reducing the requirement for manual watering activities through tanker-based operations, thereby minimizing potential workplace risks associated with water distribution activities.

Rainwater Harvesting

We have implemented rooftop rainwater harvesting systems at 12 SPVs to capture and utilize rainwater for groundwater recharge. This initiative supports water replenishment, reduces reliance on external water sources, and contributes to sustainable water management across our assets.

Portfolio Company	Rainwater Harvested (kL)
BPPTPL	417.60
BRTPL	32.30
SUTPL	113.91
DPTPL	50.40
DHTPL	1,753.10
KTTRPL	71.58
KWTPL	307.32
WATPL	2,973.00
BHTPL	2.50
HYTPL	85.65
SEPL	107.16
REPL	246.45
Total	6,160.97



Advancing Water Reuse Initiatives

As part of its broader water stewardship efforts, we initiated pilot projects to evaluate the feasibility of utilizing recycled greywater for irrigation and plantation management purposes. These initiatives are intended to reduce reliance on groundwater and promote circular water-use practices across operational sites.

We are exploring multiple external sources of recycled greywater, including municipal corporations, hospitality establishments and industrial facilities. Greywater utilized under pilot initiatives undergoes appropriate quality assessment procedures to evaluate its suitability and safety for plantation and landscaping.

Usage of Grey Water for Plantation



Key Progress during FY 2025-26



1,614 kL of greywater reused for plantation under pilot projects at DHTPL and CSJTPL



Alternate recycled water sources identified for future large-scale deployment



Assessment of recycled water quality prior to operational use



Reduced dependence on freshwater and groundwater for irrigation purposes

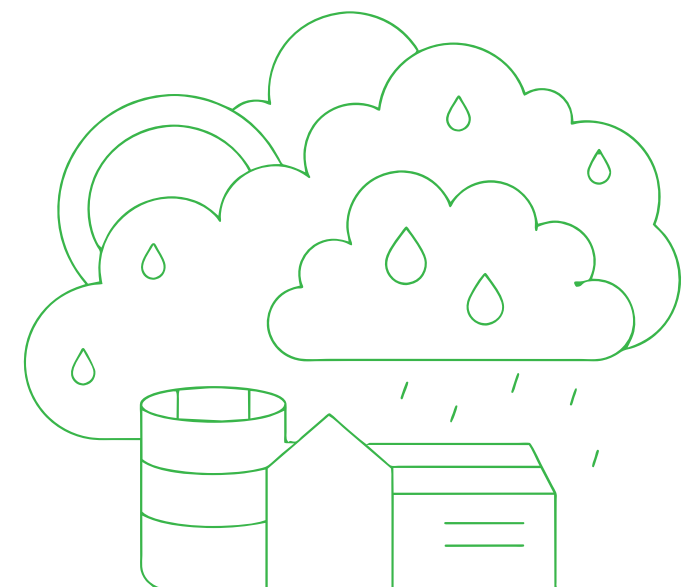
Building on the progress achieved during the reporting period, we aim to further scale these initiatives across additional operational locations.

Water Stewardship Vision

Our water stewardship vision is anchored in the responsible and sustainable management of a shared and increasingly stressed resource. We are committed to improving water-use efficiency, enhancing groundwater recharge, and expanding opportunities for water reuse, which together form the key pillars of our approach. Through continuous assessment of consumption patterns, we seek to optimize water usage across our operations without compromising operational requirements.

Our groundwater recharge initiatives are aimed at replenishing local water tables and supporting the communities and ecosystems situated along our corridors. In parallel, we are exploring opportunities to reuse and recycle water wherever feasible, thereby reducing our

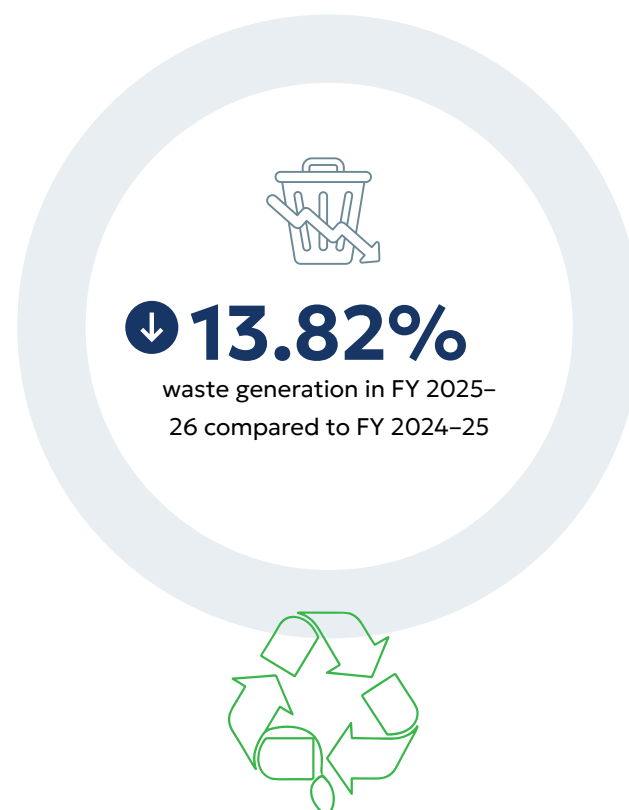
reliance on fresh water sources. Collectively, these efforts underscore our long-term commitment to responsible resource conservation and water security.



Waste and Circularity

We continue to strengthen our waste management approach through responsible handling, segregation, recycling, and disposal practices across our operational locations. Efforts are focused on minimizing environmental impact while ensuring compliance with applicable regulatory requirements and promoting resource-efficient operations.

Waste generated from operations is systematically segregated into hazardous and non-hazardous categories to facilitate appropriate treatment and disposal. Hazardous waste streams are managed through authorized vendors approved by the respective State Pollution Control Boards, ensuring environmentally sound disposal practices.



Current Waste Management Practices



Used Oil

Sent to authorized recyclers for recovery and processing



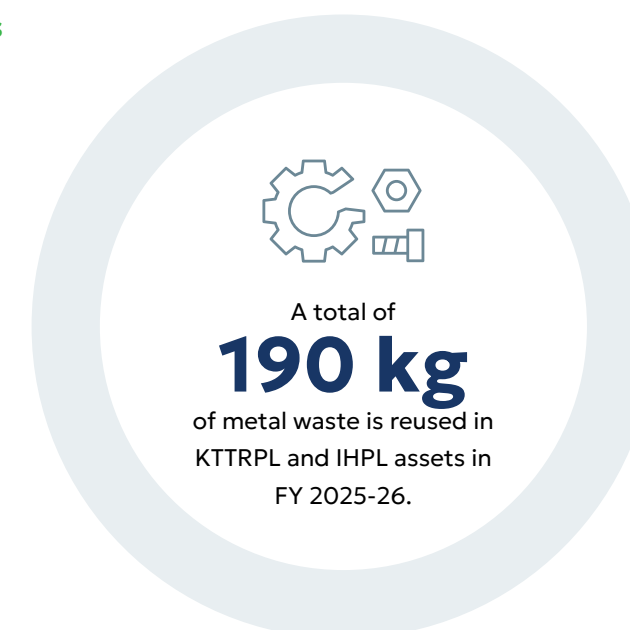
Batteries

Managed through authorised vendors



Metal Scrap

Sold to the highest bidder



To further strengthen transparency and traceability, we are working towards implementing downstream waste tracking mechanisms for metal waste, including monitoring of recycling, landfill, and incineration pathways.

As part of its ongoing sustainability efforts, we are also evaluating the deployment of biodigester systems at select project locations to improve the management of biodegradable waste streams and support circular waste management practices.

Category	Type of Waste	Unit	FY 2025-26	FY 2024-25
Hazardous	E-waste	MT	8.87	6.26
	Battery waste	MT	13.02	3.77
	Other waste (spent oil, filters contaminated with oil, oil-soaked cotton, empty chemical container, ETP sludge, biomedical waste)	MT	1.89	0.92
	Total hazardous waste	MT	23.78	10.95
Non-Hazardous	Metal Scrap (MS, GI, SS and Aluminum)	MT	197.88	232.852
	Plastic waste	MT	22.11	24.09
	Others (waste cardboards, stationary, food waste, garden waste, electrical booms, electrical chokes etc)	MT	2.53	17.91
	Total non-hazardous waste	MT	222.51	274.85
Total Waste Generated		MT	246.30	285.80
Waste Intensity		MT/INR Mn	0.0067	0.0078

We have also established mechanisms for the safe handling of biomedical waste through coordination with local hospitals. In parallel, awareness initiatives are regularly undertaken to encourage employees to adopt responsible waste segregation and recycling practices at the workplace.

Sustainability Video Newsletter

Our in-house Sustainability Video Newsletter is designed to inspire employees by sharing simple, practical, and impactful sustainability practices that can be adopted both at home and in the workplace. Through engaging videos, we promote environmental awareness and encourage everyday actions that contribute to a more sustainable future. Some notable topics covered in the newsletters include:



Adopt a Desk Plant

Encouraging employees to bring greenery into their workspaces to improve well-being and create a healthier office environment.



Paper-Free Day at the Office

Promoting digital alternatives and reducing paper consumption.



Safe & Sustainable Diwali

Informative posters shared on celebrating an eco-friendly Diwali by minimizing pollution, reducing waste, and making responsible choices.

Biodiversity and Natural Capital

We continue to strengthen our commitment to ecological conservation through the development and maintenance of green infrastructure across our project assets. Extensive plantation activities, including avenue and median plantations along road corridors, help enhance local biodiversity, improve landscape aesthetics, and support our environmental sustainability objectives.

As part of our Corporate Social Responsibility (CSR) programme, we have implemented Miyawaki plantations. Based on the principles of dense native afforestation, these plantations are designed to accelerate green cover development, enhance biodiversity, and create self-sustaining ecosystems that support long-term ecological restoration and carbon absorption.

As of the reporting period, we have established 9,90,611 plantations across our project locations. These green assets play an important role in promoting ecosystem health, improving air quality, and supporting natural carbon sequestration over time.

Portfolio Company	Plantations		
	Avenue	Median	Total
BPPTPL	47,787	1,05,501	1,53,288
BRTPL	18,326	42,914	61,240
BHTPL	29,815	44,687	74,502
CSJTPL	5669	15,221	20,890
DHTPL	5,237	32,056	37,293
DPTPL	13255	43174	56429
HYTPL	21,588	0	21,588
KWTPL	26,053	69,759	95,812
REPL	57,175	80,832	1,38,007
SUTPL	11,845	4523	16,368
SEPL	30,906	1,02,508	1,33,414
IHPL	0	18,229	18,229
KBICPL	0	3856	3856
KTTRPL	17,350	78,714	96,064
NSEWPL	5,232	13,868	19,100
WATPL	19,307	25,224	44,531
Total	3,09,545	6,81,066	9,90,611

To better understand the environmental benefits generated through these plantations, we undertook a tree inventory and carbon sequestration assessment in collaboration with Terracon using a sample-based methodology. The assessment provided valuable insights into the carbon storage potential of the existing plantation cover and established a baseline for future evaluations.

Building on the learnings from this exercise, we aim to replicate and scale these assessments across additional project sites in the coming years.

This will help us evaluate the carbon sequestration benefits of our plantation initiatives more comprehensively and generate deeper insights into their long-term environmental impact. Through this approach, we aim to strengthen data-driven environmental management practices and make more informed decisions on future afforestation efforts across our project locations. Ultimately, these assessments will support our broader goal of enhancing ecological resilience and contributing meaningfully to carbon sequestration across our network.

TRANSFORMING A BARREN SITE INTO INDIA’S LARGEST ROAD SAFETY PARK

Interise transformed a barren dumping ground at REPL, Andhra Pradesh, into India’s Largest Road Safety Park, creating an interactive learning space to promote responsible road behaviour among children, young road users, and local communities. Developed in partnership with Making The Difference (MTD) NGO, the initiative combines road safety education with environmental restoration through a Miyawaki Urban Forest spanning nearly 1,00,000 sq. ft., comprising 27,000 native saplings across 56 indigenous species. By converting an underutilised site into a community asset, the project demonstrates how infrastructure can simultaneously enhance road safety awareness, restore ecosystems, and create long-term social and environmental value.



Rayalseema Expressway Private Limited

HUMAN CAPITAL AND SOCIAL IMPACT

Our people, communities, and road users remain central to how we create long-term value. We are committed to fostering an inclusive workplace that promotes equal opportunity, employee well-being, continuous learning, and a strong safety culture.

Through responsible employment practices, robust health and safety management, and respect for human rights, we strive to provide a work environment where every individual is treated with dignity and empowered to succeed.

Beyond our workforce, we seek to create a positive impact in the communities where we operate through targeted initiatives in education,

SDG's Impacted



healthcare, environmental conservation, and community development. By integrating social responsibility into our operations and stakeholder engagement, we aim to build safer workplaces, stronger communities, and a more sustainable future.

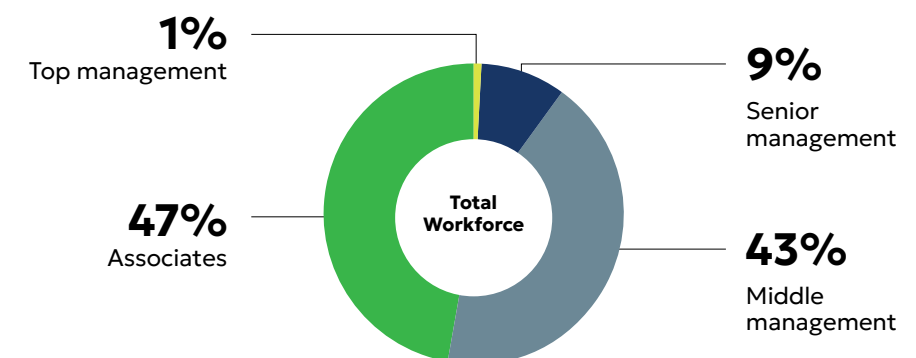
People and Culture

Diversity and Inclusion

We believe that a diverse and inclusive workforce strengthens our organisation and supports long-term business success. We are committed to fostering a workplace where every employee is treated with dignity, respect, and fairness, and has equal opportunities to grow and contribute.

Our Diversity and Inclusion Policy, Code of Conduct, and Prevention of Sexual Harassment (POSH) Policy provide the foundation for maintaining an inclusive workplace free from discrimination and harassment.

At the end of FY 2025-26, our workforce comprised 536 employees across corporate and operational locations. We increased women's representation in our workforce to 7.1% in FY 2025-26, from 6.7% in the previous year. We continue to strengthen gender diversity and create opportunities for women across technical, operational, and leadership roles within the organisation.



Total employees at the end of FY 25-26

Sr no	Parameters	Age group	<30		30-50		>50		Total		Total	
		Gender	Male	Female	Male	Female	Male	Female	Male	Female		
A	Permanent Workforce											
1	Top management	Number	-	-	-	-	3	-	3	0	3	
2	Senior management	Number	-	-	27	6	13	-	40	6	46	
3	Middle management	Number	15	2	184	13	18	1	217	16	233	
4	Associates	Number	40	6	195	10	3	-	238	16	254	
	Total	Number	55	8	406	29	37	1	498	38	536	
B	Temporary Workforce											
1	Contract Workers	Number	-	-	-	-	-	-	2,695	140	2,835	
	Total	Number	0	0	0	0	0	0	2,695	140	2,835	

We continued to attract talent across corporate and operational functions while supporting workforce continuity through structured recruitment and retention practices. During FY 2025-26, we welcomed 79 new employees across the organisation.

New Hires and Turnover

	Male	Female
Top management	1	0
Senior management	1	2
Middle management	35	4
Associates	31	5
Total hires	68	11

Employee Category	<30		30-50		>50	
	Male	Female	Male	Female	Male	Female
Top management	-	-	-	-	1	-
Senior management	-	-	1	2	-	-
Middle management	5	-	29	4	1	-
Associates	8	3	23	2	-	-
Total hires	13	3	53	8	2	0
Hiring rate	23.6%	37.5%	13.1%	27.6%	5.4%	0%

Note: Hiring rates are calculated as the number of employees hired during FY 2025-26 divided by the total workforce in the respective age or gender category as on 31st March 2026, expressed as a percentage.

New Hire Statistics



Turnover FY 2025-26

Parameters	Age group	<30		30-50		>50		Total		Total
	Gender	Male	Female	Male	Female	Male	Female	Male	Female	
Top management	Number	-	-	-	-	1	-	1	0	1
Senior management	Number	-	-	5	-	7	1	12	1	13
Middle management	Number	1	1	43	5	8	-	52	6	58
Associates	Number	7	2	39	3	1	-	47	5	52
Turnover	Number	8	3	87	8	17	1	112	12	124
Turnover rate	%	25.4%	10.3%	20.5%	27.6%	38.6%	66.7%	22.4%	20.2%	22.2%

Note: Turnover rates are calculated as the number of employees left during FY 2025-26 divided by the average workforce in the respective age or gender category in FY 2025-26, expressed as a percentage.

Strengthening Gender Diversity

Increasing women's representation remains a strategic priority under our DEI agenda. Over the past two years, consistent efforts have been made to enhance participation of women in the workforce:



Structured hiring practices focusing on improving gender representation



Promotion of women in operational and leadership roles



Creation of safe, inclusive, and growth-oriented workplaces



Continuous engagement by leadership (including regular interactions with women employees) to encourage participation and growth

Women Safety and Empowerment Initiatives

Building on prior efforts, we have strengthened our focus on women's safety, dignity, and empowerment through structured interventions.

Key interventions:

- **Leadership Engagement:** Conducted quarterly Women Connect with the CEO sessions, providing an open platform to discuss career growth, workplace safety, leadership opportunities, and business priorities.
 - **Leadership Development:** Organized an exclusive Women Leadership Development Programme focused on enhancing leadership presence, strategic thinking, communication, and decision-making capabilities.
 - **Professional Capability Building:** Strengthened technical and professional competencies through targeted learning interventions, including AI and GenAI Productivity, Data Science, and Indian Accounting Standards certification programmes.
 - **Industry Exposure:** Facilitated participation of women employees in national and international conferences and professional forums, including the Argus Bitumen and Roads Asia Conference (Dubai), Annual IRC Session, ICSI Mandatory Training, and other specialized certification programmes.
 - **Safe and Inclusive Workplace:** Reinforced workplace inclusion through POSH Internal Committee (ICC)
- Capacity Building Programmes and Unconscious Bias Training, promoting awareness, compliance, and equitable workplace practices.
 - **Women-Friendly Workplace Practices:** Introduced a Women-Friendly Work Policy, enabling eligible female employees to avail up to three consecutive work-from-home days per month to support flexibility and work-life balance.
 - **Employee Well-being and Financial Literacy:** Conducted initiatives focusing on physical and mental well-being, financial wellness, preventive healthcare, and work-life integration.
 - **Mentorship, Recognition and Inclusion:** Continued to promote mentoring, career development, employee recognition, and diversity and inclusion awareness to foster an equitable and high-performing workplace culture.
 - **Celebrating Women:** Published the 2025 Corporate Diary and Calendar on the theme "Naari Samman, Naari Shakti", celebrating inspiring women achievers and reaffirming the Company's commitment to women's empowerment and gender inclusion.

Learning Through Leadership: Prof. Ram Charan

As part of our commitment to continuous learning and leadership development, we had the privilege of engaging with Prof. Ram Charan, globally acclaimed mentor and coach. His insights on leadership, accountability, disciplined execution, and strategic thinking provided valuable perspectives for our teams and encouraged meaningful reflection on our ways of working.

The engagement reinforced the importance of building strong capabilities, fostering collaboration, and creating a culture of trust, learning, and continuous improvement. We believe these practices are essential to strengthening our organization and supporting sustainable, long-term growth.



Mentorship Spotlight: Globally acclaimed Mentor and Coach Prof. Ram Charan

Employee Engagement

We believe that an inclusive and collaborative workplace enables our people to perform at their best. Throughout FY 2025-26, we created opportunities for employees to share ideas, engage with leadership, and contribute to an open and transparent work environment. By encouraging regular dialogue and active participation, we continued to strengthen a culture built on trust, teamwork, and mutual respect. This commitment was reflected in our employee engagement score, as measured by Gallup Survey, which improved from **4.13** in FY2025 to **4.22** in FY2026.

Key Highlights

56+ employee interaction sessions

4 CEO open house sessions

4 leadership engagement sessions



Inclusive Workplace Culture

We are committed to fostering an inclusive workplace where every employee is treated with dignity, respect, and fairness. We promote a culture of collaboration, encourage diverse perspectives, and provide an environment where employees can contribute, grow, and thrive. This commitment is supported through:



Zero tolerance towards discrimination and harassment



Strong grievance redressal mechanisms, including independent whistleblower channels



Strict adherence to POSH guidelines and ethical conduct policies



Celebration of diversity through employee engagement events (festivals, Women's Day, etc.)

Unconscious Bias and Team Building Programme at CSJTPL

To strengthen an inclusive workplace culture, CSJTPL conducted a two-day Unconscious Bias and Team Building Programme for project employees. The programme helped employees understand how unconscious biases can influence workplace interactions and decision-making, while encouraging fairness, inclusion, and respect for diverse perspectives. Team-building sessions focused on improving communication, collaboration, and trust, supporting stronger teamwork and a more inclusive work environment.



Chhatrapati Sambhaji Nagar-Jalna Tollway Private Limited

Employee Well-being

Interise integrates inclusion with employee well-being through progressive policies and support systems:



Comprehensive parental leave policy supporting both men and women



Flexible work initiatives such as Arogyam Policy for women employees



Wellness programs covering physical, mental, and emotional health



Access to life insurance, health care, disability and invalidity coverage

Parental Leave*

Particulars	FY 2025-26	
	Male	Female
Employees entitled to parental leave	498	38
Employees that took parental leave	27	1
Employees that returned to work in the reporting period after parental leave ended	27	1
Employees that returned to work after parental leave ended who were still employed 12 months after their return to work	19	1
Return to Work Rate of employees that took parental leave	100%	100%
Retention Rate of employees that took parental leave	67.86%	100%

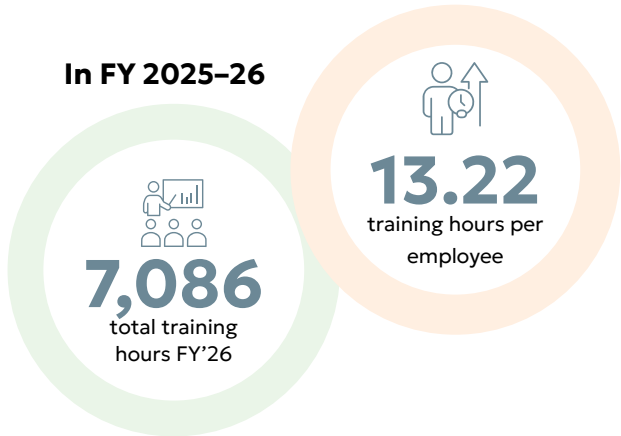
Note: The retention rate has been calculated based on employees who returned to work following parental leave in FY 2024–25, comprising 28 male employees and 1 female employee.

*The above table does not include Off Role Employees.

Talent Development and Equal Opportunities

Equal access to growth opportunities remains a core pillar of our DEI framework. We continue to invest in structured learning and development programmes across all levels, ensuring equitable career progression. We equip employees with diverse learning and development opportunities through finance training, project management programmes, outbound team-building workshops, women-focused development initiatives, participation in industry conferences and seminars, and quarterly compliance training to strengthen technical and functional competencies.

In FY 2025-26



Total hours of training per year per employee

Categories	Total Training Man Hours	No. of Employees Trained
Senior management	616	21
Middle management	3,097	28
Junior management	2,480	128
Contract workers	893	2,835
Total	7,086	3,012

Performance and career development reviews

Supporting employee growth remains an integral part of our people strategy. All eligible employees participate in an annual performance and career development review that evaluates performance, identifies development needs, and supports career progression. Through a fair and transparent review process, we seek to provide equal opportunities for learning, mentoring, and advancement across the organisation.

During the reporting period, Interise successfully completed its annual Performance Management System (PMS) cycle. Eligible employees received performance-linked pay, while increments and promotions were awarded based on individual performance, recognising contributions and supporting career growth.

Employee performance and career development review matrix

Employee Category	Total number of employees		Total number of employees who underwent appraisal		% of employees who underwent appraisal	
	Male	Female	Male	Female	Male	Female
Non-Management	319	16	309	16	97%	100%
Junior Management	115	13	106	13	92%	100%
Middle Management	24	4	23	3	96%	75%
Senior Management	19	2	18	2	95%	100%
Total Permanent Employees	477	35	456	34	96%	97%
Total Temporary Employees	21	3	21	3	100%	100%

SUPPORTING WOMEN THROUGH INCLUSIVE EMPLOYMENT AND WORKPLACE CARE

INITIATIVE

As part of Interise’s commitment to workforce welfare and social responsibility, an inclusive employment initiative supports widows, single parents, and differently abled individuals through sustained employment opportunities within toll plaza operations. The initiative reflects the organisation’s broader commitment to building an equitable, empathetic workplace where vulnerable groups are empowered toward financial independence.

support continues even if beneficiaries remarry, safeguarding uninterrupted care and dignity for affected families. In eligible cases, compensation support of up to INR 28 lakhs has also been extended. Implemented through Interise’s operations at KTTRPL in Tamil Nadu, this initiative reinforces the organisation’s commitment to holistic, sustained welfare support for its workforce.



INTERVENTION

Women employed under the initiative have been integrated into toll plaza and safety-related operations with appropriate work arrangements and workplace support. Single parents and caregivers are provided with day-shift roles, while accessible facilities are ensured for physically challenged employees.

We maintain a structured work environment through daily safety briefings, provision of PPE, medical assistance, insurance coverage, and awareness on workplace ethics and grievance

IMPACT

The initiative has strengthened financial independence and livelihood security among beneficiary women employees. Several women who became sole earners after the loss of their spouses are now independently supporting their children's education and family responsibilities.

The programme has contributed to improved confidence, stable employment opportunities, and an inclusive workplace environment for women. By combining employment support with

redressal mechanisms. Policies related to POSH, anti-bribery practices, and employee grievances are communicated through standard operating procedures and dedicated reporting channels, including the "SHE Box" and helpline support.

We also support employee well-being and skill development through training programmes in areas such as driving, RO water system servicing, mushroom farming, event management, and videography.

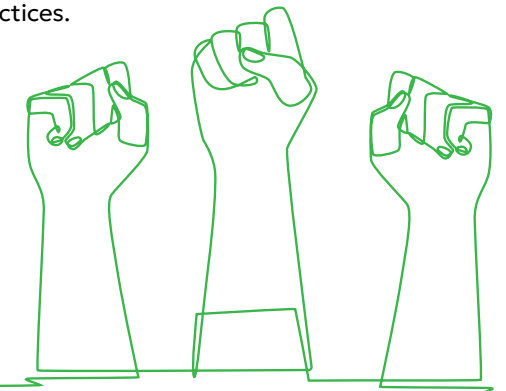
welfare and skill development measures, the initiative reflects our commitment to inclusive workforce practices and employee well-being.



Human Rights

We integrate respect for human rights into our governance frameworks, operational practices, and stakeholder relationships. Guided by the principles of fairness, dignity, inclusion, and ethical conduct, we prohibit all forms of child labour, forced labour, bonded labour, discrimination, and harassment. Through equitable employment practices, responsible labour standards, capacity-building initiatives, and compliance oversight, we strive to create a work environment where individuals are treated with respect and empowered to contribute and thrive.

During FY 2025-26, we recorded no reported incidents related to human rights violations, underscoring our commitment to ethical conduct, employee welfare, and responsible labour practices.



Occupational Health and Safety

At Interise, occupational health, safety, and road safety are fundamental to our operations and long-term value creation. As a highway infrastructure operator, we recognize our responsibility to protect not only our employees and contractual workforce, but also the millions of road users and communities that interact with our assets every day.

We are guided by the principles of prevention, preparedness, and continuous improvement. Through our Integrated Business Management System (IBMS), we seek to identify and mitigate risks, strengthen safety awareness, and embed

a culture where safety is a shared responsibility. Regular fire safety training and mock drills are conducted at site level to enhance emergency preparedness, improve response capabilities, and reinforce safe work practices among employees. By combining robust management systems, proactive risk assessment, workforce engagement, emergency preparedness, and technology-enabled interventions, we strive to create safer workplaces, safer highways, and safer communities. We remain committed to continually improving our safety performance and working towards a zero-harm workplace.



Occupational Health and Safety Governance

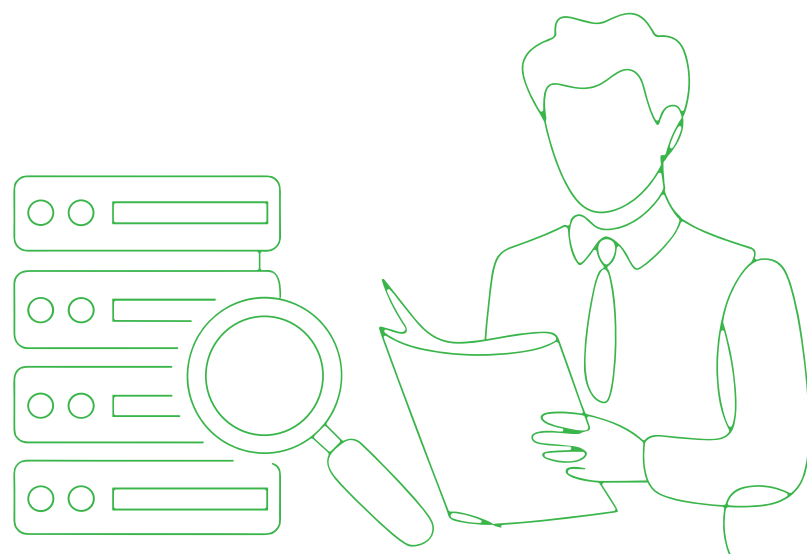
Our Occupational Health and Safety Management System (OHSMS) form an integral component of our Integrated Business Management System (IBMS), supporting a proactive approach to risk management, regulatory compliance, and workplace safety. We implement this framework across all operational locations and provides clear guidance on health and safety practices for employees, contractors, vendor personnel, and visitors.

Governance of health and safety is supported through dedicated Safety Committees at each portfolio company, chaired by the Project Head and assisted by site-level safety personnel. Safety performance is monitored through monthly HSE reviews and management reporting, enabling timely decision-making and continual improvement. We maintain certification to ISO 45001:2018 and ISO 39001:2012, supported by periodic internal assessments and independent audits that evaluate compliance and the effectiveness of our management systems.

Risk Identification and Incident Prevention

We adopt a proactive and preventive approach to managing health, safety, and traffic-related risks through **SHETRA (Safety, Health, Environment and Traffic Risk Assessment)**. Implemented across all our SPVs, SHETRA enables the systematic identification of hazards, evaluation of associated risks, and implementation of appropriate control measures prior to the commencement of activities. By integrating risk assessment into operational planning, SHETRA helps strengthen workplace safety, mitigate potential incidents, and support the safe and efficient management of our road assets.

Our Safety In-charges conduct task-specific risk assessments using input from inspections, audits, incident reports, near misses, and unsafe conditions to identify potential hazards and implement appropriate control measures. All work-related incidents and near misses are investigated to identify root causes and implement corrective and preventive actions. We also extend our safety requirements to contractors and third-party workers through site-specific controls and oversight mechanisms.



Worker Participation and Consultation

We believe safety is a shared responsibility across our organization. We actively engage employees, contract workers, and vendor personnel through structured consultation and awareness mechanisms designed to build a strong safety culture. These platforms create opportunities for open dialogue, ensuring that safety concerns are raised, discussed, and addressed in a timely manner.

Through these mechanisms, we encourage active participation in hazard identification, risk mitigation, and safety decision-making at every level of our operations. This collaborative approach strengthens accountability and enhances risk awareness across the organization. Ultimately, it reinforces a culture where every individual, regardless of role, understands their responsibility in maintaining safe workplaces for all.

Confidentiality of Workers' Health Information

Workers' personal health information is managed by an independent third-party medical service provider, ensuring strict confidentiality and preventing unauthorized access or disclosure.

Participation in occupational health services does not influence employment-related decisions, ensuring fair and unbiased treatment of all workers.

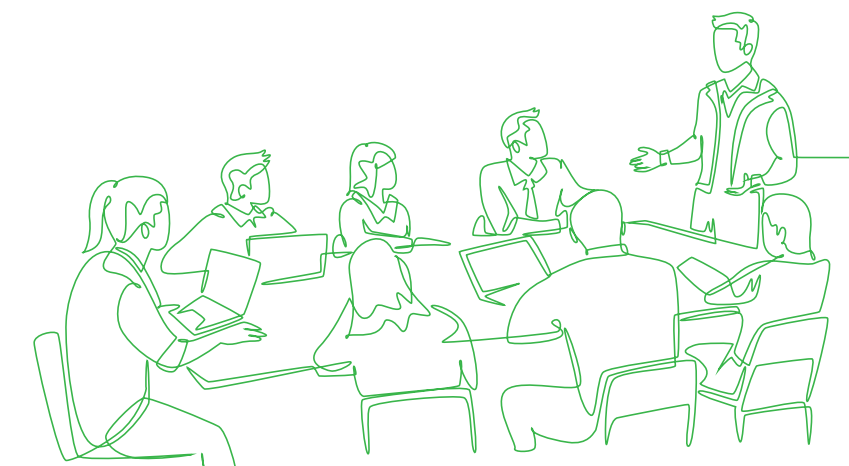
Training and Capability Building

Building safety awareness and competency across our workforce remains a key component of our occupational health and safety approach. We identify training needs based on job roles, operational requirements, and workplace hazards to ensure employees and workers possess the knowledge and skills required to perform their tasks safely.

All employees, contractor supervisors, and workers undergo safety induction and job-specific training programmes and participate in periodic refresher training. We deliver training through classroom

sessions, practical demonstrations, and on-the-job learning in regional languages to improve understanding and application of safe work practices.

We conduct occupational health and safety training in accordance with the requirements of our EHS SOP. We also assess training effectiveness periodically through quizzes, verbal discussions, and workplace observations to continually enhancement of workforce competency and safety awareness.



Key Highlights



30,000+

toolbox talks conducted



1,077

health and safety training sessions delivered



26,263

safety campaigns covering awareness, enforcement, and conspicuity to road users



596

mock drills conducted



heat stress awareness and mass Toolbox Talks to address climate related risks



hydration stations and regulated work-rest cycles



distribution of cooling and rehydration beverages



portfolio-wide pre-monsoon preparedness and mitigation measures



weather-related safety alerts and workforce awareness initiatives



Road Safety

Given the nature of our operations, road safety remains a key priority. We conduct year-round awareness programmes for road users, students, workers, and local communities on responsible driving practices, including helmet and seatbelt usage, pedestrian safety, accident prevention, and safe highway behaviour. We further strengthen these efforts through our annual road safety month, conducted in collaboration with traffic authorities and local stakeholders through

awareness campaigns, educational outreach, and health check-up drives.

To enhance road-user safety and improve incident prevention, we continue to deploy technology-driven solutions across our assets. Together, these initiatives contribute to creating safer highways for commuters, workers, and surrounding communities.

Technology

Speed Gun and Breathe analyser

In house enforcement tools, including speed guns and breath analysers, to promote disciplined road user behaviour in collaboration with local authorities



Safety KIOSK

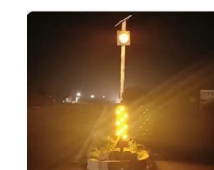
For digital induction and training purposes, we have implemented Safety KIOSK across SPVs.

- Self help, user friendly induction modules
- Task specific safety demonstrations
- Automated attendance and evaluation reports
- Audio-visual programs in six languages



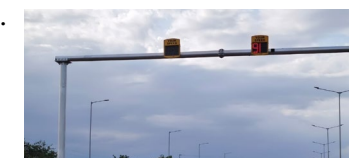
Solar powered hazard markers

Introduced solar-powered hazard markers to enhance night-time visibility and promote sustainable and safe road infrastructure



Variable Message Sign (VMS) Boards

Electronic display boards that provide real-time information on traffic conditions, diversions, weather alerts, road works, and safety messages to road users.



Vehicle Activated Speed Signs (VASS)

The speed-monitoring devices detect approaching vehicles and monitor their speeds. Warning messages are displayed to drivers exceeding the prescribed speed limits, thereby promoting safer driving behaviour and improving road safety compliance.



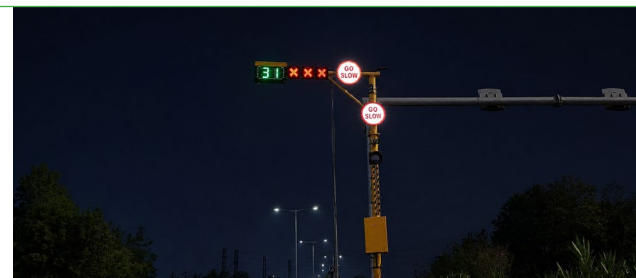
GOBO Projectors

GOBO (Go Between Objects) projectors installed at vulnerable locations to enhance road user safety awareness.



Smart Poles

Developed smart pole having triple blinkers, reflective LEDs, dual PA system, camera-based digital monitoring, and Vehicle Activated Speed Sign for real-time speed warnings at critical junctions.

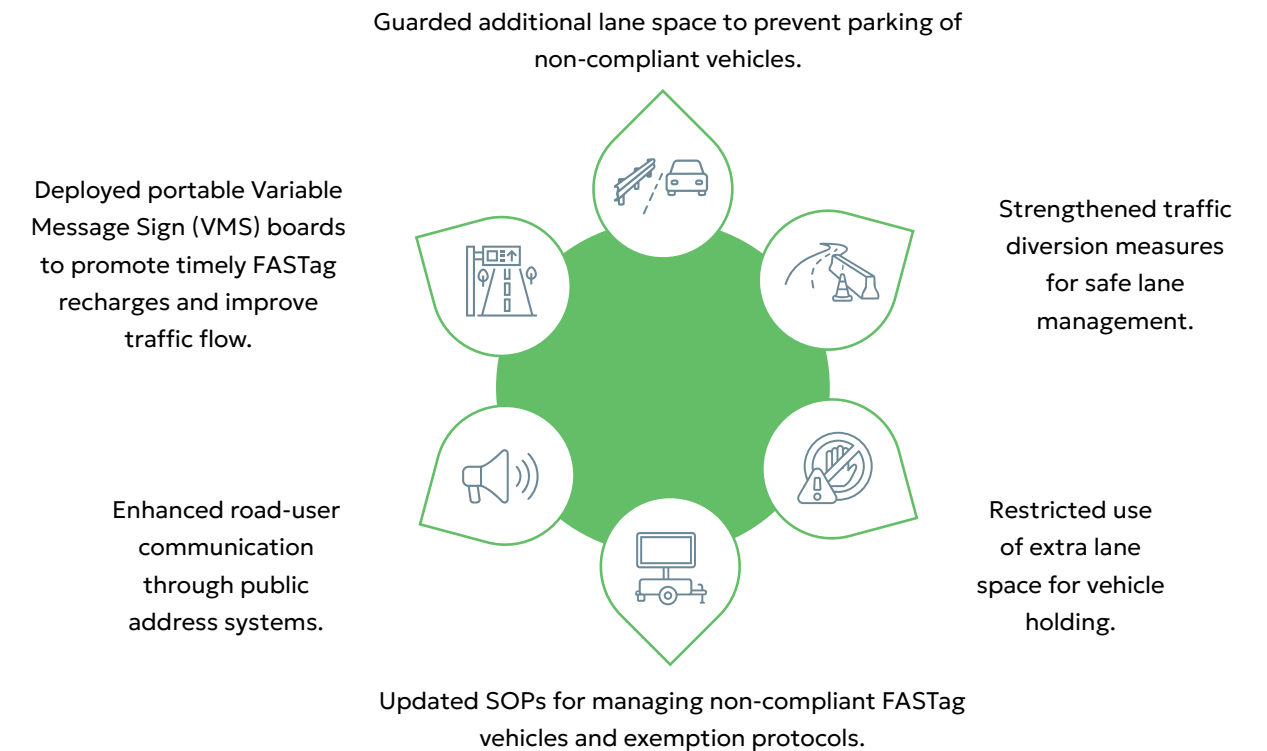


Highway Traffic Management Vehicles (HTMVs)

HTMVs equipped with LED lights and reflective markers for safe traffic diversion and efficient cone deployment during maintenance.



Key Corrective and Preventive Actions in FY'26



National Road Safety Month: Promoting Safer Road User Behaviour

As part of the 37th National Road Safety Month, Interise conducted a range of awareness and outreach initiatives across its portfolio, including DPTPL, HYTPL, REPL, CSJTPL, IHPL, SUTPL, and BPPTPL. Activities such as helmet distribution, road safety awareness sessions, safety pledges, marathons, health and eye check-up camps, and driver engagement programmes reached road users, commercial drivers, students, employees, and local communities. Delivered in collaboration with government authorities, police departments, healthcare institutions, and local stakeholders, these initiatives strengthened awareness of safe road practices while reinforcing Interise's commitment to safer and more resilient highway corridors.



Safety Metrics

We monitor occupational health and safety performance across our operations to assess the effectiveness of our safety management systems and identify opportunities for continual improvement. During FY 2025-26, we recorded

one work-related fatality involving a contract worker, with no employee fatalities. There were no high-consequence work-related injuries (excluding fatalities) and no recordable work-related injuries during the reporting period.

Work related injuries

Parameter	FY 2025-26		FY 2024-25		FY 2023-24	
	Employees	Workers	Employees	Workers	Employees	Workers
Fatalities	0	1	0	2	0	3
Total Man-Hours Worked*	1,19,32,408		1,36,72,878		1,33,73,168	
Combined Rate of Fatalities	0.08		0.15		0.22	

Note: Fatality rate because of work-related injury is calculated as the total number of work-related fatalities among employees and workers divided by the total hours worked during the reporting period, multiplied by 1,000,000.
*Man-Hours worked include employees of the entire Company both on roll and off roll, contractor staff, vendors and workmen

Work related ill-health

Parameter	FY 2025-26		FY 2024-25		FY 2023-24	
	Employees	Workers	Employees	Workers	Employees	Workers
Fatalities	0	0	0	0	0	0
Recordable Cases	0	0	0	0	0	0

Emergency Preparedness and Response

We maintain a robust emergency preparedness framework across our project locations, supported by dedicated response teams equipped with ambulances, cranes, rescue equipment, and trained personnel. A centralized emergency helpline enables rapid mobilization and coordinated response during emergencies.

To safeguard the health and well-being of employees, workers, road users, and surrounding communities, we provide access to on-site medical facilities, trained paramedics, and nearby healthcare providers. We also facilitate health check-ups and medical support for work-related health concerns, ensuring timely care whenever required.



Emergency response to a safety incident at BPPTPL

ENHANCING ROAD SAFETY THROUGH PREVENTIVE INTERVENTIONS IN THOPPUR GHAT

INITIATIVE

Interise undertook targeted road safety interventions along the Thoppur Ghat section in Tamil Nadu, a highly accident-prone corridor characterised by steep gradients, sharp curves, and deep valley terrain. The 156 km highway stretch, initially constructed by L&T, included sections later handed over by NHAI to Interise for operations and maintenance, including a critical 6.6 km guard section.

The geography of the corridor posed significant risks, particularly for heavy and rigid-body vehicles, which were more susceptible to overturning incidents in the ghat section. Frequent accidents in the area highlighted the need for focused traffic management, driver awareness, and preventive safety measures.

INTERVENTION

We adopted a multi-dimensional road safety approach focused on infrastructure management, vehicle safety awareness, and driver behaviour. Awareness campaigns were conducted across toll plaza lanes to educate drivers on safe navigation practices for the Thoppur Ghat section, including maintaining speeds below 30 km/hr, driving on designated lanes, and ensuring appropriate vacuum and tyre pressure levels before entering the stretch.

ahead of critical curve sections. Separate diversion arrangements were implemented approximately 20 metres before high-risk stretches to manage vehicle flow more effectively and reduce pressure on vulnerable sections of the corridor. These measures were supported by cautionary signage, lane guidance, and speed-control mechanisms to improve vehicle stability and safer movement through the ghat terrain.

To minimise congestion and rollover risks in accident-prone zones, we introduced regulated traffic diversion measures for both heavy and light vehicles

The organisation also continued maintenance interventions along the stretch to improve road conditions and support safer vehicle movement through the corridor.

IMPACT

The interventions resulted in a significant reduction in road accidents and accident severity along the Thoppur Ghat corridor. Increased driver awareness, combined with traffic regulation and preventive safety measures, contributed to improved vehicle movement through the high-risk section.

The initiative strengthened road-user safety and demonstrated the importance of integrated traffic management and behavioural awareness in reducing risks across challenging terrains. The programme aligns with SDG 11 (Sustainable Cities and Communities) through its focus on road safety and accident prevention.



Community Engagement

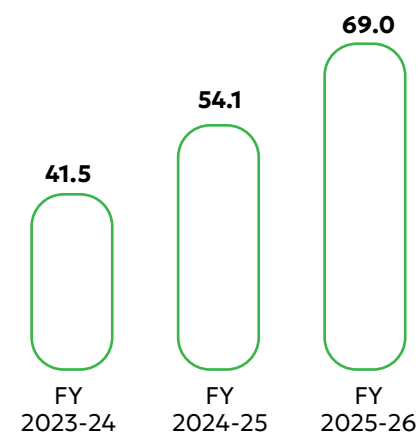
Creating lasting impact through Corporate Social Responsibility (CSR)

At Interise, we believe that infrastructure development must go hand in hand with community development. Our Corporate Social Responsibility (CSR) initiatives are aligned with the provisions of Schedule VII of the Companies Act, 2013 and contribute to advancing multiple United Nations Sustainable Development Goals (SDGs). Through focused interventions in healthcare, education, water accessibility, environmental sustainability, gender inclusion, and community development, we contribute towards SDGs 3 (Good Health and Well-being), 4 (Quality Education), 5 (Gender Equality), 6 (Clean Water and Sanitation), 8 (Decent Work and Economic Growth), 9 (Industry, Innovation and Infrastructure), 10 (Reduced Inequalities), 11 (Sustainable Cities and Communities), 12 (Responsible Consumption and Production), 13 (Climate Action), 15 (Life on Land), and 17 (Partnerships for the Goals). This alignment helps us create long-term social and environmental values while supporting sustainable and inclusive community development.

During FY 2025–26, we implemented CSR projects worth ₹69 Million, achieving 100% utilization of the allocated CSR budget. Our interventions were undertaken across multiple states and designed to

address local priorities through a participatory and community-centric approach.

CSR Expenditure (In INR Million)



Our Approach

We identify and implement CSR initiatives based on community need assessments and stakeholder consultations. Through continuous engagement with local communities, educational institutions, healthcare providers, NGOs, and local authorities, we seek to ensure that our programmes remain relevant, inclusive, and responsive to local development needs.

Key considerations integrated into our CSR planning include:



Education and skill development



Access to healthcare services



Gender inclusion and women's well-being



Access to safe drinking water



Environmental sustainability and ecological restoration

We place particular emphasis on engaging with vulnerable groups, including women, children, and economically weaker sections of society, to ensure that the benefits of our programmes reach those who need them most.



Key Projects

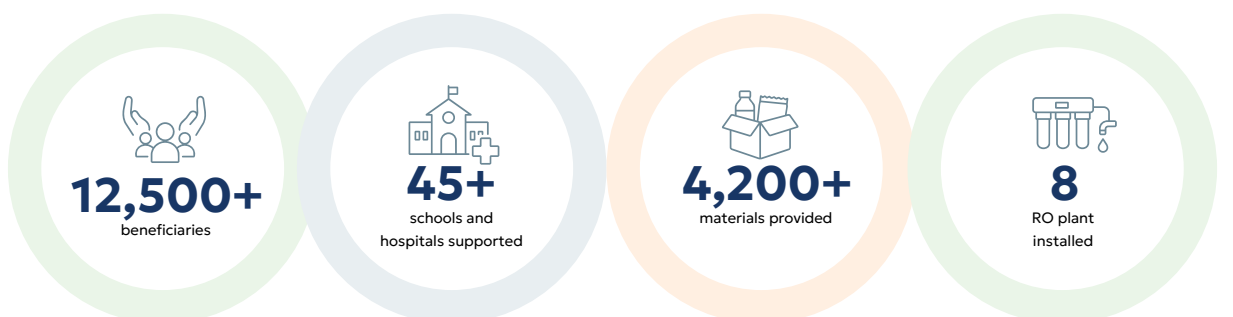
Project Gyaandaan: Strengthening Learning Environments

Through Project Gyaandaan, we sought to enhance access to quality education by improving educational infrastructure and providing essential learning resources to schools and community institutions. The initiative focused on creating enabling learning environments that support

students' academic development, health, and overall well-being. By strengthening school facilities and improving access to safe drinking water, the project contributed to a more conducive and inclusive educational experience for students across the communities we serve.



Key Highlights



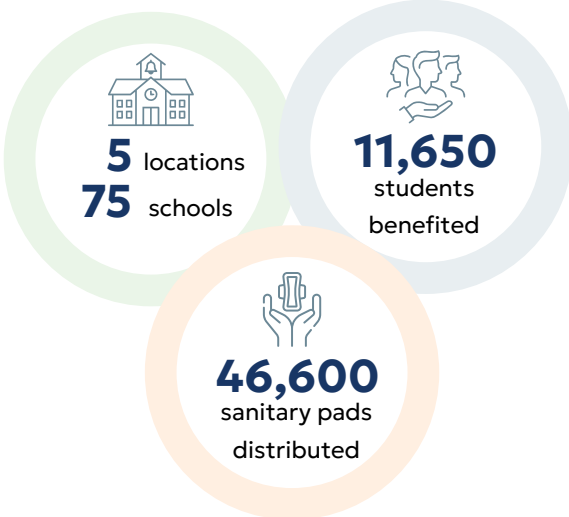
	Scope and Beneficiaries	Intervention	Aligned SDGs
SEPL	• 350+ students and staff • Zilla Parishad High School (Jammulapalem) • Kavali Area Hospital (Kavali) • Gurukul Pathshala (Neelore) • Bhavani Community Care Centre (Allamadugu)	• 90+ materials provided • 2 RO systems provided	
REPL	• 3,420+ students benefited • Government High School (Panyam) • Zilla Parishad High School (Narnoor) • Zilla Parishad School (Chagalamarri) • AP Model High School (Kadapa) • Zilla Parishad School (Chinnamachupalle) • Zilla Parishad School (Orvakal)	• 300+ educational resources provided • 2 RO systems provided	
DHTPL	• 100+ patients benefited daily population coverage: • Karekere – 2,500 individuals • Hirisave – 3,000 individuals	• 1,100+ helmet distribution • 2 RO systems provided • 1 primary health centre strengthened • 1700 + School bag distribution	
BPPTPL	• 440+ students and staff benefited • Jumnal Village (15,000 villagers) • Higher Primary School (Nidagundi) • Government High School (Benal)	• 556+ material provided • 1 RO system provided	
DPTPL	• 478+ students and staff benefited	• 2 toilet block built • 1 RO system provided • 1 dining shed built	
KTTRPL	• 40+ students and staff benefitted	• Classroom renovation • Furniture and sports material • 1 cultural stage • 1 dining shed • 1 RO system provided • 1 computer room	

Project Lajja: Advancing Menstrual Health Awareness

Through Project Lajja, we worked to improve menstrual health awareness and access to essential hygiene resources among adolescent girls. The initiative focused on fostering informed health choices, encouraging open dialogue around menstruation, and addressing social barriers that can affect confidence, well-being, and participation in education. By combining awareness sessions with the distribution of menstrual hygiene products, the programme helped create a more supportive environment for young girls to learn, grow, and thrive.

Recognizing the broader challenges faced by vulnerable communities, Project Lajja under Naari Shakti Niketan extended ration support to beneficiaries in Pipartola–Narchuli and Mutnur Pavimuranda, helping improve their well-being and strengthen household resilience contributing to improved well-being and resilience.

Key Highlights



	Scope and Beneficiaries	Intervention	Aligned SDGs
SEPL	• 10 schools, 2,597 students benefited: • D.S.Government Degree College for Women Ongole,Prakasam • Government Junior college and School • Z P H S Alakurapadu, Tangutur Mandal • PSNCC High School, Muppavaram • AP Model School,Veerepalli etc	• 10,388 sanitary pads distributed	

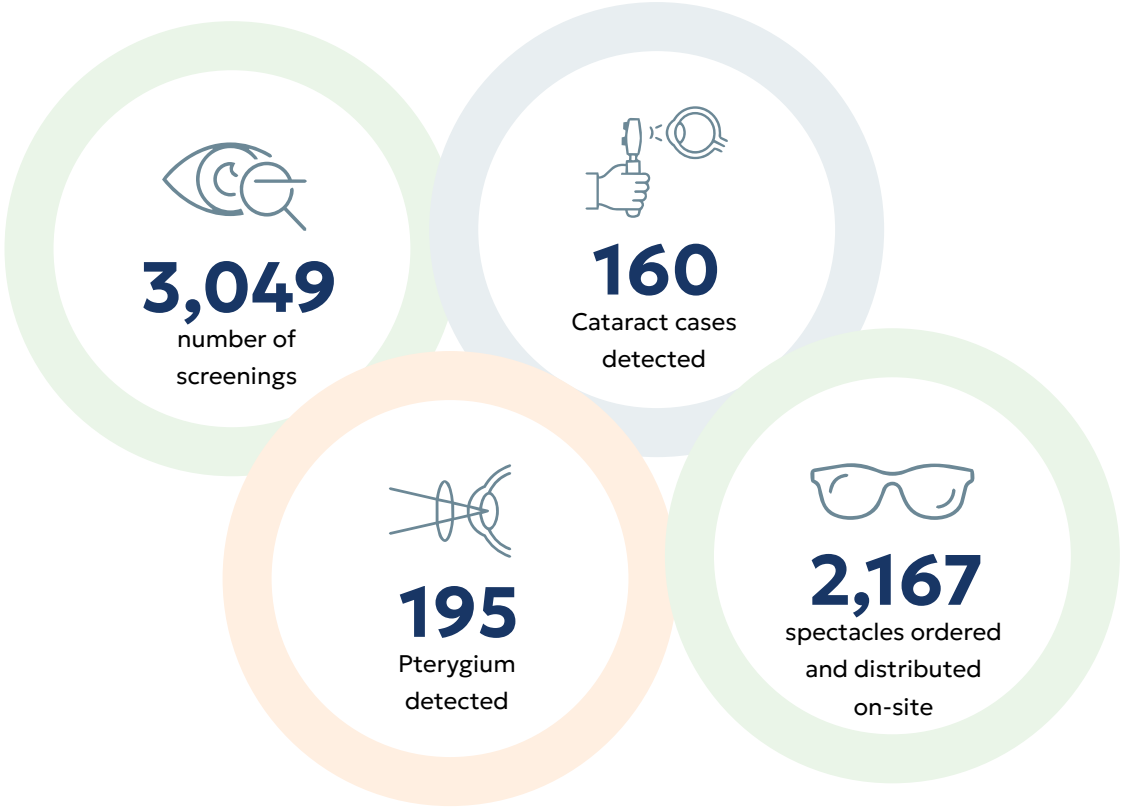
	Scope and Beneficiaries	Intervention	Aligned SDGs
REPL	• 16 schools, 3,428 students: • Kasturiba Gandhi Balika Vidyalaya • Z.P.High School, Nannur Zilla Parishad High School Orvakal (VandM),Kurnool • Z.P. High School,Gospadu • Govt. High school, Panyam Z P high school, govidapalle • AP model School,Nandya, Etc	• 13,712 sanitary pads distributed	    
BPPTPL	• 9 schools, 1,015 students: • Shree Vishwadeep Gurukul School • Jadan Smt. Sundar Bai Govt. Sr. Sec. School, Pipliya Kallan • Mahatma Gandhi Govt. School Pipaliya Kalan • Shri Govind G. G. S. S. School (English Medium, Raipur) • Rajakiya J. M. P. R. J. A Secondary School, Barr etc	• 4,060 sanitary pads distributed	
DPTPL	• 5 schools, 650 students: • H. R. Patel Girls Medium School, Shripur • H. R Patel Secondary School, Shripur • R. C Patel English Medium Secondary School, Nimjari Naka • R. C . Patel English Medium Junior College, Rasikalal, Patel Nagar • M. R. Patel English Mediun School, Karvand Naka	• 2,600 sanitary pads distributed	
SUTPL	• 30 schools, 3,960 students benefited: • PM Shri Mahatma Gandhi • Govt. School, Rajnagar • Govt. Girls Senior Secondary School, Aasotiya. • Govt senior secondary school, Rajyawas Govt. senior secondary school EMDI • PM Shri Girls School, Mohi	• 15,840 sanitary pads distributed	
KTTRPL	• 2 locations (Pipartola - Narchuli and Mutnur - Pavimuranda) • 1,000+ recurring beneficiaries	• 50+ sessions in 3 months • 6 months of rations provided	

Project Roshni: Enhancing Vision Care for Driver Communities

Through Project Roshni, we worked to improve access to preventive eye care services for truck drivers, a workforce that plays a vital role in supporting transportation and economic activity. The initiative focused on early identification of vision-related conditions, addressing unmet eye care needs, and raising awareness on the importance of regular eye health screening. Through timely diagnosis and appropriate corrective interventions, the programme aimed to promote driver health and well-being while contributing to safer road transport. road networks.



Key Highlights



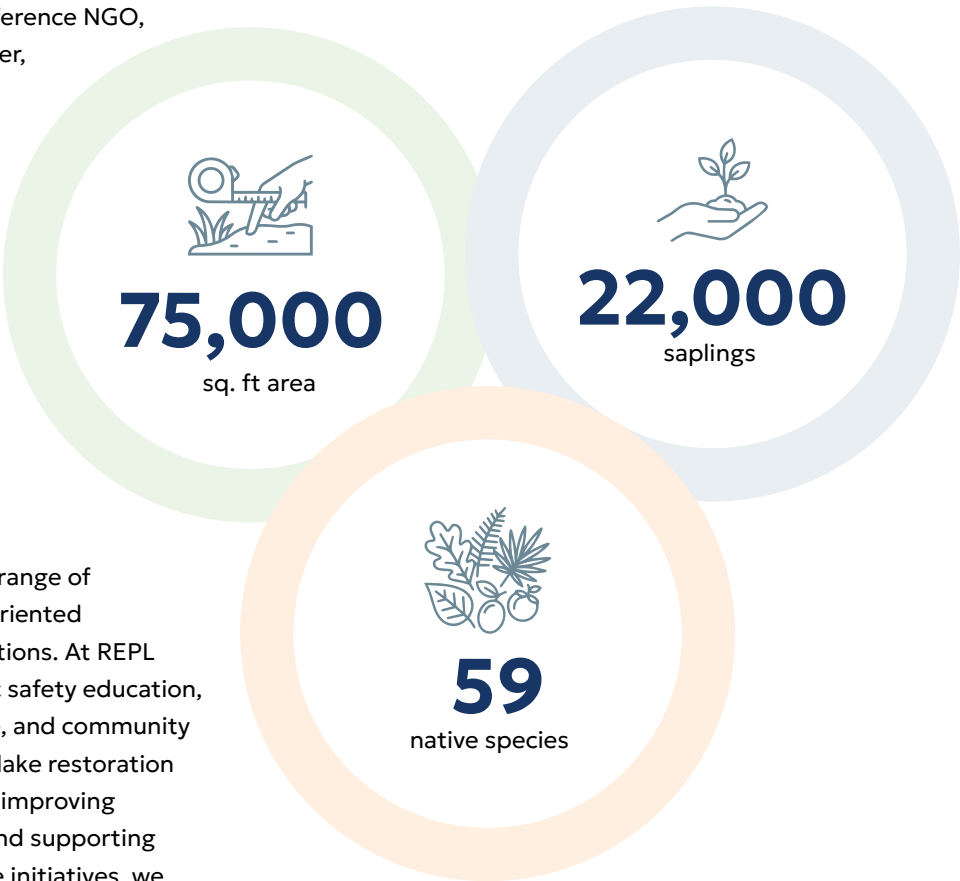
	Scope and Beneficiaries	Intervention	Aligned SDGs
SUTPL	• 429 number of screening	• 23 Cataract cases, 66 Pterygium detected • 342 spectacles ordered and distributed on-site	3GOOD HEALTH AND WELL-BEING 8DECENT WORK AND ECONOMIC GROWTH 10REDUCED INEQUALITIES 11SUSTAINABLE CITIES AND COMMUNITIES 17PARTNERSHIPS FOR THE GOALS
BRTPL	• 371 number of screening	• 52 Cataract cases, 37 Pterygium detected • 240 spectacles ordered and distributed on-site	
BPPTPL	• 413 number of screening	• 19 Cataract cases, 46 Pterygium detected • 245 spectacles ordered and distributed on-site	
KTRPL	• 314 number of screening	• 13 Cataract cases, 10 Pterygium detected • 229 spectacles ordered and distributed on-site	
DHTPL	• 302 number of screening	• 8 Cataract cases, 14 Pterygium detected • 186 spectacles ordered and distributed on-site	
SEPL	• 609 number of screening	• 17 Cataract cases, 8 Pterygium detected • 434 spectacles ordered and distributed on-site	
REPL	• 611 number of screening	• 28 Cataract cases, 14 Pterygium detected • 491 spectacles ordered and distributed on-site	

Project Shoonya: Restoring Ecosystems

Through Project Shoonya, implemented in partnership with Making The Difference NGO, we worked to enhance green cover, strengthen biodiversity, and support ecological restoration in communities surrounding our project locations. The initiative focused on developing environmentally resilient landscapes through native species plantations, habitat restoration, and active community participation, while fostering greater awareness of environmental conservation.

The project also encompassed a range of environmental and community-oriented interventions across project locations. At REPL Traffic Park, we supported traffic safety education, installation of awareness signage, and community outreach activities. Additionally, lake restoration efforts at KWTPL contributed to improving local environmental conditions and supporting ecosystem health. Through these initiatives, we aim to create lasting environmental benefits for local communities, surrounding ecosystems, and future generations.

Key Highlights



	Scope and Beneficiaries	Intervention	Aligned SDGs
REPL	- Residents - Nearby communities and commuters	45,000 sq. ft area 14,000 saplings 51 native species	3 GOOD HEALTH AND WELL-BEING
BPPTPL	- Local flora and fauna - Future generations through improved environment	30,000 sq. ft area 8,000 saplings 27 native species	4 QUALITY EDUCATION
REPL-Traffic Park	- Traffic education safety - Awareness signage installation - Eco Restoration - Community engagement	1,00,000 sq. ft area 91 traffic signage	10 REDUCED INEQUALITIES
KWTPL-Lake Restoration	2 Lakes	- Apondi Lake - Forest clearing - Pallikonda Lake - Forest clearing and stone pitching	11 SUSTAINABLE CITIES AND COMMUNITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION 15 LIFE ON LAND 17 PARTNERSHIPS FOR THE GOALS

Other CSR Initiatives

Portfolio Company	Partner	Project	Project Description	Amount (INR Cr)	Beneficiaries
IHPL	Nari Gunjan	Manav Jeevan	Focuses on improving access to education and nutritional support for underprivileged children, fostering their overall well-being, learning outcomes, and long-term development.	0.75	1,600
KTTRPL	Andhra Mahila Sabha		Focuses on improving access to healthcare services for underserved communities, supporting better health outcomes, well-being, and quality of life.	0.20	500-600
IPMPL	ICS	Cancer Treatment	Provides assistance to individuals undergoing cancer treatment, helping address critical healthcare needs and supporting their treatment journey	0.13	20

Community Engagement and Impact Management

Meaningful stakeholder engagement remains central to the way we design and implement our CSR programmes. We work closely with community representatives, schools, healthcare institutions, NGOs, and local authorities throughout the project lifecycle.

Feedback from beneficiaries and community stakeholders is gathered through NGO partners, local coordinators, and site-level interactions,

enabling us to address concerns and improve programme effectiveness wherever required.

During the reporting period, we did not identify any significant actual or potential adverse impacts arising from our CSR activities. By aligning our initiatives with community priorities and continuously monitoring outcomes, we strive to create positive and lasting social and environmental impact.



Our CSR initiatives were implemented across multiple locations, including Andhra Pradesh, Telangana, Maharashtra, Punjab, and other project areas, benefiting rural and semi-urban communities.



Future Outlook and Adaptive Priorities

Building Resilience for Long-Term Value Creation

As India's infrastructure sector continues to evolve, Interise recognizes that sustainable value creation will increasingly depend on the ability to adapt to changing environmental, social, technological, and **regulatory landscapes**. **Climate change, resource constraints, digital transformation, and rising stakeholder expectations are reshaping how infrastructure assets are managed and operated.**

Our approach is centred on strengthening the resilience of our portfolio, enhancing operational excellence, and embedding sustainability into long-term decision-making. By proactively addressing emerging risks and leveraging new opportunities, we aim to ensure that our assets continue to deliver reliable performance, support **economic development, and create enduring value for stakeholders.**

Our Adaptive Priorities

Climate Resilience and Resource Efficiency

We will continue strengthening our understanding of climate-related risks and opportunities across the portfolio. Future efforts will focus on enhancing climate resilience, expanding renewable energy adoption, improving energy efficiency, reducing emissions, and scaling water conservation initiatives. We will also explore innovative solutions that support responsible **resource management and contribute to a lower-carbon operating model.**

Key Focus Areas

- Renewable energy expansion across portfolio assets
- Climate risk and resilience assessments
- Water replenishment and reuse initiatives
- Resource-efficient operations and infrastructure maintenance



Digital Transformation and Operational Excellence

Technology will remain a key enabler of operational efficiency, risk management, and stakeholder experience. We will continue investing in digital solutions that improve asset performance, **strengthen cybersecurity resilience, enhance monitoring capabilities, and support data-driven decision-making across the portfolio.**

Key Focus Areas

- Advanced asset monitoring systems
- Cybersecurity and information security enhancement
- Data-driven performance management
- Process automation and digital governance



Road Safety and User Experience

Ensuring safe and reliable mobility remains central to our purpose. We will continue strengthening road safety initiatives through proactive maintenance, **technology-enabled monitoring, emergency preparedness, and stakeholder awareness programmes aimed at reducing risks for road users.**

Key Focus Areas

- Enhanced corridor safety measures
- Incident response and emergency preparedness
- Road-user awareness initiatives
- Technology-enabled traffic and safety monitoring



People, Communities and Inclusive Growth

We remain committed to fostering a safe, inclusive, and engaging workplace while creating positive outcomes for communities surrounding our assets. **Future initiatives will focus on workforce capability development, diversity and inclusion, employee well-being, and targeted community investments aligned with local development needs.**

Key Focus Areas

- Workforce development and upskilling
- Diversity, equity and inclusion
- Employee health and well-being
- Community development and road safety programmes



Responsible Governance and Sustainable Business Practices

Strong governance will continue to underpin our sustainability journey. We will strengthen oversight mechanisms, maintain high ethical standards, enhance risk management practices, and further integrate ESG considerations into business planning and decision-making processes.

Key Focus Areas

- ESG integration into enterprise risk management
- Ethical business conduct and compliance
- Responsible supply chain management
- Enhanced stakeholder engagement and transparency



Looking Ahead

The sustainability landscape will continue to evolve, bringing both challenges and opportunities for infrastructure operators. Interise remains committed to anticipating change, adapting responsibly, and continuously improving its environmental, social,

and governance performance. Through disciplined asset stewardship, innovation, and stakeholder collaboration, we aim to strengthen the resilience of our portfolio and contribute to India's sustainable infrastructure future.

Beawar Palī Pindwara Tollway Private Limited, Rajasthan

Annexures

GRI Content Index

Statement of Use: Interise has reported in reference to the GRI Standards for the period April 1, 2025, to March 31, 2026.

GRI 1 Used: GRI 1: Foundation 2021

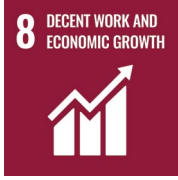
GRI Indicator	Disclosure	Title	Report Reference	Page No.
GRI 2: General disclosures	2-1	Organisational details	About Interise	12-13
	2-2	Entities included in the organisation's sustainability reporting	About the Report: Reporting Boundary and Scope	6-7
	2-6	Activities, value chain and other business relationships	Strengthening Our Supply Chain Ecosystem	48-53
	2-7	Employees	People and Culture: Diversity and Inclusion	69-70
	2-9	Governance structure and composition	Strengthening Governance and Oversight: Our Governance Structure	37-39
	2-10	Nomination and selection of the highest governance body	Strengthening Governance and Oversight: Key Governance Policies	38,44
	2-11	Chair of the highest governance body	Our Leadership	16-17

12-35 Corporate Overview 36-51 Governance 52-65 Environment 66-93 Social				
GRI Indicator	Disclosure	Title	Report Reference	Page No.
	2-12	Role of the highest governance body in overseeing the management of impacts	Strengthening Governance and Oversight: Our Governance Structure	40
	2-13	Delegation of responsibility for managing impacts	Strengthening Governance and Oversight: Our Governance Structure	37,40
	2-14	Role of the highest governance body in sustainability reporting	Strengthening Governance and Oversight: Our Governance Structure	40
	2-19	Remuneration policies	Strengthening Governance and Oversight: Key Governance Policies	38,44
	2-20	Process to determine remuneration	Strengthening Governance and Oversight: Key Governance Policies	38
	2-23	Policy commitments	Strengthening Governance and Oversight: Key Governance Policies	43-44
	2-29	Approach to stakeholder engagement	Our ESG Framework: Stakeholder Engagement: Understanding Expectations	31-32
	GRI 3: Material topics 2021	Process to determine material topics	Our ESG Framework: Our Material priorities	25
	3-2	List of material topics	Our ESG Framework: Our Material priorities	26-28
	3-3	Management of material topics	Our ESG Framework: Emerging Risks and Opportunities	29-30

GRI Indicator	Disclosure	Title	Report Reference	Page No.
GRI 301: Materials 2016	301-2	Recycled input materials used	Strengthening Our Supply Chain Ecosystem: Sustainable Materials	53
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	Energy Management: Energy Consumption	57
	302-3	Energy intensity	Energy Management: Energy Consumption	57
GRI 303: Water and Effluents 2018	303-3	Water withdrawal	Caring for the Planet: Water Stewardship	60
	303-5	Water consumption	Caring for the Planet: Water Stewardship	60
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Caring for the Planet: GHG Emissions for Portfolio Companies	58
	305-2	Energy indirect (Scope 2) GHG emissions	GHG Emissions: GHG Emissions for Portfolio Companies	58
	305-4	GHG emissions intensity	Caring for the Planet: GHG Emissions for Portfolio Companies	58
	305-5	Reduction of GHG emissions	Caring for the Planet: GHG Emissions for FY 2025-26	58
GRI 306: Waste 2020	306-3	Waste generated	Caring for the Planet: Waste and Circularity	64
	306-4	Waste diverted from disposal	Caring for the Planet: Waste and Circularity	65
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Human Capital and Social Impact: People and Culture	70-71
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Capital and Social Impact: People and Culture	74
	401-3	Parental leave	Human Capital and Social Impact: People and Culture	74

GRI Indicator	Disclosure	Title	Report Reference	Page No.
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Human Capital and Social Impact: Occupational Health and Safety	77-78
	403-2	Hazard identification, risk assessment, and incident investigation	Human Capital and Social Impact: Occupational Health and Safety	78
	403-3	Occupational health services	Human Capital and Social Impact: Occupational Health and Safety	78-80,84
	403-4	Worker participation, consultation, and communication on occupational health and safety	Human Capital and Social Impact: Occupational Health and Safety	79
	403-5	Worker training on occupational health and safety	Human Capital and Social Impact: Occupational Health and Safety	79-80
	403-6	Promotion of worker health	Human Capital and Social Impact: Occupational Health and Safety	75-76
	403-8	Workers covered by an occupational health and safety management system	Human Capital and Social Impact: Occupational Health and Safety	78
	403-9	Work-related injuries	Human Capital and Social Impact: Occupational Health and Safety	84
	403-10	Work-related ill health	Human Capital and Social Impact: Occupational Health and Safety	84

SDG Alignment Index

SDG	SDG Statement	Report Reference
	End poverty in all its forms everywhere	Community Engagement
	Ensure healthy lives and promote well-being for all ages	- Employee Well-being and Support for Inclusivity - Occupational Health and Safety - Community Engagement
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	- Talent Development and Equal Opportunities - Community Engagement
	Achieve gender equality and empower all women and girls	- Diversity and Inclusion: Inclusive Workplace Culture - Community Engagement
	Ensure availability and sustainable management of water and sanitation for all	- Water Stewardship - Community Engagement
	Ensure access to affordable, reliable, sustainable and modern energy for all	Energy Management
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	- Strengthening Our Supply Chain Ecosystem - Diversity and Inclusion - Human Rights - Occupational Health and Safety

GRI Indicator	Disclosure	Title	Report Reference	Page No.
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Human Capital and Social Impact: People and Culture	74
	404-2	Programs for upgrading employee skills and transition assistance programs	Human Capital and Social Impact: People and Culture	74
	404-3	Percentage of employees receiving regular performance and career development reviews	Human Capital and Social Impact: People and Culture	75
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Human Capital and Social Impact: People and Culture	17, 69-70
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Human Capital and Social Impact: Human Rights	77
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Strengthening Our Supply Chain Ecosystem	49-50
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Strengthening Our Supply Chain Ecosystem	49-50
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement	86-95
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Digital Trust and Cyber Resilience	46-47

SDG	SDG Statement	Report Reference
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Community Engagement
10 REDUCED INEQUALITIES	Reduce inequality within and among countries	- Diversity and Inclusion: Inclusive Workplace Culture - Community Engagement
11 SUSTAINABLE CITIES AND COMMUNITIES	Make cities and human settlements inclusive, safe, resilient and sustainable	- Occupational Health and Safety: Road Safety - Community Engagement
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Ensure sustainable consumption and production patterns	- Waste and Circularity - Community Engagement
13 CLIMATE ACTION	Take urgent action to combat climate change and its impacts	- Biodiversity and Natural Capital - Community Engagement
15 LIFE ON LAND	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	- Biodiversity and Natural Capital - Community Engagement
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	- Key Governance Policies - Digital trust and Cyber Resilience
17 PARTNERSHIPS FOR THE GOALS	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	Community Engagement

SASB Index

Topic	Metric	Category	Unit of Measure	Material Topics Aligned	Code	Page Number
Workforce Health and Safety	Fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	Occupational Health and Safety	IF-EN-320a.1	84
Lifecycle Impacts of Buildings and Infrastructure	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	Discussion and Analysis	n/a	Energy and Emissions Management; Water Stewardship	IF-EN-410a.2	56-59, 60-63
Business Ethics	Description of policies and practices for prevention of (1) bribery and corruption	Discussion and Analysis	n/a	Key Governance Policies	IF-EN-510a.3	43-44

Note

[illegible]



SEBI Registration no. : IN/InvIT/17-18/0007

Principal Place of Business

A-303 & 304, 3rd Floor,
Delphi, Orchard Avenue,
Hiranandani Business Park, Powai,
Mumbai - 400076
Email: investor.cs@interiseworld.com

Other Office

5th Floor, SKCL – Tech
Square, Lazer St,
South Phase, SIDCO
Industrial Estate,
Guindy, Chennai 600032
Tamil Nadu, India

Interise Investment Managers Private Limited
(Investment Manager to Interise Trust)
CIN : U45203TN1999PLC042518