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Forward-looking statements

Some information in this report may contain forward-looking statements which include statements regarding Company's expected financial position and results of operations, business plans and prospects and so on, and are generally identified by forward-looking words such as 'believe,' 'plan,' 'anticipate,' 'continue,' 'estimate,' 'expect,' 'may,' 'will' or other similar words. Forward-looking statements are dependent on assumptions or basis underlying such statements. We have chosen these assumptions or basis in good faith, and we believe that they are reasonable in all material respects. However, we caution that actual results, performances or achievements could differ materially from those expressed or implied in such forward-looking statements. We undertake no obligation to update or revise any forward-looking statement, whether as a result of new information, future events, or otherwise.



To view or download our online reports, please log on to <https://www.interiseworld.com>



Glossary

Acronym	Full Form
ABAC	Anti-Bribery and Anti-Corruption
AJTPL	Aurangabad - Jalna Tollway Private Limited
ALARP	As low as reasonably practicable
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)
CSA	Corporate Sustainability Assessment
CSR	Corporate Social Responsibility
DHTPL	Devihalli Hassan Tollway Private Limited
DPTPL	Dhule Palesner Tollway Private Limited
GCC	General Conditions of Contract
GOBO	Go Between Optics
GRI	Global Reporting Initiative
HOAI	Highway Association of India
HSE	Health, Safety and Environment
HTMV	Highway Traffic Management Vehicle
HYTPL	Hyderabad - Yadgiri Tollway Private Limited
IBMS	Integrated Business Management System
IHPL	Igatpuri Highway Private Limited
IM	Investment Manager
InvIT	Infrastructure Investment Trust
ISDR	Information Security Department Representative
ISMS	Information Security Management System
ISO	International Organization for Standardization
KBICPL	Kosi Bridge Infrastructure Company Private Limited
KTTRPL	Krishnagiri Thopur Toll Road Private Limited
KWTPL	Krishnagiri - Walajahpet Tollway Private Limited
MBHPL	Mysore - Bellary Highway Private Limited
MMR	Major Maintenance of Roads
MSCI	Morgan Stanley Capital International
NHAI	National Highways Authority of India
NHEA	National Highways Excellence Awards
NSE	National Stock Exchange
NSEPL	Nagpur - Seoni Expressway Private Limited
PM	Project Manager
PTW	Permit To Work
REPL	Rayalseema Expressway Private Limited
RM	Routine Maintenance
SASB	Sustainability Accounting Standards Board
SCoC	Supplier Code of Conduct
SDGs	Sustainable Development Goals
SEL	Simhapuri Expressway Ltd
SUTPL	Shreenathji - Udaipur Tollway Private Limited
TBT	Toolbox Talk
UN PRI	United Nations Principles of Responsible Investment
VMS	Variable Message Signs

About the Report

At Interise Trust we are committed to upholding ethical business standards and fostering transparency. It is with great pleasure that we present our first sustainability report. With this comprehensive document, we commit ourselves to the path of sustainability, putting to practice the values we nurture.

We are committed to integrating Environmental, Social, and Governance (ESG) principles into the core of our operations. It is with pride that we present our Sustainability Report, a thorough exposition of our non-financial achievements, which acts as a guide for our continuous endeavors to effect positive change within Interise and the wider community. This report reaffirms our steadfast dedication to sustainability and outlines our vision for a more prosperous future.

Reporting guidelines

Interise Trust has reported the information cited in the Global Reporting Initiative (GRI) content index for the timeframe spanning April 01, 2023 to March 31, 2024, with reference to the GRI-2021 Standards. Moreover, alongside the GRI, the Sustainability report aligns with the United Nations Sustainable Development Goals (SDGs).

Responsibility statement

The Sustainability Report for FY 2023-24 provides a comprehensive and accurate representation of the company’s non-financial performance and its potential to deliver value to stakeholders. It may contain ‘forward-looking’ statements to which Interise Trust is not obliged to make public revisions, owing to factors that are beyond our control.

Reporting boundary and scope

The Sustainability Report details Interise Trust’s non-financial performance from April 01, 2023 to March 31, 2024, highlighting the sustainability initiatives and activities undertaken across our operations. It also accentuates Interise Trust’s dedication and future aspirations in the realm of sustainability.

The reporting boundary primarily extends to Interise Trust’s road network, spanning approximately 7300 lane kilometers, and includes the operation and maintenance of 17 Build-Operate-Transfer (BOT)/Annuity Road Assets across eight Indian states.

Message from the CEO



“Our actions are guided by our values of Integrity, Authenticity, Responsibility, Excellence, Unity and Collaboration, and Care and Enterprise.”

Dear Stakeholders,

I am delighted to present our inaugural sustainability report for the fiscal year 2023-24. This report, prepared in line with GRI standards, is a testament to our commitment to driving positive change. I want to express my sincere gratitude to the entire Interise Trust team for their unwavering dedication and enthusiasm in gathering the information presented in this report.

Our highways not only connect people and places but also serve as corridors of prosperity and development. Through strategic planning and innovative solutions, we are dedicated to minimizing our carbon footprint and preserving the natural ecosystems surrounding our highways. We spearheaded Highway Association of India (HOAI) conference on Sustainable Investing and Responsible Development of Indian Highway Infrastructure.

Governance excellence

We have implemented comprehensive policies on Anti-Bribery and Anti-Corruption (ABAC), code of conduct, whistleblower, political activity, donations, and charitable contributions upholding the highest standards of corporate governance. We foster a culture of compliance and risk management, safeguarding the interests of our stakeholders and maintaining the trust and confidence of investors, regulators, and road users. We are actively assessing and monitoring our GHG emissions according to the GHG protocol criteria.

Social impact

With a focus on social inclusivity and community engagement, we focus on Education, Research & Development; Healthcare and Wellbeing, Environment and Ecological sustainability programmes. We aim to empower and uplift marginalized communities along our assets. In FY 2023-24, we have nearly doubled our CSR expenditure to INR 41.5 million. Our key initiatives Lajja and Sanjeevani are widely appreciated by all the stakeholders. We always endeavor to design our social engagement projects to have long-term benefits for society.

Towards building a culture of safety, we strive to promote road safety awareness and reduce accidents through tailored initiatives and collaborations. Our unique initiatives such as supporting travellers in case of emergency, are a testament to our efforts to ensure safety of employees, road users, and communities.

Environmental stewardship

Inspired by our ancient Indian culture, we at Interise Trust recognize our implicit duty to curtail our ecological footprint. In FY 2023-24, we have proactively worked towards increasing consumption of renewable energy and adopting energy efficiency practices. We have installed 1070 kW capacity solar rooftop plants and replaced conventional lights with LED lights, thereby reducing our Scope-2 emissions by ~21% over previous year. In FY 2024-25, we are poised to augment our efforts by installing adequate EV charging stations in our portfolio companies to encourage the road users to switch to low-carbon technologies. Fleet decarbonisation and adoption of sustainable materials are our targets for the upcoming fiscal years.

Water management is another key focus area for us. We have installed rainwater harvesting systems in our toll plazas. To support the communities

“The collective efforts of our people have propelled us to be a leading InvIT in India with a network of approximately 7300 lane km. We have nurtured a culture of inclusivity, transparent communication, and continuous learning, creating a dynamic environment for our people to thrive.”

in water-stressed districts, we have undertaken large-scale rainwater run-off harvesting systems capable of recharging underground aquifers.

Preserving biodiversity along our corridors is crucial for us. We have embarked on a journey of undertaking extensive native plantation. Beema Bamboos, known for their high carbon sequestration capacity, are planted alongside the highway corridors and at cloverleaf junctions. These plantations not only increase the aesthetics of our assets but play a paramount role in carbon sequestration as well.

Workforce engagement

The collective efforts of our people have propelled us to be a leading InvIT in India with a network of approximately 7,300 lane kms. We have nurtured a culture of inclusivity, transparent communication, and continuous learning, creating a dynamic environment for our people to thrive.

Increasing women’s participation in the workforce is a conscientious initiative under Diversity & Inclusion policy. We are committed to continuously increasing the percentage of women employees in our total workforce and currently employ 138 lady employees (both on-roll and off-roll) across our locations. This has embedded seeds of

social equality, community harmony, self-reliance, and encouragement for women to pursue professional careers. We have invested in learning and development programmes tailored to employee needs to provide them with avenues for continuous learning and upskilling. Recognising employees’ achievements is integral to maintaining morale and motivation. Our rewards programme acknowledges outstanding contributions and encourages a culture of excellence. We have implemented a comprehensive bouquet of programmes to support employees’ physical, mental, and emotional health.

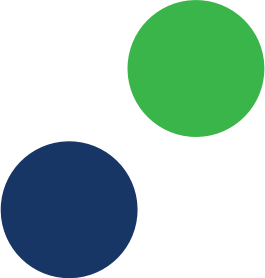
As we embark on this journey toward sustainability, we recognise that our efforts will be ongoing and ever-evolving. Through continuous innovation and collaboration, we remain steadfast in our commitment to advancing ESG principles and driving meaningful change within our industry and beyond.

Thank you for joining us on this transformative journey.

Sincerely,
Pawan Kant
CEO

About Interise Trust

Interise Trust has its registered office in Chennai, Tamil Nadu and corporate office in Mumbai, Maharashtra. We are driven by a vision for India where infrastructure development supports inclusive growth for all. We believe that good infrastructure not only promotes societal progress but also boosts the economy.



We were among India's first InvIT to be listed on a private placement basis on both the National Stock Exchange (NSE) and the Bombay Stock Exchange (BSE) in May 2018. We have also been leading the way in digitalizing key operations like finance, procurement, toll collection, contracts, and route management. Subsequent to the reporting period in April 2024, Interise Trust became India's first self-sponsored InvIT.

Covering 7,300 kilometers across eight Indian states, we are dedicated to delivering top-quality service and satisfaction to our investors and unit holders. Our stakeholders include prominent entities like the Canadian Pension Plan Investments Board Private Holdings (CPP Investments), Ontario Inc (OMERS Infrastructure), and Allianz Infrastructure (Allianz Capital Partners).



Our Vision and Mission

In an era where sustainable practices drive progress, we are proud to present our ESG Vision and Mission as part of our commitment towards doing a sustainable and responsible business:

ESG Vision

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

ESG Mission

- To be a leading player in the infrastructure space meeting and exceeding standards for quality, sustainability, governance and ethics.
- To have a positive impact on people, planet and profit.
- To constantly improve the skills of our workforce.
- To deliver the highest standards of safety and quality for the road users.

Our values

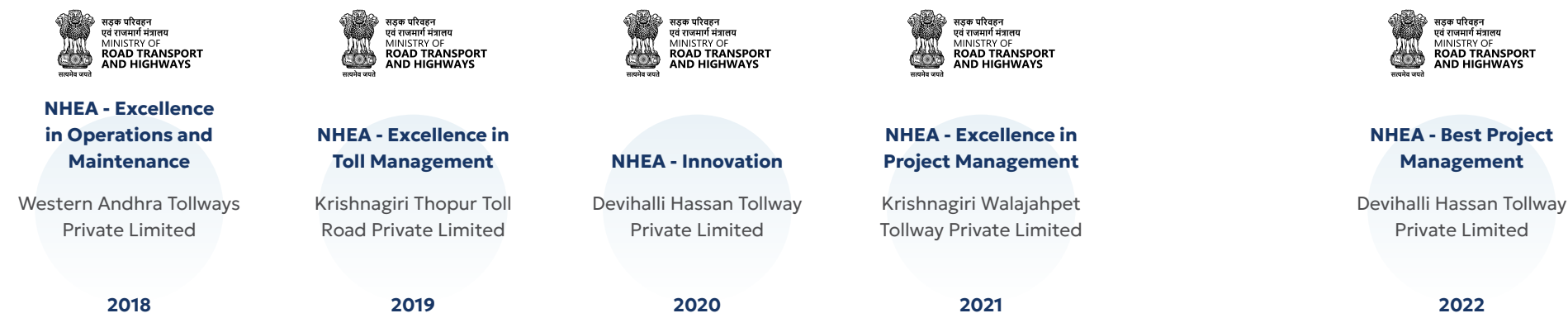
- Integrity
- Unity and collaboration
- Authenticity
- Responsibility
- Excellence
- Care and enterprise

About Interise Trust

Awards and recognition

We are proud to showcase the fruits of our dedication towards sustainability. These awards and accolades serve as testament to our ongoing efforts to drive positive change and inspire others towards a more sustainable future.

NHAI Awards



Other Accolades



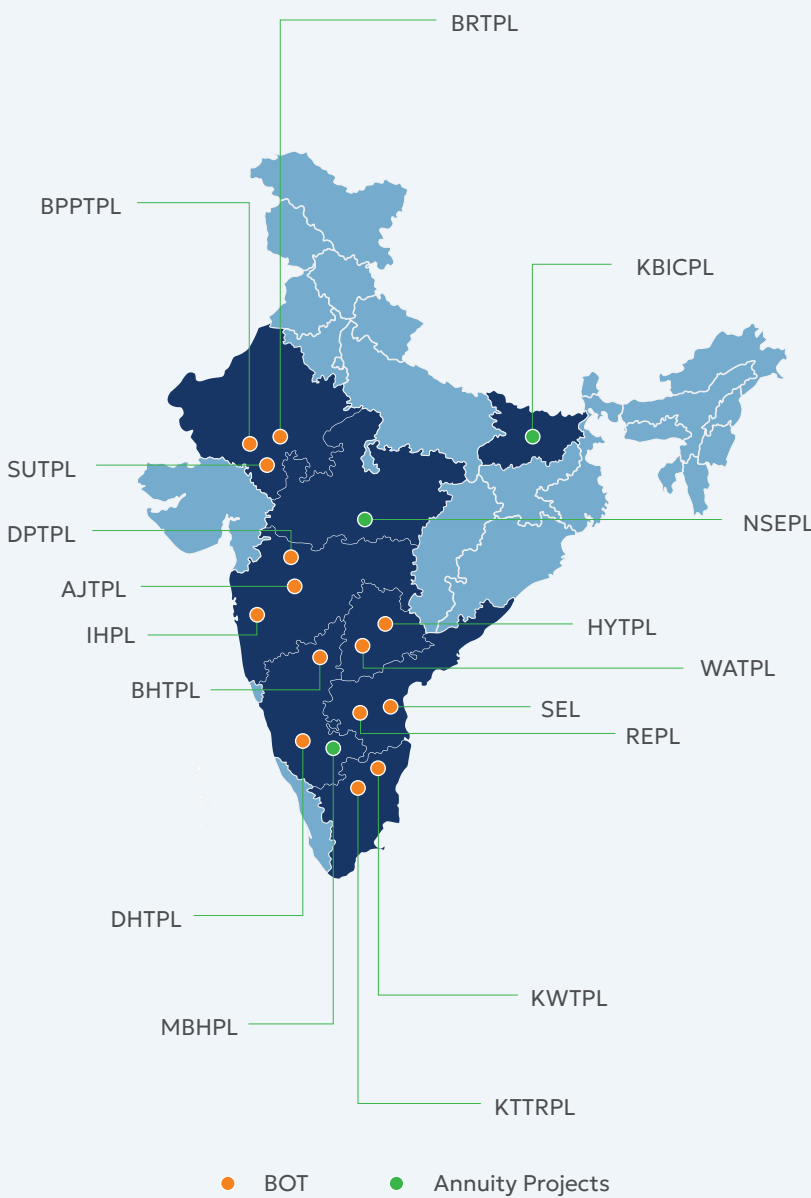
Certifications

The Trust operations are founded on strong bedrock of certified processes. We are certified as:



Our geographical footprints

Our portfolio companies span across diverse regions of India, maintaining stringent quality standards in operations and maintenance throughout its lifecycle.



Sustainability Highlights



Environment

- Increased renewable and clean energy by installing solar panels of 735kW in FY 2024, elevating our total installed solar rooftop capacity to 1070kW.
- Upgraded our lighting systems by replacing traditional HPSV lights with energy efficient LED in 16 out of 17 portfolio companies.
- Above initiatives have led to reduction in our Scope 2 emissions by ~21%.
- In alignment to Green Highways Policy of India, a new initiative of planting 5,500 Beema Bamboo trees was undertaken in FY 2024. These trees are renowned for their carbon sequestration capabilities of 400 kg per year.
- Encouraged green mobility by setting up electric vehicle charging stations at some of our portfolio companies.

- Training & Development - empowered our employees by investing in over 19,300+ hours of training.
- CSR expenditure of INR 41.5 million in FY 2024 focusing on key themes such as Environment & Ecological Sustainability; Education & Research; Healthcare & Wellbeing. This marks an increase from INR 25.0 million in the preceding year.
- Adoption of Zero tolerance policy on safety.
- Fatal accidents of road users have decreased by 10 % compared to previous year.
- Gender Representation: 14% of new hires this FY were lady employees as compared to 10% last FY.
- Conducted 778 health and safety trainings for our employees.



Social



Governance

- As on 31st March 2024, the Board of Investment Manager consists of 60% Independent Directors, 50% of whom are women directors. Post 31st March 2024, we have 67% Independent Directors.
- Robust governance framework through- Audit Committee, Risk Management Committee. Investment and Finance Committee and Projects Review Committee.
- Enhanced IT security resulting in Zero data security breaches.
- Anti-Bribery and Anti-Corruption (ABAC) training including topics on ABAC, Political Activity, Donations and Charitable Contribution (PDC), Gifts, Hospitality, Meals and Entertainment (GHME) imparted to all employees.
- A well-defined enterprise Risk Management framework in place.
- Accreditation to six ISO standards.

Sustainability Strategy

Stakeholder engagement

At Interise Trust, our commitment to sustainability extends beyond mere financial objectives and legal obligations. By embracing and advocating for sustainable business practices, we seek to co-create business values for our stakeholders. Our key stakeholders are employees, regulatory authorities, highway authorities, local communities, commuters, investors, and suppliers. Stakeholder engagement is vital for our operations and success as it ensures the alignment of organizational goals with community needs and expectations. By actively involving stakeholders, we aim

to enhance the relevance and effectiveness of our initiatives, build stronger partnerships, and foster a sense of shared ownership. This collaborative approach not only improves project outcomes but also promotes sustainability and long-term impact. We nurture relationships with our stakeholders founded on principles of openness, transparency, and trust. To gain deeper insights into their perspectives on critical issues, we have conducted a comprehensive stakeholder engagement and materiality exercise in FY 2023-24. Leveraging insights from sector analysis and our business nature,

we have identified key stakeholders and material topics essential to our operations. Engaging and collaborating with stakeholders not only aids in understanding our impacts but also facilitates progress in addressing sustainability challenges and seizing opportunities. By comprehending stakeholder needs, we ensure that our services contribute positively to broader social, environmental, and economic issues. To further fortify our sustainability initiatives, it is imperative that we maintain direct communication and engagement with our stakeholders.

Framework for stakeholder engagement

Stakeholder group	Communication channel	Frequency of communication
 Employees	Newsletters, emailers, townhalls, training programs, employee feedback surveys, leadership connects	Periodic
 Regulatory authorities	National Highways Association of India, Highway Operators Association of India and Bharat InvIT Association events, feedback meetings, independent engineers	Need-based
 Commuters/road users	Safety awareness campaigns, feedback forms	Periodic
 Directors of the Board	Board of Committee meetings, informal discussions, and guidance	Periodic
 Suppliers and contractors	Emailers, vendor portal	Need-based
 Communities	Awareness drives, Health camps, Various CSR initiatives	Periodic

Materiality assessment

Our materiality exercise aimed to gather feedback from both internal and external stakeholders to gain a clearer understanding of and prioritise ESG issues relevant to our business. Peer benchmarking and rating

standards were referenced whilst selecting the universe of material ESG themes and topics for Interise Trust. Our materiality assessment encompassed feedback from over 200 internal and external stakeholders.

Through online and physical surveys, we engaged with multiple key stakeholders such as directors of the board, road users, suppliers/contractors, employees and community members.

Calibration of results

Analysed survey responses from internal and external stakeholders, determined weights for stakeholder groups and thematic categorisation of sub-topics.

Identified a universe of relevant ESG topics

Based on discussions with internal stakeholders, peer review and benchmarking, sector scans, media reports and material topics identified by SASB, MSCI and S&P Global's CSA.

Data collection

Used online and physical surveys in conjunction to collect data and information from internal and external stakeholders.

The assessment findings provided valuable strategic inputs for developing ESG strategies and action plans for Interise Trust. Some of the qualitative findings of our assessment are listed below:

Majority of the respondents rated themselves very or extremely aware when it comes to understanding of sustainability and ESG themes for the Tollway and Highway sector.

Road users equally value Interise's focus on road safety initiatives and awareness generation around the same.

Interise's suppliers believe that it should invest in diversity and inclusion within its supply chain to remain competitive.

Customers appreciate Interise's dedication to road safety. They see the absence of EV charging infrastructure as an area of improvement.

Sustainability Strategy

Our ESG priorities

A total of over 50 sustainability topics were evaluated for consideration at a strategic level, filtered down to 10 preliminary material topics (infographic below) and further organised into four themes. We are currently drafting a comprehensive ESG policy while simultaneously establishing an ESG Steering Committee to oversee its implementation. We have linked our material topics with the United Nations’ 17 Sustainable Development Goals (SDGs) to align our actions with global sustainability goals. By identifying the key issues and mapping them to relevant SDGs, we prioritise efforts and demonstrate our commitment to driving positive change.

Theme	Material Topic	Explanation
Corporate Governance	Corporate Governance	We prioritize effective corporate governance to ensure that decision-making is sound, risks are managed appropriately, and stakeholder interests are safeguarded. This includes maintaining clear lines of authority, establishing robust internal controls, and adhering to legal and regulatory requirements.
	Cybersecurity and data privacy	We operate within a constantly changing cyber security threat environment. Thus, it is crucial to implement suitable measures to tackle these threats effectively.
	Stakeholder relationships and management	We aim to build and maintain positive relationships with all stakeholders, including investors, government agencies, local communities, and other key stakeholders involved in our projects. We understand that transparent communication, mutual trust, and collaboration are essential for achieving our business objectives and addressing the needs and concerns of all stakeholders.
	Responsible Investing & Supply Chain	We are committed to integrating Environmental, Social, and Governance (ESG) priorities into our investment decisions to maximise long-term value and mitigate risks. We also aim to adopt responsible, safe, and ethical practices in procuring labour, products, and services. Additionally, we acknowledge our duty to eradicate all types of slavery and exploitation from our supply chains.
Future-ready Workforce	Labour Practices and Health and Safety	We are committed to upholding and promoting the rights and well-being of all individuals involved in our operations, including employees, contractors, and members of the communities where we operate. This includes providing safe working conditions, fair wages, and opportunities for professional development and advancement. Through our collective efforts, we also aim to create a culture of safety that permeates all aspects of our business and contributes to the overall success and sustainability of the road sector in which we operate.
	Talent Management	Investing in our employees’ skills, knowledge, and well-being is key to our success and sustainability. We are committed to creating an inclusive and supportive work environment where all employees feel valued, empowered, and motivated to perform their best. We invest in developing our leaders across all levels to inspire and engage their teams, foster collaboration and innovation, and drive performance and results.
	Diversity, Equity & Inclusion	We recognise that promoting diversity, ensuring equity, and fostering inclusion are not only ethical imperatives but also essential for driving innovation, enhancing decision-making, and fostering a positive work culture. Through concrete actions, policies, and initiatives, we aim to create positive change within our organisation and contribute to a more equitable society at large.

Theme	Material Topic	Explanation
Environmental Stewardship	Climate Change and GHG Emissions	Considering the impact of the road sector on emissions, we take proactive measures to mitigate our carbon footprint and adapt to climate risks. Additionally, we incorporate climate resilience measures into our infrastructure projects to withstand the impacts of extreme weather events and changing climate conditions.
Social Impact	Road Safety	While operating within an environment where risks are inherent, it is essential to prioritise measures that ensure the safety of all our road users. We recognize its significance for our employees, stakeholders, and the community at large. Through stringent safety protocols, rigorous training, and continuous improvement efforts, we aim to minimise accidents and uphold the highest standards of safety on the roads.
	Road User Satisfaction and Engagement	Ensuring the satisfaction and active engagement of road users is critical for our success. By prioritising their needs, we foster positive experiences and long-term relationships. Ultimately, their satisfaction drives our commitment to excellence in road infrastructure management.

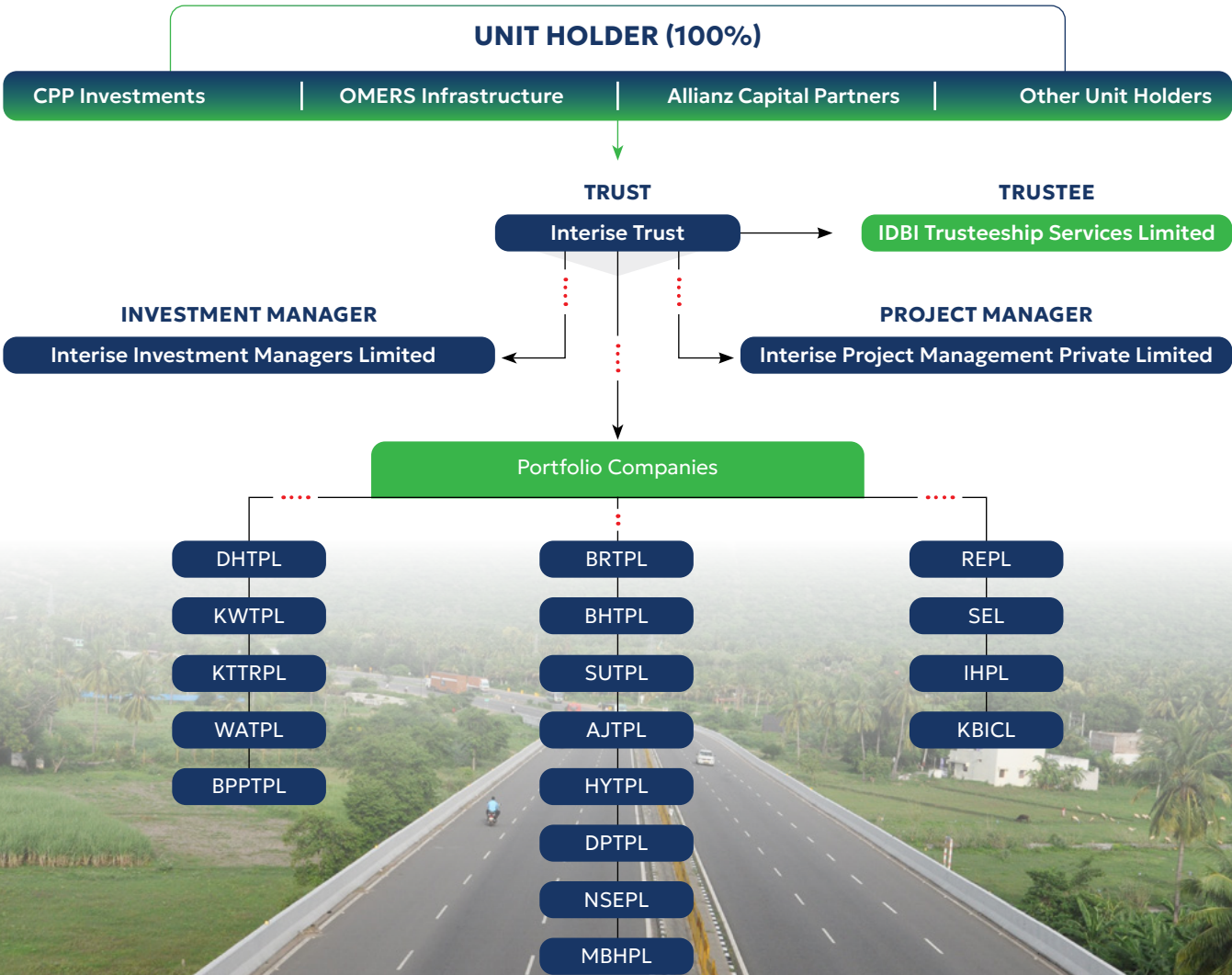


Governance at Interise

Our governance framework

At Interise Trust, our foremost objective is to establish robust systems and procedures demonstrating transparency in all we do and maximizing stakeholder value creation. We are committed to sound governance practices that underpin strategic decision-making, risk management, and ethical conduct. Our corporate governance principles are rooted in core values of integrity, unity, collaboration, authenticity, responsibility, excellence, and care for enterprise.

Effective governance and policies are essential for promoting accountability and transparency in any organization. Auditing plays a crucial role in independently verifying compliance with these policies by identifying opportunities for improvement and is appropriate implementation., thereby building stakeholder trust, and upholding sustainable practices throughout project lifecycles. The Board provides guidance to the leadership team in executing strategic plans across the value chain. Furthermore, it ensures that management effectively protects the Trust’s assets and adheres to relevant regulations concerning good governance. Operational and sustainability initiatives receive support from a network of representatives from various departments.



Investment Manager Board and its committees

Our Board of Directors possesses the necessary expertise, skills, and experience to efficiently lead the Trust towards its goals. They exhibit leadership abilities, demonstrate competence, integrity, and a strategic mindset. The Investment Manager’s board as on 31st March 2024, comprises six independent directors, namely Ms. Neera Saggi, Mr. Sanjay Ubale, Mr. Ravindran Shunmugakani, Ms. Monisha Macedo, Dr. Ashwin Mahalingam, Ms. Samyuktha Surendran, and as well as three investor directors, namely Mr. Sudhakar Mallya, Ms. Delphine Voeltzel, Ms. Anjali Gupta and Sponsor nominee director, Mr. Pramod Sushila Kapoor. As of 31 March 2024, we have 60% independent directors and 50% women directors on the board. The key management personnel are Mr. Pawan Kant, CEO, Mr. Gaurav Khanna, CFO, Mr. Amit Shah, CCO & CS. To oversee governance, the board of directors has established seven committees which convene regularly to address pertinent matters, including identified gaps and action plans.

Project Manager

The Project Manager (PM) oversees performance of all the projects to align with objectives of the Trust and its revenue generation and planning, monitoring, and controlling of its expenditure budgets. It ensures that various provisions of concession agreements, the relevant statutes and various project documents have been complied with. It also ensures that the systems are in place for maintenance and development of various projects. The PM works to ensure that risks are mitigated for both, the employees and the road users, by providing safe work zones and strives to improve the overall safety of the road users. It also explores various opportunities to continuously enhance the durability of the assets and optimize the life cycle cost. PM conducts due diligence to assess that the project cost and operational plan during the concession period are as per approved annual operating plan and in accordance with concession agreements. Before any acquisition, it also conducts various due diligences including technical due diligence to assess project viability.

PM also engages, liaises and maintains relationship with various stakeholders including Authorities, contractors, road users and investors.

The management of the PM is led by its Chief Executive, Mr. R Madhavan ably supported by other dedicated professionals viz. Strategic Business Heads and Heads of other critical functions like Procurement, Contracts, Safety, Equipment (for operation, management, maintenance and overall sustainability). The team has vast experience in varied disciplines to manage and operate large road infrastructure projects. The team comprises professionals from different disciplines, including traffic & road safety, road maintenance & value engineering, FIDIC based contracts formulation, contract management & tendering and toll plaza operations. The PM regularly appraises the Investment Manager on all matters relating to toll operations, MMR, repair works, safety, traffic management and sustainability.

- Audit Committee
- Nomination and Remuneration Committee
- Risk Management Committee
- Investment and Finance Committee
- Corporate Social Responsibility (CSR) Committee
- Stakeholder Relationship and Investor Relations and Grievance Committee
- Project Review Committee

Ethical principles for our business

We have instituted multiple layers of policies aimed at promoting good governance to enhance the implementation of ethical practices and transparent workflows across Interise. Regular reviews of our portfolio companies by Project Manager company ensure ethical conduct in their business operations. The project heads along with functional heads, bear responsibility for complying with appropriate federal and state laws. Our whistleblower mechanism, managed by an independent third party, ensures complete anonymity through a multi-channel and multi-lingual helpline. Throughout FY 2023-24,

we conducted quarterly training sessions on ABAC (for contract staff and vendor representatives too) and ESG, and need-based trainings on compliance across all our offices and portfolio companies. We enforce a Zero Tolerance Policy towards safety violations to prioritise workforce and road user safety. iSMART (an EHS application) has been implemented across all our portfolio companies to ensure timely issuance of Permit to Work (PTW), Toolbox Talk (TBT), and reporting of untoward incidents. Aligned with UN Principles for Responsible Investment (PRI), we undertake adequate due diligence for pre-acquisition evaluation of target’s ESG principles. Post-acquisition we actively work to integrate our ESG processes and policies with the new portfolio companies.

Governance at Interise

Policy

Code of Conduct



Anti-bribery and Anti-corruption Policy



Whistleblower Policy



Employment, Safety, Environment and Governance Policy



Anti-Money Laundering Policy



Guidelines

Our comprehensive Code of Conduct establishes clear rules and principles to be adhered to by every employee, including senior management, directors, executives, and officers of the Investment Manager/portfolio companies. This Code ensures ethical business conduct and provides guidance on compliance with relevant laws and regulations, emphasizing the importance of maintaining integrity in interactions with stakeholders, free from any personal or professional conflicts of interest. Apart from this, we have the Third Party/ Intermediary Code of Conduct.

We expect strict adherence to our Anti-Bribery and Anti-Corruption (ABAC) Policy from all employees, including senior management, directors, and executives, and officers, in their dealings with stakeholders. This policy provides clear guiding principles and procedures to prevent any involvement in bribery, facilitation payments, or corruption. This policy extends to our entire value chain processes and to our interactions with both public and private sector entities and individuals.

We have set up a formal reporting system accessible to the Investment Manager, Project Manager and portfolio companies and their employees to report their concerns without the risk of victimisation, retaliation discrimination, or disadvantage. This system allows them to report any confirmed or suspected breaches of the Code of Conduct or unethical behaviour. It ensures that employees have a clear process to raise concerns, promoting a culture of integrity and ethics across the organisation. The Interise Ethics Helpline (wicinterise@ethicshelpline.in) is an independently managed helpline with multilingual functionality.

This policy highlights our commitment to providing a safe and healthy workplace to our employees and other stakeholders and conserving the environment, biodiversity, and cultural heritage around our project sites. The policy also ensures compliance with all statutory and other applicable legal and regulatory requirements with respect to workers rights

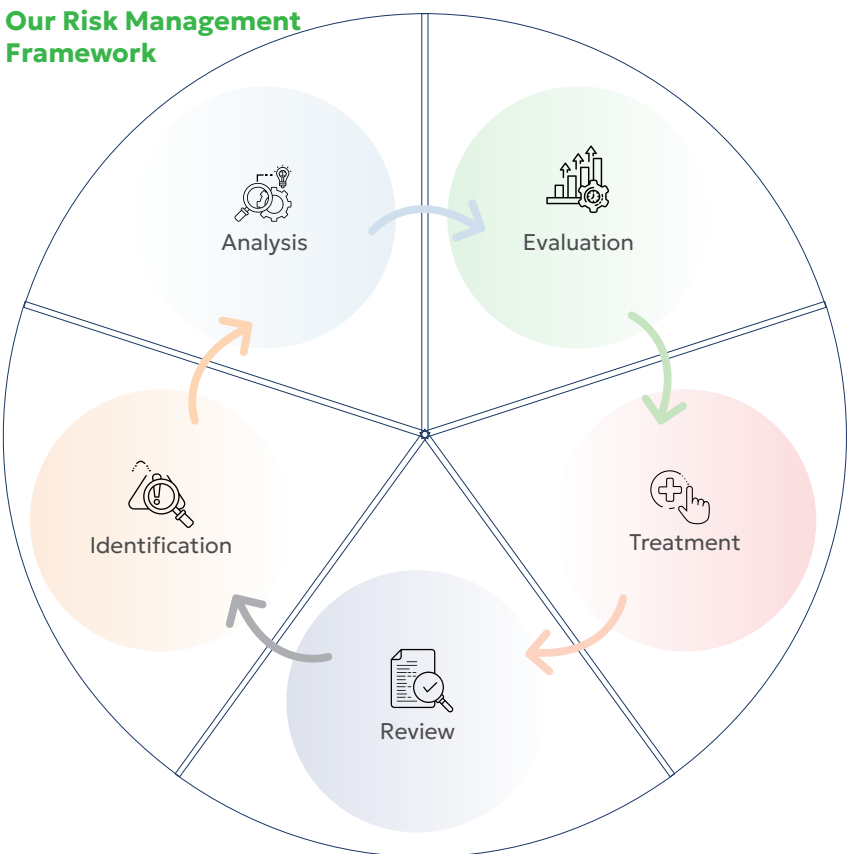
We are committed to engaging exclusively with entities involved in legitimate business activities and whose funds originate from legitimate sources. It is expected that all our employees, directors, executives, and officers strictly adhere to this policy when interacting with our stakeholders. The policy safeguards Interise from involvement in money laundering and to combat the financing of terrorism. It governs our interactions with entities and individuals, both domestically and internationally, across public and private sectors.

Risk management and compliance

Effective risk management is crucial for our corporate governance and sustainability. It plays a pivotal role in ensuring operational efficiency and our long-term success. Proactive risk management at Interise assists in safeguarding assets and resources, and it ensures compliance with laws, regulations, and contractual obligations. This approach minimises the financial impact of unforeseen events, averts legal implications, secures the safety of IT assets, and maintains reputation and public trust.



Our Risk Management Framework



Risk governance and processes

The Trust maintains a stringent risk management framework and policy, conforming to the ISO 31000:2018 standards and the stipulations set forth in SEBI (Infrastructure Investment Trust) Regulations, 2014. At an operational level, the board-level Risk Management Committee holds the responsibility of monitoring and reviewing the overall risk management plan. The board is responsible for evaluating the effectiveness of risk management procedures and overall risk profile and appetite. The members of the committee include Ms. Monisha Macedo (Chair), Ms. Neera Saggi, Dr. Ashwin Mahalingam, Samyuktha Surendran, Mr. Sudhakar Mallya, Ms. Delphine Voeltzel, Ms. Anjali Gupta.

The risk management monitoring at Interise follows a three-tier structure:

Risk Management Steering Committee (RMSC) (Oversight)	Headed by the CEO, this committee monitors prioritised risks from SRMC and provides guidance. It presents the top risks to the Risk Management Committee, Audit Committee, Board as part of the framework and seeks necessary guidance and approvals. It meets on a quarterly basis.
SBU Risk Management Committee (SRMC) (Oversight)	Provides guidance to the PRMC on complex issues and reviews the status of planned mitigations v/s implemented. It ensures oversight of project and emerged risks relating there to, adequacy of mitigation measures and review its implementation. It meets on a bimonthly basis and is chaired by CE- Asset Management.
Project Risk Management Committee (PRMC) (Core)	Identifies project-specific risks, develops mitigation and monitors the execution of the mitigation plans. A risk register is maintained for tracking the risks on a monthly basis. Meetings are held monthly, with the Project Head serving as the process owner.

Governance at Interise

Additionally, the following practices are in place to ensure a robust risk culture:

- Risk Categories: Six key risk categories namely HSE, legal/ compliance, financial, operational, strategic, and information technology have been identified to comprehensively address and manage risks across the organisation.
 - Risk Management Committee Meetings: These occur biannually to provide an overview of prevailing risks and obtain inputs and strategic direction for risk management.
 - Independent Business Function: The risk management function operates independently of other business lines to ensure impartiality and objectivity.
 - External Risk Audit: Risk control and self-assessment are conducted by an external agency to ensure controls are designed and operating effectively.
 - Risk education and training: Risk education is provided as and when necessary, to enhance risk awareness and understanding among employees. Further, regular compliance training ensures adherence to policies and procedures. Knowledge sharing and training is also imparted to the board members through sessions with Internal Auditors, Statutory Auditors, and the risk management team to understand nuances of risk framework. Additionally, ISO audit training was provided to 32 Lead Auditors and 13 Internal Auditors.
 - Risk champions: Each portfolio company has a designated risk champion who receives specialised training on their roles and responsibilities.
- This comprehensive approach ensures that risks are systematically identified, assessed, and mitigated at all levels, contributing to enhanced governance, long-term success and sustainability.

Cybersecurity and data privacy

In today’s digital era, characterised by cloud computing, online marketplaces, and payment systems, uninterrupted access to networks, IT systems, and data is crucial. Any disruptions to system performance or services can result in increased costs and damage to an organization’s reputation. Protecting data, preserving its integrity, and ensuring accessibility when needed are foundational elements of our business approach.

Control Frameworks

We rely heavily on our information systems, and the data they hold for daily operations and efficient service delivery. Consequently, we have developed and put into action comprehensive security policies, procedures, and controls. These measures are in place to safeguard the confidentiality, integrity, and availability of all information handled, processed, and transmitted through our information systems.

We have established an Information Security Policy, committed to satisfying applicable requirements and continually improving ISMS (Information Security Management System). The ownership of the ISMS lies with the Information Security Team, led by the Information Security Apex Committee. The Chief Information Security Officer (CISO) serves as the primary mentor for information security at Interise Trust and should be contacted regarding any inquiries, suggestions for improvement, specific security recommendations, or other matters related to automated systems, data, or information security. The CISO is supported by ISDR-IT and two other individuals from the IT department. Ultimately, the responsibility for maintaining this set of policies and procedures rests with the CISO. We also have detailed policies focused on IT security and firewall requirements,

cloud security, incident management, network control, personal data protection, supported by documented procedures aimed at continuously enhancing security measures.

Measures

All employees, including third parties, undergo online cybersecurity training twice a year. Frequent mailers/ teasers are sent to all users to create cybersecurity awareness. Additionally, there’s a cybersecurity awareness module that requires completion with assessment every quarter for all employees, including new hires. Monthly phishing simulations are conducted, supplemented by personalised training for employees who may have been compromised.

Our employees receive training on the incident management process, that allows them to directly contact the Incident Management Team if they notice anything suspicious. The employees receive the requisite training to respond effectively to incidents, and those required

to react are thoroughly briefed. Furthermore, deputies are assigned to key positions to ensure continuous coverage. In the event of a security breach by any employee, the code of disciplinary action, with reference to the Interise Trust’s Code of Conduct, shall be employed in acting against the defaulter, which may culminate in the termination of the employee at the discretion of management after considering the interest of the organization.

Infrastructure

Given our involvement in tolling operations, we have implemented a robust security system to safeguard critical commuter information across our offices and portfolio companies. This includes deploying multiple control systems to protect sensitive data, such as the NHAI’s National Electronic Toll Collection (NETC) FASTag system. The computers at the toll plaza aren’t linked to the broader internet to safeguard against potential hacking of financial

data. They are exclusively used for toll operations software, ensuring a secure environment for our financial transactions. Our ongoing efforts are directed towards establishing a more resilient and secure IT infrastructure across our portfolio companies.

As a part of our incident management process, incident drills are conducted within respective domains using sample critical incident triggers. The executive committee (CISO designate, Chief of Corporate Security designate and Head IT, and Head HSE) initiates audits once a year for the incident management process and reviews the outcome of the testing of the incident management plans and provides inputs and guidance to improve planned outcomes. We have been accredited with ISO 27001:2022 for our IT infrastructure and information security management system for all our entities, including the registered office, corporate office, regional offices, and all 17 portfolio companies.



Information Technology Control Structure	Critical Information Infrastructure Identification
	Information Security Team
	Information, Security and Policy
	Training and Awareness
	Data Loss Prevention
	Access Control Policies
	Perimeter Protection
	Incident Response System
	Risk Assessment Management

Human Capital Approach

At Interise Trust, we are committed to creating a workplace nurturing performance and fostering personal & professional growth. Our goal is to empower our employees, providing them with a fulfilling and enriching experience that contributes to their overall development and satisfaction. Our human capital policies are designed to comply with applicable statutes and uphold human rights. We strictly prohibit child and forced labour.

Workforce overview

Interise Trust comprises a total workforce of 585 dedicated on-roll individuals consisting of 543 males and 42 females. While the gender distribution leans towards males, the organisation remains committed to fostering an environment of inclusivity and gender diversity. This commitment not only aligns with the organization’s values but also underscores its dedication to creating a workplace where everyone feels valued, respected, and empowered to contribute to the organization’s success.

Employee category	Units	As on 31st Mar 2024				
		Age-wise			Gender-wise	
		<30 years	30-50 years	>50 years	Total Male	Total Female
Top Management	Nos	0	1	2	3	0
Senior Management	Nos	0	10	5	14	1
Middle Management	Nos	6	134	23	145	18
Junior Management	Nos	80	294	6	363	17
Executives on Contract	Nos	7	16	1	18	6
Total Employees	Nos	93	455	37	543	42



Hiring and retention

At Interise Trust, our approach to hiring is guided by a commitment to building a diverse and talented workforce across all levels and age groups. We prioritize attracting top talent who embody our values and contribute to our collective success. We recognise the importance of employee retention and its impact it has on our organizational continuity and culture. We strive to create an environment where every team member feels valued, supported, and motivated to excel. By prioritizing employee well-being and professional fulfillment, we aim to minimize turnover and cultivate a loyal and engaged workforce dedicated to driving our mission forward.

Requirement	Category	Age Group						Total	
		<30		30-50		>50		Male	Female
		Male	Female	Male	Female	Male	Female		
New Hires	Top Management	0	0	0	0	0	0	0	0
	Senior Management	0	0	2	0	0	0	2	0
	Middle Management	2	0	33	5	2	1	37	6
	Junior Management	20	3	27	5	0	0	47	8
	Executives on Contract (FTC)	2	1	7	2	1	0	10	3
	Trainees	0	0	0	0	0	0	0	0
	Total	24	4	69	12	3	1	96	17

Total no. of Internal Hires (position filled by internal candidates)	Top Management	0	0	0	0	0	0	0	0
	Senior Management	0	0	0	0	0	0	0	0
	Middle Management	0	0	0	0	0	0	0	0
	Junior Management	1	0	2	0	0	0	3	0
	Executives on Contract (FTC)	0	0	0	0	0	0	0	0
	Trainees	0	0	0	0	0	0	0	0
	Total	1	0	2	0	0	0	3	0

Total employees separated	Top Management	0	0	1	0	0	0	1	0
	Senior Management	0	0	0	0	0	0	0	0
	Middle Management	1	0	16	1	2	0	19	1
	Junior Management	15	3	31	2	2	0	48	5
	Executives on Contract (FTC)	0	0	3	1	0	0	3	1
	Total	16	3	51	4	4	0	71	7

Interise has a multi-faceted workforce that collaborates to maintain high service standards while adhering to the industry’s best practices in HR policies.

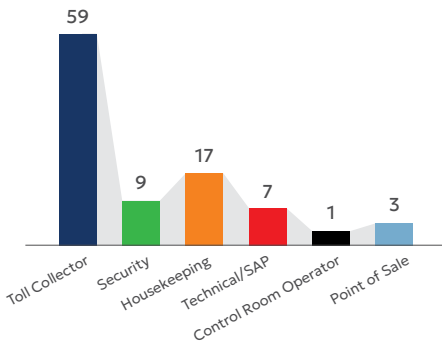
Human Capital Approach

Fostering a strong, agile, and inclusive workplace

Our commitment to fostering a culture of respect and dignity is reflected in our comprehensive Employee Code of Conduct, Diversity and Inclusion Policy, Prevention of Sexual Harassment Policy (POSH), and other pertinent guidelines. These frameworks serve as pillars in upholding our zero-tolerance stance against any form of discrimination or abuse within our organization.

Diversity and inclusion are cornerstones of our organizational ethos. We actively promote gender diversity and provide equal opportunities for all individuals within our workforce. The CEO interacts with the female workforce on a quarterly basis to encourage their participation in operations of the companies. We are committed to fostering an inclusive workforce and recognise the vital contributions of our on-field women employees across various operational roles. Currently, we have a total of 96 dedicated women working in key on-field (off-roll) positions. From toll collections to overseeing technical operations and conducting point-of-sale transactions, our female workforce demonstrates a rich tapestry of skills and strengths, contributing to the dynamic success of our operations. At Interise Trust, we believe in empowering women by providing them with opportunities to grow and succeed in roles traditionally dominated by men, highlighting our commitment to gender diversity and inclusion.

On-field women employees at Interise Trust



Employee well-being and engagement

At Interise Trust, we are dedicated to maintaining a balanced and inclusive workforce composition. Our initiatives are tailored to empower all employees and foster equal opportunities. Here's how we support our workforce:

Arogyam Policy: Provides female employees with three continuous days of work-from-home flexibility.

Comprehensive medical coverage: Extensive medical coverage, including outpatient expenses for managers and above.

Connectivity support: Providing mobile bills and internet expenses, a mobile instrument scheme. Resident laptop facility and laptop buy-back facility is available.

Wellness initiatives: Gym allowance, yoga sessions, and company-sponsored marathons promote employee well-being.

Mental health and physical well-being sessions: On a regular basis, we conduct various kinds of mental health and physical well-being sessions for all our employees.

Celebrating Diversity: Organizing events to celebrate regional festivals and Women's Day to enhance our inclusive workplace culture.

Team Building Activities: Includes team lunches and company-sponsored marathons foster a sense of community. Team building activities are held for both on-roll and off-roll employees at project sites.

Leave Travel Allowance (LTA): Encouraging a balanced approach to work and life for employees.

These initiatives reflect Interise Trust's commitment to creating a supportive, diverse, and inclusive environment, essential for our sustainability goals and overall corporate success. We have conducted employee engagement surveys through one of the world's leading agency.

Additionally, in its commitment to nurturing a supportive and inclusive work environment, Interise Trust prioritizes the well-being of its employees, particularly during life-changing events such as the birth of a child. Through our comprehensive parental leave policy, we ensure that both male and female employees are granted adequate time off to bond with their newborns without concerns about career setbacks. Notably, the organization demonstrates an exemplary track record in facilitating a seamless return to work for employees following parental leave, with a 100% return rate. This highlights our dedication to supporting our workforce throughout their life journeys and promoting a healthy work-life balance. By championing gender equality and parental support initiatives, Interise Trust sets a standard for responsible corporate practices that prioritize employee well-being and diversity.

Parental Leave	Permanent Employees	
	Male	Female
Employees entitled for parental leave	543	42
Employees that took parental leave	31	1*
Employees that returned to work in the reporting period after parental leave ended	31	0*
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	31	N.A.**
Rate of Return to work that took parental leave	100%	0%
Retention rates of employees that took parental leave	100%	-

*100% rate of return only consists of male employees, as one female employee who took parental leave in FY 2024 is still continuing on parental leave.

** No female employee took leave in FY 2023

Learning and development

At Interise Trust, we prioritize continuous learning and development, investing in over 19300 man-hours annually to enhance sub-skill proficiencies. Our comprehensive training programmes, both on-roll and off-roll, empower our workforce with the necessary tools for success. From junior to senior management levels,

we ensure access to opportunities for growth, fostering a culture of professional development and innovation. Tailored to respective roles, our training initiatives equip employees with the knowledge to excel, contributing to a dynamic and ever-evolving workplace. Below tables illustrate the details of our commitment to nurturing talent and fostering personal growth.



By offering a diverse array of training topics, we empower our employees to develop essential soft skills crucial for professional and personal growth. These initiatives not only enrich individual capabilities but also contribute to a collaborative and high-performing organizational culture. At Interise Trust, we are committed to equipping our workforce with the skills and mindset necessary to thrive in an ever-changing business landscape.

Going forward, we will collaborate with IIT Madras for Leadership Development and Senior Management Programmes. We are aiming at launching a six-month engagement programme exclusively for women employees to foster professional growth, and two team workshops utilizing the Vanto Training Programme to nurture a high-performance culture within the organization.

Average hours of training per year per employee		
Categories	Total Training Man Hours	No. of Employees Trained
Consolidated	19300	4357
Senior management	808	20
Middle management	1908	83
Junior management	13982	3213
Contract workers	2602	1041

Soft-Skill Training Topics	
On-roll employees	Off-roll employees
Growth mindset	Adaptability and problem solving
Overcoming self-limiting beliefs	Team building exercises
Goal setting and achievement	Conflict resolution techniques
Embracing challenges	Time management
Mindfulness and well-being	Strategies for maintaining physical and mental health in remote settings
Time management	Overcoming self-limiting beliefs
Peak performance	Evaluation/review
Conflict resolution	
Ownership and accountability	
Evaluation/review	



Occupational Health and Safety

As a leading highway operator, ensuring the safety of our employees, customers, and communities is of paramount importance to us. Safety is a core value ingrained in every aspect of our organization. We have instituted a safety culture that emphasizes proactive risk management, continuous improvement, and open communication. Every employee is empowered to prioritize safety and intervene when necessary to prevent accidents or injuries.

At Interise Trust, health and safety oversight is focused on two broad dimensions: the safety of our employees and the safety of our customers and communities.

Safety governance

At Interise Trust, our employees and contractual workers are pillars of our operations. To safeguard them on the job, we have implemented several industry leading innovations and safety processes. Our Integrated Business Management System (IBMS) policy highlights our commitment to work towards ‘zero incidents’ covering both workplace safety and traffic safety. This policy covers all our operational activities and all our employees including contractors associated with us. We have a structured safety governance system in place to ensure

adequate oversight of the working environment. At each of our portfolio companies, a local safety committee led by the project head is responsible for implementing safety policies and standards. Monthly HSE meetings are conducted at the site and overseen by HSE Head. The HSE performance of all portfolio companies is presented to the senior management on a monthly basis.

The corporate safety team ensures universal implementation of health and safety policies and SOPs, periodic review, and third-party audits.

The periodic reviews and audits assess effectiveness of internal controls and track compliance. All our offices and 17 portfolio companies are ISO 45001:2018, ISO 14001:2015 and ISO 39001:2012 certified. Additionally, our SHETRA – Safety, Health, Environment and Traffic Risk Assessment Procedure and IBMS policy has clearly defined risk matrix, potential hazards, and internal controls for risk mitigation.

Safety and integrity are innate within Interise’s culture with every meeting beginning with the employees taking a Safety and Integrity pledge.



Change begins with each one of us and we believe that safety cannot be compromised; it is priceless.

Training

At Interise Trust, we firmly believe continuous skill development of our employees and contract workers is necessary for robust compliance with IBMS policy. We have developed learning modules tailored according to the needs of employees and workers. All new joiners have to undergo mandatory induction training on our IBMS policy and system. The induction programme explains various safety protocols implemented in our operations and the nature of the work undertaken. In addition to the induction training, training modules on first aid, Standard Operating Procedures (SOP), mock drills including incident management, work permit, traffic management plan, firefighting, and risk assessment and hazard analysis are periodically disseminated at the project level.

In FY 2023-24, we conducted 778 health and safety training sessions for our employees at all portfolio companies.

Operational safety

We regularly execute routine and major maintenance works on highways in live traffic conditions with vehicles plying at high speeds. This poses a significant safety risk to our employees and contractors. We have adopted industry leading practices and equipment to mitigate the risk to ALARP (as low as reasonably practicable) in accordance with our IBMS policy.



Personnel Protective Equipment (PPE)

The IBMS policy defines the importance of using task specific PPEs to protect the personnel from identified hazards. Mandatory PPEs used at our sites are high visibility jackets, safety helmets, and safety shoes.



Highway Traffic Management Vehicle (HTMV)

HTMV is used for placing and removing the safety cones from the road during routine and major maintenance works. Simultaneously, HTMV helps to guide the diversion of traffic in night and daytime by utilizing LED and reflective markers. We have currently procured 10 HTMV vehicles and are in the process of procuring more vehicles to deploy at our portfolio companies.



Live traffic management

We deploy traffic marshals whilst undertaking any maintenance activities on the highways. The traffic marshals are responsible for planning traffic diversions and placement of traffic cones and HTMV vehicles. They ensure maintenance works are executed without disrupting live traffic, whilst ensuring the safety of our personnel.



Employee well-being

At Interise Trust, we work towards ensuring the overall well-being of our employees and workers. Annual health camps are organized at each portfolio company to facilitate preventative health screening. The health checkup records are kept confidential to prevent any discrimination against the employees. Medical insurance is provided to all employees and workers giving them a safety net to tackle emergencies. Additionally, we also promote physical and mental health awareness through training sessions, workshops, and informational campaigns.

At the toll plazas, we have stationed mobile LED display variable message signs (VMS) powered by solar, which are used for displaying traffic advisory and road safety awareness messages for the road users. These mobile VMS can be easily towed to the desired location and set up for traffic management.

Occupational Health and Safety



Customer and community's road safety

At Interise Trust, we recognise our responsibility to society and customers. We actively engage with these stakeholders to promote safety awareness and collaboration.

Smart Pole

Our in-house engineers have developed an 'all-in-one safety pole' to assist road users by warning them of high-speed traffic at critical road junctions. We have currently installed one pole as proof of concept on KWTPL. It is planned to install 27 smart poles on other portfolio companies in the forthcoming fiscal year.

Salient features of the smart pole are:

- Triple blinkers
- Reflective LED 'GO SLOW' sign board
- Camera-based digital monitoring
- Dual PA system for voice instructions
- LED tube on around the safety pole for night visibility

GOBO Projectors

The GOBO projectors (Go Between Optics) are installed on highway main carriageways for raising safety awareness. At present, they are located at four locations and their impact is well appreciated by concerned authorities and road users.

Control measures at accident prone locations

Prioritizing customer safety, we regularly assess the highways to identify black spots and accident-prone zones. Based on the assessment, we undertake corrective action to make such zones safer for the users.

Emergency preparedness

On the highways, an emergency can occur at any time. In the event of an emergency, swift and effective response is critical. We have dedicated emergency response teams at each portfolio company who are equipped with ambulances, cranes, and other emergency response equipment. These teams ensure swift and effective response to any emergency occurring on our projects including but not limited to first aid, transfer of victims to nearby hospitals, and removal of damaged vehicles from highways. Our emergency response teams can be reached through a centralized contact number 1033.

In addition to the emergency response, our teams proactively provide help to our customers for non-critical emergencies such as repairing flat tyres for travellers and arranging travel assistance for customers who have lost their way. These acts of goodwill have been appreciated by our customers and boosted the morale of the employees. Taking our commitment to safety one step ahead, hot beverages (tea/coffee) are distributed during night hours at our toll plazas to prevent drivers, especially those operating heavy vehicles, from falling asleep at the wheel.

Awareness programmes

'Prevention is better than cure'

Including this adage in our health and safety philosophy, we have developed extensive customer and community engagement programmes to spread awareness on road safety and safe driving. To widen the audience base, we take support from local authorities, local panchayats, factory associations, truck associations, and local educational institutions. The awareness programmes are conducted in collaboration with local administration and law enforcement agencies to increase their impact.

Each programme is designed around a pertinent theme of safe driving practices to comprehensively cover all topics in a staggered structure. We celebrate Road Safety Month every fiscal year, during which we conduct daily road safety awareness programmes for a total period 30 days.

In FY 2023-24, we conducted 6706 road safety awareness campaigns and supported 4179 enforcement drives.



Some topics that we cover in our awareness sessions are -Helmet use, drunken driving, seat belt use, and tyre care, wrong-side driving, pedestrian safety- crossing the road only at authorized openings, safe entry to highways from service or village roads, safe execution of U-turns at junctions, overspeeding, application of reflective tape on vehicles and identification of black spots and accident-prone zones.

Our campaigns have been well appreciated by the government agencies and all stakeholders. We have been honoured with numerous awards that recognise the dedication and effort of our employees in enhancing safety awareness. One of our portfolio companies was presented with a memento from the district collector and the district transport office for our active participation in the 35th Road Safety Month.



Implementing the bouquet of road safety improvement initiatives, we have achieved fatal accident rate (of road users) of 0.14 per km² compared to the national average of 0.42 per km.

Firmly believing in the principle of continual improvement, we consistently endeavor to adopt the latest and most effective practices to enhance our health and safety performance. We are currently undertaking a third-party assessment to strengthen our safety processes and practices. Also, Wig-Wag Traffic Signaling Signs, Truck-mounted Attenuator, Automatic Cone Placing Machine, and Vehicle-activated Speed Sign are some of the technologies we plan to trial in our operations in the next fiscal year.

²This figure excludes data of 4 portfolio companies acquired in FY 2023-24

Safety Performance in FY 2023-24

Safety Metrics for Work-related Injuries

Description	Employees	Workers (contractual staff)
Fatalities	0	3
Man-hours worked*	13373168	
Rate of fatalities	0.22**	

* Man-hours are tracked on consolidated basis for both employees and workers
** Accident rate unit is number of fatalities per million man hours worked

Safety Metrics for Work-related ill health

Description	Employees	Workers (contractual staff)
Fatalities	0	0
Recordable cases	0	0

Digital Applications

iSmart Mobile App:

Prior to any maintenance work at project sites, iSmart app is used to issue work permits following comprehensive safety checks and hazard analysis, prioritising safety in all operational endeavours. This app is also used for capturing safety incidents at our work sites facilitating prompt root cause analysis and implementation of corrective action.

Compliance tracking with Comply Global (CG) Tool:

Each portfolio company utilizes CG tool to systematically record compliance activities, substantiated with relevant proofs, ensuring adherence to safety standards.

Climate Action at Interise

“यथा पृथिव्यां तृणानि तिष्ठन्त्येव पर्जन्यात् तथा शरीराणि तिष्ठन्त्येवात्मानं जीवनः॥”

(yathā pṛthivyāṁ tṛṇāni tiṣṭhantyeva parjanyaṭ tathā śarīrāṇi tiṣṭhantyeva ātapasamaṁ jīvanam)

Translation - “Just as blades of grass grow from the earth due to rain, similarly, the bodies of living beings grow from the soul.”

“सर्व परं काष्ठं सदा। सर्व वायुः प्रदेवता। पृथिवी देवी, धर्मधारणात् धार्यते॥”

(sarvaṁ paraṁ kāṣṭhamidaṁ sarvaṁ vāyuḥ pradeventa pṛthivī devī, dharmadhāraṇāt dhāryatē)

Translation - “Wood is the highest deity; air is the deity that bestows blessings; the earth is the goddess, as it sustains righteousness.”

These shlokas highlight the interconnectedness of all life forms with Mother Earth and underscores the dependence of life on the environment for sustenance and honors the elements of nature, portraying them as divine entities that support and sustain life, including righteousness.

Our approach to climate action

Climate change presents a complex challenge that demands substantial collective action to mitigate its effects. We recognise our responsibility to contribute to the global effort to reduce greenhouse gas emissions and to address climate-related risks that could affect our operations. Our dedication towards environmental sustainability drives us to adopt sustainable strategies to address this issue. We understand the significance of safeguarding our planet for future generations and we actively strive to reduce our ecological impact in all areas of our operations. As we generate value for our Trust, we prioritize the integration of ESG factors into our business operations. Our business practices consider the needs of commuters, vendors, employees, and local communities. In the coming years, we will develop a comprehensive ESG roadmap for the long term. Our focus is on refining ESG metrics to drive our ongoing commitments. We believe that leveraging ESG metrics and technological advancements is key to our sustained growth. Upholding this vision, we strive for continual enhancement of our environmental performance. The leadership and management team maintains rigorous standards in quality, health, safety, road traffic, road user safety, environment, and information security through our ISO 14001 certified Environmental Management System.

Energy management and GHG emissions

We believe prioritizing long-term productivity and profitability benefits both people and the environment, fostering sustainable livelihoods and ecosystem protection. Demonstrating our commitment to environmental responsibility, we are actively reducing our environmental footprint across our operations, aligning with our IBMS Policy. Implementing various energy-saving initiatives, we’re constantly enhancing the energy efficiency of all our sites to progress towards carbon neutrality. We anticipate integrating low-carbon energy sources into our operations to reduce our emissions. Our primary focus is on implementing more effective integration of renewable energy across our portfolio companies.

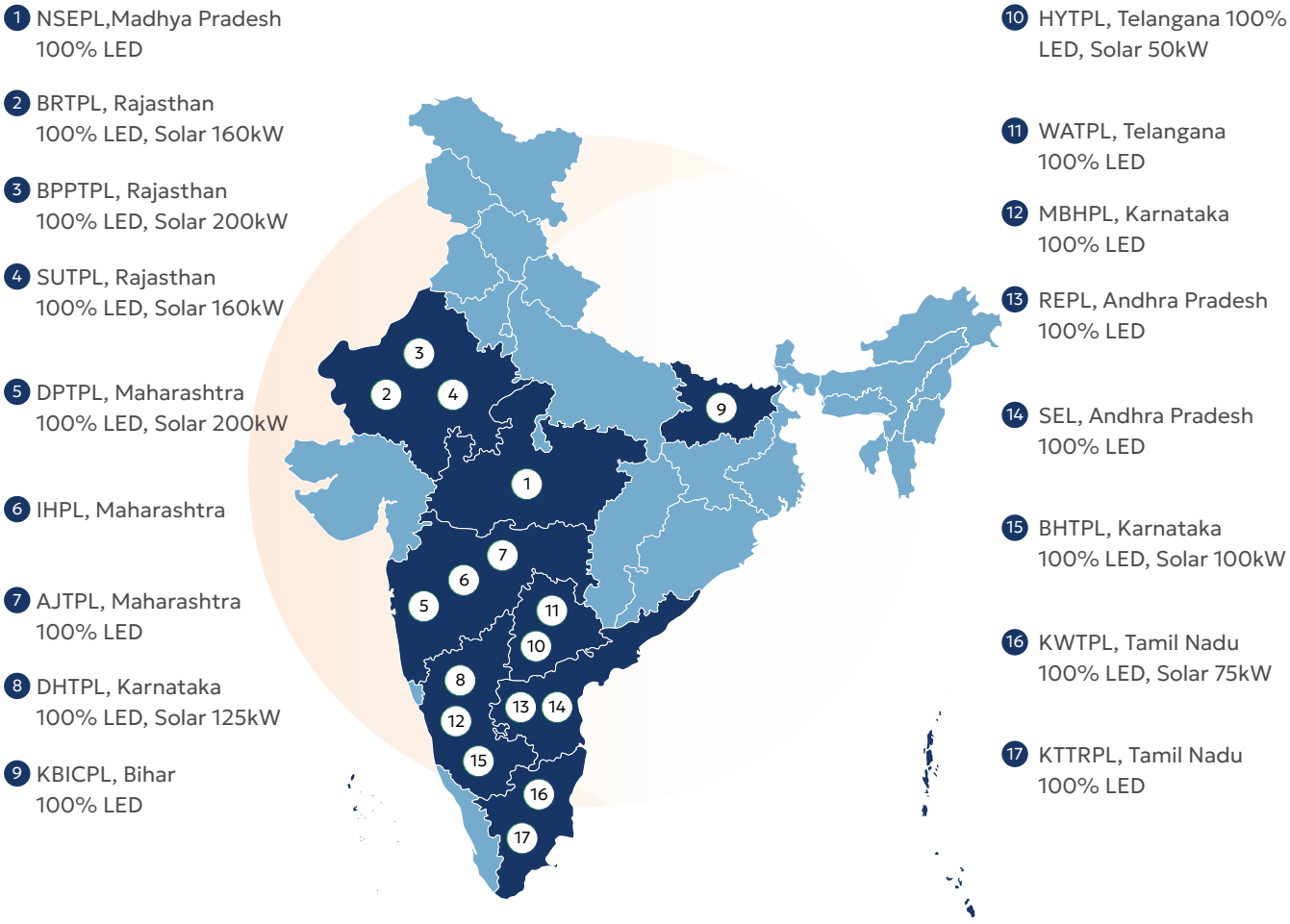
Boosted our renewable energy usage by installing solar panels 735 kW in FY 2023-24, bringing our total solar panel capacity to **1070 kW**. We generated **~912000** units of solar energy in the reporting year. We have a total of 21 solar panels installed at our portfolio companies. Additionally, we are currently in the process of installing solar panels with capacities of 190 kW at SEL and 120 kW at REPL.

Advocated the use of electric vehicles by installing charging stations along our road stretches. Each of our locations at KTTRPL, KWTPL, and DHTPL now has its own charging stations.

Improved the lighting system in 16 out of 17 portfolio company by replacing HSPV lights with 6900 energy efficient LED lights in FY 2023-24



GHG emission reduction initiatives across our portfolio companies



Our management strategy is focused on reducing pollution while enhancing the utilization of renewable energy sources. In addition to supervising fuel consumption, we closely monitor GHG emissions across our registered office, corporate office, portfolio companies and regional offices, employing the requisite tools for measurement and estimation. Recently, we have introduced several measures to improve energy efficiency and curtail GHG emissions. We are documenting our emissions in different emission categories namely Scope 1 and Scope 2.

We are committed to establishing systems that will eradicate carbon emissions from our value chain. Scope 1 emissions principally originate from diesel combustion in our field vehicles, while Scope 2 emissions arise from electricity consumption at our toll plazas, offices, and street lighting. Increasing the integration of renewable energy into our operations and toll management systems is a key strategy to cut down our emissions footprint. In the reporting year, there was ~ 21% reduction in Scope 2^{3&4}.

This reduction in emission equates to approximately 40500 tree seedlings grown for 10 years⁵. Please refer to the tabular and graphical representations on page number 32 for our scope-wise emissions. The first table has data from 13 portfolio companies and our registered, corporate and regional offices. The second table has data from four assets which were acquired in June 2023, therefore the data is for the subsequent months in the reporting year. The third table has consolidated numbers for the reporting period.

³Emission factor for Scope 2 has reduced from 0.79 to 0.715 w.e.f 1st April 2023 as per guidelines issued by CO2 Baseline Database for the India Power Sector. Accordingly, emissions for the period April 2023 to March 2024 have been calculated using the revised emission factor of 0.715. This reduction of 21% is on account of initiatives taken and the change in emission factor.

⁴This reduction excludes the four project portfolio companies acquired in June 2023

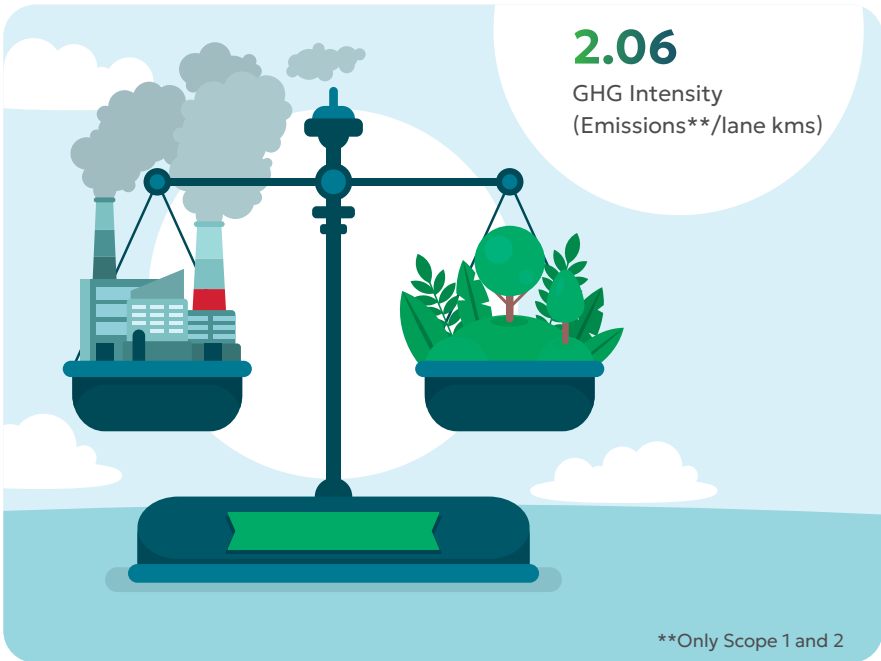
⁵source: [US Environmental Protection Agency](#)

Climate Action at Interise

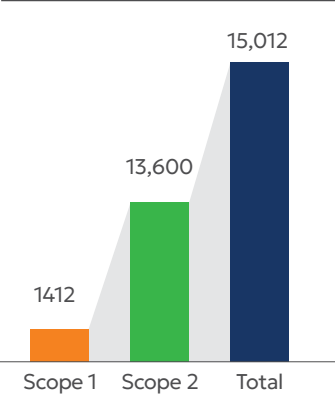
GHG Emissions in FY 2023-24		
Portfolio company/office	Scope 1 (tCO2e)	Scope 2 (tCO2e)
AJTPL	40	124
BHTPL	83	605
BPPTPL	463	2153
BRTPL	70	936
DHTPL	87	427
DPTPL	102	832
HYTPL	20	675
KTTRPL	102	422
KWTPL	84	1660
MBHPL	0	23
NSEPL	15	39
SUTPL	94	1637
WATPL	103	389
Corporate offices/ regional offices	0	152
Total GHG Emissions (tCO2e)	1263	10074

GHG emissions for the newly acquired projects in FY 2023-24*		
Portfolio company/office	Scope 1 (tCO2e)	Scope 2 (tCO2e)
IHPL	27	472
KBICPL	20	24
REPL	42	1018
SEL	59	2012
Total GHG Emissions (tCO2e)	148	3526

*Emission data from June 2023 (month of acquisition)



Consolidated GHG emissions (tCO2e) in FY2023-24



Carbon sequestration

Carbon sequestration refers to the long-term storage of carbon dioxide to mitigate or defer global warming and avoid dangerous climate change. We believe that planting Beema bamboo trees (Bambusa balcooa) can be an effective natural method for carbon sequestration due to the several key characteristics of this bamboo species like rapid growth, high carbon storage, extensive root system, and climate resilience among others. Some of our initiatives on the same lines are elaborated below:

As on 31st March 2024, we have ~387,000 trees along the avenues and ~778,000 median plantations.

In alignment with the Green Highways Policy (2015) that provides a framework for avenue and median plantation along national highways to reduce the impacts of air and noise pollution, we planted over 5,500 Beema bamboos and other low-water use plants across our operation areas in FY 2023-24. Starting from FY 2027-28, these bamboos are projected to sequester 2,200 tonnes of carbon dioxide annually. Each Beema bamboo would contribute to sequestering 400 kilograms of carbon dioxide per year. We also plan to plant an additional 10,000 Beema bamboos in FY 2024-25.

Water management

Water, the most vital natural resource, sustains innumerable plants, animals, and human lives while nurturing ecosystems. Recognising the significance of water conservation, we prioritize the optimization of water usage and improvement of water quality. Our operations rely on groundwater, private tankers, and municipal supplies as the primary water sources. We employ water for various purposes including office use, toll building and plaza maintenance, as well as median and avenue plantation upkeep. To meet treatment standards, we incorporate functional soak pits at the foundation level. Moreover, we utilize approximately 407,500KL of water annually for the maintenance of plantations across our portfolio companies through private water tankers. In the reporting period, the rainwater harvesting potential (through surface run-off, rooftop, and lawn area) was calculated to be ~18,830 KL).

Drip Irrigation Systems:

Certain projects are equipped with drip irrigation systems, not only to conserve water but also to mitigate safety hazards associated with manual watering methods.

Rainwater and Surface Runoff Harvesting:

At our toll plazas, rainwater harvesting points are installed to facilitate groundwater recharge, contributing to our water sustainability efforts.

Digitalization:

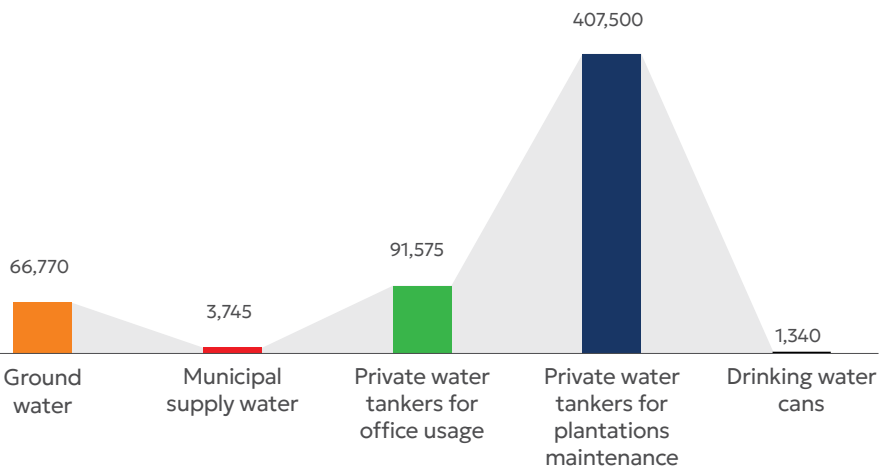
We have installed digital water meters at borewells for accurate monitoring of water usage.



The sources of water withdrawal are represented below.

Water source	Unit	Water Withdrawal
Groundwater	KL	66,770
Municipal supply water	KL	3,745
Private water tankers for office usage	KL	91,575
Private water tankers for plantations maintenance	KL	407,500
Drinking water cans	KL	1,340
Total water withdrawal	KL	570,930
Water Withdrawal Intensity	KL/lane kms	78

Sources of Water Withdrawal in FY 2023-24 (in KL)



Climate Action at Interise

Waste management

We are committed to the implementation of established environmental best practices to enhance waste management continuously. We strictly enforce the separation of hazardous and non-hazardous

wastes at all our portfolio companies. Registered vendors authorized by the State Pollution Control Boards handle the proper disposal of hazardous waste generated, adhering to legal regulations, whereas all biomedical waste is

appropriately managed through tie ups with local hospitals. In our future plans, we intend to adopt biodigesters at our portfolio companies, aligning with our sustainability objectives.



The main categories of hazardous and non-hazardous waste generated are:

Waste category	Waste type	Unit	FY 2023-24
Hazardous	E-waste	MT	20.65
	Battery waste	MT	8.26
	Other waste (spent oil, filters contaminated with oil, biomedical waste)	MT	5.14
	Total	MT	34.05
Non-hazardous	Metal Scrap (MS, GI, SS & Aluminium)	MT	129.74
	Plastic waste	MT	22.99
	Others (waste cardboards, stationary, food waste, garden waste, electrical booms, electrical chokes)	MT	6.92
	Total	MT	159.65
Total waste generated		MT	193.70

Materials

We are strategically focused on optimizing material usage across our operations. The bulk of our material consumption stems from routine and major maintenance activities on the highways. As part of our Concession Agreement, our portfolio companies regularly undertake Major Maintenance of Roads (MMR) to ensure continual improvement. Bitumen, along with aggregates, emulsion, and lime/ fillers, is extensively used for asphalt works. Diesel and light diesel oil are utilized in the heating process during MMR. Furthermore, paint is applied to mark road surfaces, aiding in traffic management, and providing visual guidance for drivers.

Performance Grade Polymer Modified Bitumen (PG 76-10) is utilized for MMR work at both BPPTL and SUTPL. The usage of PG Bitumen in the wearing course increases the riding quality, increases the life cycle of the pavement, decreases the maintenance of the pavement till the next overlay thereby contributing to reduction in GHG emissions.



Community and CSR

“समाजस्य हितायै स्यात्” (Samājasya hitāyai syāt)
“For the welfare of society.”

“यत्किंचित्समाजानुद्धरणाय” (Yatkimcitsamājānuddharanāya)
“For uplifting the society in every possible way.”

At Interise Trust, we understand the critical importance of fostering positive and open relationships with the communities where we operate. Through robust communication and collaboration with key community stakeholders, we ensure that we are aligned with community needs and expectations, enhancing our ability to create meaningful social impact and maintain positive relationships. Our business values focus on creating lasting benefits for everyone involved, building strong relationships that are crucial for our success.

As a responsible enterprise, we are deeply committed to safeguarding and empowering the wider society and the environment. This commitment is evident in our active engagement with key stakeholders, enabling us to effectively address their concerns and priorities, which in turn shapes the strategic direction of our initiatives. We are dedicated to maintaining transparency and accountability in all our interactions, reinforcing our determination to uphold the highest standards of responsibility across our operations. This approach not only enhances our relationships with stakeholders but also advances our sustainability objectives, solidifying our position as a conscientious corporate leader within the community. Our CSR framework is structured around three core pillars, namely Environment & Ecology, Education and Research & Development, and Healthcare & Wellbeing. As we chart the course for the next five years, with a balanced approach, we allocate resources to these sectors in a manner that reflects

our commitment to comprehensive community welfare. Environment and ecology, constituting 35% of our strategic focus, underscores our dedication to promoting sustainable practices that safeguard our planet for future generations.

Simultaneously, our emphasis on education and R&D, comprising 30%, reflects our belief in the transformative power of knowledge to uplift individuals and drive innovation. Healthcare, also at 35%, remains a cornerstone of our efforts as we strive to enhance health standards and ensure access to quality care for all. These pillars form the foundation of our CSR framework, guiding our endeavors to make a meaningful and lasting impact on the communities we serve.

Interise’s CSR Strategic Focus areas

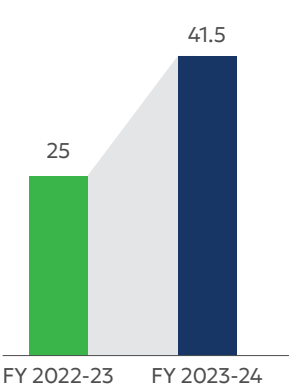


- Environment & Ecology 35.0%
- Healthcare 35.0%
- Education and R&D Support 30.0%

CSR expenditure

Our CSR spend has increased exponentially from INR 25 million in FY 2022-23 to INR 41.5 million in FY 2023-24. There was a 66% increase in our CSR spend from FY 2022-23.

Interise’s CSR Expenditure (In Million Rupee)



Our CSR ventures in FY 2023-24

In the financial year 2024, major CSR initiatives were undertaken across various sectors to foster sustainable development and improve community welfare.

Major CSR Activities	Alignment with UN SDGs
Healthcare	
- Infrastructure development of a primary health center benefiting eight villages. - Supply of medical equipment benefiting 15 villages. 57 people below the poverty line benefited from critical care treatment with the help of various hospitals in Karnataka, Andhra Pradesh, Tamil Nadu, and Maharashtra. - Providing critical vaccines (typhoid and HPV) to approximately 1170 children.	

Interise Trust is committed to enhancing healthcare accessibility and is delighted to introduce ‘HEAL’, our flagship project. This initiative has significantly strengthened medical facilities across Dhule in Maharashtra, Pali in Rajasthan, and Medigeshi and Vijayapura in Karnataka. In collaboration with local partners, we have upgraded more than ten primary health centers with state-of-the-art equipment. This includes the provision of fifty medical cots in Dhule, which has greatly improved patient care. Moreover, the installation of anesthesia workstations in the Pali and Sirohi Districts is a critical step in ensuring the provision of essential care during surgical procedures. In Medigeshi, Karnataka, our contributions have furnished government hospitals with vital medical instruments, such as autoclave machines, which are indispensable for sterilization processes.

Education and R&D Support	
- Providing menstrual hygiene to school children through Lajja initiative. - Infrastructure development at a government school benefiting 450 students per annum. - Funding provided for research and development to a prestigious institution for sustainable materials.	

At Interise Trust, we firmly believe in the transformative power of education. We have embarked upon two school redevelopment projects aimed at shaping a brighter future for over 700 students. In collaboration with the NGO, we have revitalized the Government High School in Melarasampatu, Tamil Nadu, by renovating four classrooms and enhancing the infrastructure, directly impacting the lives of more than 300 students. Additionally, at Zilla Parishad High School, Adakkal Mahaboob Nagar, Telangana, our joint efforts have resulted in the construction of separate toilet blocks, benefitting over 400 students. Through these initiatives, we collectively empower the youth and pave the way for a promising tomorrow. We have partnered with IIT Bombay and Chennai for research on enhanced material and technologies in line with our ESG initiatives.

Environment and Ecology	
- Planted 15,000 tree using Miyawaki methodology. - Planted 11,500 saplings to enhance greenery.	

With the assistance of local administration, a plot of land was identified for planting 15,000 trees. Utilizing the Miyawaki methodology, the trees were planted and will be maintained for three years until they become self-sufficient. Soil testing was conducted, and a water borewell was installed to ensure regular water supply to the saplings. Additionally, in Dharmapuri, Tamil Nadu, and Kurnool, Andhra Pradesh, we planted 11,500 saplings, enhancing greenery. Moreover, we installed proper walkways with solar-powered water sources and lights, fostering sustainable development and community well-being.

Environment and Ecology	
Lake restoration leading to increased water storage capacity of ~ 20%	

In the region of Simhapuri, an existing lake with an approximate storage capacity of 31.87 crore liters was identified and revitalized. The comprehensive restoration efforts included thorough cleaning to remove garbage, weeds, and other unwanted particles. Additionally, bunds were constructed along with walkways, and desilting of the land was conducted. As a result of these measures, the final restored lake is anticipated to have an increased water storage capacity of approximately 20%.

Community and CSR



Inauguration of renovated school classrooms

Transforming the Primary Health Center, Capacity building at community level

We have revitalized the Primary Health Centre in Padgha, Bhiwandi through our CSR activities. In FY 2022-23, this endeavor successfully transformed the center into a fully equipped Emergency Centre. This marks a significant advancement in emergency medical services along the crucial Igatpuri corridor.

Strategically positioned to respond to the urgent needs arising from frequent road accidents and snakebite incidents, the new Emergency Centre is equipped with the latest medical technologies

and staffed by trained professionals. We believe that this facility will provide immediate and effective assistance to both accident victims and other emergency cases.



Project Sanjeevani

In the current reporting year, we moved forward to expand our horizons to alleviate the burdens of critical illnesses among the underprivileged. At its core, our mission is to extend a lifeline to individuals grappling with severe medical conditions, often trapped in the financial inability to access necessary treatment.

In FY 2023-24, the impact of Project Sanjeevani reverberated through the lives of 10 individuals who found themselves on the precipice of despair. Within this cohort, ten individuals underwent crucial heart surgeries, each operation not merely mending physical ailments but also stitching together the fabric



of hope and resilience. This narrative is exemplified in the transformative journey of a recipient who received the

gift of a kidney transplant, marking the dawn of a new chapter free from the shackles of renal disease. Moreover, one individual bravely battled breast cancer with the unwavering support of our NGO partners, emerging victorious against a formidable adversary.

Project Lajja

Project Lajja, initiated in 2021, endeavors to foster menstrual awareness and hygiene among young girls and women in India. Since its inception, the project has positively impacted over 12,970 individuals across Maharashtra and Uttar Pradesh. With a dual objective, the project aims to comprehensively educate women about the menstrual cycle, instill awareness regarding menstrual hygiene practices, and enhance accessibility to healthy menstrual products. Additionally, it strives to introduce sustainable alternatives such as menstrual cups and reusable pads, promoting environmental consciousness to mitigate the carbon footprint associated with menstrual products.

In FY 2022-23, our Project Lajja Campaign commenced in Aurangabad-Jalana region with the generous support of our NGO partners, aiming to tackle menstrual health challenges among girls and women. Through tailored awareness sessions, we reached out to 1004 individuals, providing them with reusable pads and educational materials, thereby empowering them with essential tools and knowledge. Building upon this groundwork, FY 2023-24 marked the initiation of Phase-2 of the campaign, focusing on delivering vital healthcare services.



Project H.E.A.L (Healthcare Enhancement for Active Living)

In Mysore-Bellary region, Interise has launched a transformative initiative dedicated to the upliftment of the Musahar community. Founded in 1987, which empowers the marginalized by advocating for dignity and equal rights across gender, religion, caste, and language. We are committed to fostering socio-economic development and infrastructural growth, ensuring that progress and empowerment are synonymous.

Education

We have continued our steadfast commitment to the educational and developmental needs of the Musahar community across Punpun, Bihta, and Phulwari blocks of Patna district. Initiatives like Anand Shiksha Kendra (ASK) and Kishori Kendra (KK) have been pivotal, reaching children aged 3 to 14 years with tailored educational resources and support.

A five-day intensive teacher training session in Punpun covered innovative teaching methods across various

subjects, ensuring that our educators are well-equipped to deliver high-quality education.

Future roadmap

Looking ahead, the strategic focus for the next five years is segmented into three main areas: Environment and ecology, education and R&D, and healthcare. This balanced approach aims to holistically enhance community welfare, promote sustainable environmental practices, and advance educational and health standards across the regions.



Supply Chain Management

At Interise Trust, we recognise the critical roles our suppliers play in achieving our sustainability goals. Despite the complex sectoral supply chain, responsible sourcing is a key pillar of our decarbonisation roadmap. Over and above the adoption of international frameworks and best practices, we work towards having a positive impact on our community.

We actively seek to prioritize onboarding of local, MSME (Micro, small, and medium enterprises), and women-led businesses to have an inclusive and diverse supply chain. **Presently, 607 active MSME vendors across India are associated with us.**

Supplier code of conduct

We have implemented a comprehensive Third Party/Supplier Code of Conduct (SCoC) which outlines the commitments Interise Trust expects from its suppliers and partners. The SCoC describes the guidelines, principles, and ethical standards that we expect from our suppliers. The SCoC is primarily centered around ethical business practices, human rights, and health and safety. All our suppliers are required to provide an undertaking to uphold the SCoC while doing business with us.

Approach to responsible sourcing

Interise Trust is a process and purpose-driven organization. We have developed robust processes for supplier selection and evaluation based on our guiding principles. An advanced digital Vendor Portal (Supply Chain Hub - SCH) integrated with our ERP database is deployed for supply chain management. SCH acts as a single point of reference to manage the data of all our suppliers including onboarding, sourcing, daily

work updates, and billing. NexisLexis database is utilized during the supplier assessment process to review their statutory compliance records and ESG performance.

The processes implemented at both pre-contract and post-contract stages help us to work with suppliers who share our commitment to sustainability. To ensure adequate internal controls on our procurement processes, we have implemented the Procure-to-Pay (P2P) Framework. This framework is utilized to define delegation of authority, workflow matrix, and budget control at both project and corporate levels. P2P emphasises efficiency and accuracy allowing us to streamline all stages of contract management from vendor onboarding to payments. The transparency the P2P framework has brought into our procurement processes has fostered a long-term relationship with our suppliers.

The general conditions of our MMR and other major contracts are designed according to the five golden principles outlined by the International Federation of Consulting Engineers (FIDIC) as a fundamental concept of equity and partnership.

These principles (listed below from FIDIC) emphasize fairness and transparency in contractual relationships, ensuring that all parties are treated equitably and that contracts are awarded based on merit and performance.

The Performance Based Maintenance Contracts (P BMC), Rate Contracts (RC), Repair & Rectification works, vehicle/ service hire, manpower outsourcing and other small value contracts are governed through Interise General & Special Conditions of Contract (IGSCC) developed by our team of experienced professionals, which cover the aforesaid fundamental principles of transparency, equitability & fairness

as a core concept across all contracts with suppliers, subcontractors, consultants & other agencies. The GCC is developed according to applicable laws and statutes and principles of equity and transparency. To promote transparency among our suppliers, we have started to float GCC along with the tender RFQ (Request for Quote). This practice allows our suppliers to

have an open dialog with us on the terms of the contract.

Going forward, we aim to progressively include ESG criteria in our supply chain framework to minimize supply chain risks and maintain business continuity. We will collaborate with our suppliers to build their capacity on sustainability and adopt sustainable supply chain practices.W

The FIDIC Golden Principles for MMR and other major contracts	
P1:	The duties, rights, obligations, roles, and responsibilities of all the contract participants must be generally as implied in the General Conditions, and appropriate to the requirements of the project.
P2:	The Particular Conditions must be drafted clearly and unambiguously.
P3:	The Particular Conditions must not change the balance of risk/reward allocation provided for in the General Conditions.
P4:	All time periods specified in the contract for contract participants to perform their obligations must be of reasonable duration.
P5:	Unless there is a conflict with the governing law of the contract, all formal disputes must be referred to a conciliation process for a provisionally binding decision as a condition precedent to arbitration.

Our procurement framework is broadly divided into three steps:

Step 1: Supplier Assessment	Each supplier must undergo extensive assessment prior to onboarding, evaluation of their performance on the adherence to relevant regulations and industry practices.
Step 2: Code of Conduct	Each Supplier / Contractor is required to provide an undertaking of their commitment to our SCoC and Due Diligence Questionnaire (DDQ). In addition to signing off on SCoC & DDQ, each supplier/ contractor is also required to accept provisions related to non-disclosure of each Purchase Order (PO) including Terms & Conditions (T&C).
Step 3: Post Contract Management	Post award of the contract, we continuously evaluate on an annual basis on performance, quality and compliance. After evaluation, each supplier is given a performance rating which helps us identify the critical suppliers.



GRI Index

Statement of use	Interise Trust has reported the information cited in this GRI content index for the period 1st April 2023 to 31st March 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Reference
GRI 2: General Disclosures 2021	GRI 1: Foundation 2021	About the Report, Page 03
	2-2 Entities included in the organization’s sustainability reporting	About the Report, Page 03
	2-3 Reporting period, frequency and contact point	About the Report, Page 03
	2-6 Activities, value chain and other business relationships	Annual report 2023-24, Page 12
	2-7 Employees	Nurturing Excellence: The Human Capital Approach - Workforce Overview, Page 22
	2-9 Governance structure and composition	Governance at Interise: Our Governance Framework, Page 17
	2-10 Nomination and selection of the highest governance body	Annual Report 2023-24, Page 89
	2-11 Chair of the highest governance body	Our Governance Framework, Page 17
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance at Interise: Our Governance Framework, Page 17
	2-14 Role of the highest governance body in sustainability reporting	Our Governance Framework, Page 16
	2-17 Collective knowledge of the highest governance body	Annual Report 2023-24, Pages 8-10
	2-18 Evaluation of the performance of the highest governance body	Annual Report 2023-24, Page 89
	2-19 Remuneration policies	NRC Policy
	2-20 Process to determine remuneration	NRC Policy
	2-22 Statement on sustainable development strategy	Sustainability Strategy: Stakeholder Engagement, Page 12
	2-23 Policy commitments	Our Governance Framework, Page 17
	2-24 Embedding policy commitments	Our Governance Framework, Page 17
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Strategy: Stakeholder Engagement, Page 12
	2-27 Compliance with laws and regulations	Our Governance Framework, Page 16
	2-29 Approach to stakeholder engagement	Sustainability Strategy: Stakeholder Engagement, Page 12
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Strategy: Materiality Assessment, Page 13
	3-2 List of material topics	Sustainability Strategy: Materiality Assessment Page 14-15
	3-3 Management of material topics	Sustainability Strategy: Materiality Assessment, Page 14-15

GRI Standard	Disclosure	Reference
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	Annual Report 2023-24, Page 224
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Community and CSR: Our CSR ventures, Page 37
	203-2 Significant indirect economic impacts	Community and CSR: Transforming the Primary Health Center, Capacity building at community level, Page 38
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Our Governance Framework, Page 17
GRI 301: Materials 2016	301-2 Recycled input materials used	Climate Action at Interise: Materials, Page 35
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Climate Action at Interise: Energy Management and GHG Emissions, Page 30
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Climate Action: Water Management, Page 33
	303-3 Water withdrawal	Climate Action: Water Management, Page 33
	303-5 Water consumption	Climate Action: Water Management, Page 33
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Action at Interise: Energy Management and GHG Emissions, Page 30-32
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Action at Interise: Energy Management and GHG Emissions, Page 30-32
	305-4 GHG emissions intensity	Climate Action at Interise: Energy Management and GHG Emissions, Page 30-32
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Climate Action at Interise: Waste Management, Page 34-35
	306-2 Management of significant waste-related impacts	Climate Action at Interise: Waste Management, Page 34-35
	306-3 Waste generated	Climate Action at Interise: Waste Management, Page 34-35
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Nurturing Excellence: The Human Capital Approach Hiring and Retention, Page 23
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Nurturing Excellence: The Human Capital Approach - Employee Wellbeing and Engagement, Page 24
	401-3 Parental leave	Nurturing Excellence: The Human Capital Approach - Parental Leaves, Page 24

GRI Index

GRI Standard	Disclosure	Reference
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, Pages 26-29
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety: Safety governance, Page 26
	403-3 Occupational health services	Occupational Health and Safety: Operational Safety, Employee well-being, Page 27
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety: Safety Governance, Page 26
	403-5 Worker training on occupational health and safety	Occupational Health & Safety: Training, Page 27
	403-6 Promotion of worker health	Occupational Health and Safety: Operational Safety, Employee well-being, Page 27
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety: Customer and community road safety, Page 28
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety: Safety governance, Page 26
	403-9 Work-related injuries	Occupational Health and Safety: Safety performance, Page 28
	403-10 Work-related ill health	Occupational Health and Safety: Safety performance, Page 28
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Nurturing Excellence: The Human Capital
	404-2 Programs for upgrading employee skills and transition assistance programs	Nurturing Excellence: The Human Capital Approach - Learning and Development
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Human Capital Approach: Workforce overview, Page 22
	405-2 Ratio of basic salary and remuneration of women to men	Nurturing Excellence: The Human Capital Approach - Fostering a Strong, Agile & Inclusive Workplace
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Nurturing Excellence: The Human Capital Approach - Fostering a Strong, Agile & Inclusive Workplace
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Fostering Sustainable Impact through CSR
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Occupational Health and Safety: Customer and community's road safety, Page 28
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Highlights: Governance, Page 11



INTERISE

TRUST

(Formerly IndInfravit Trust)

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