

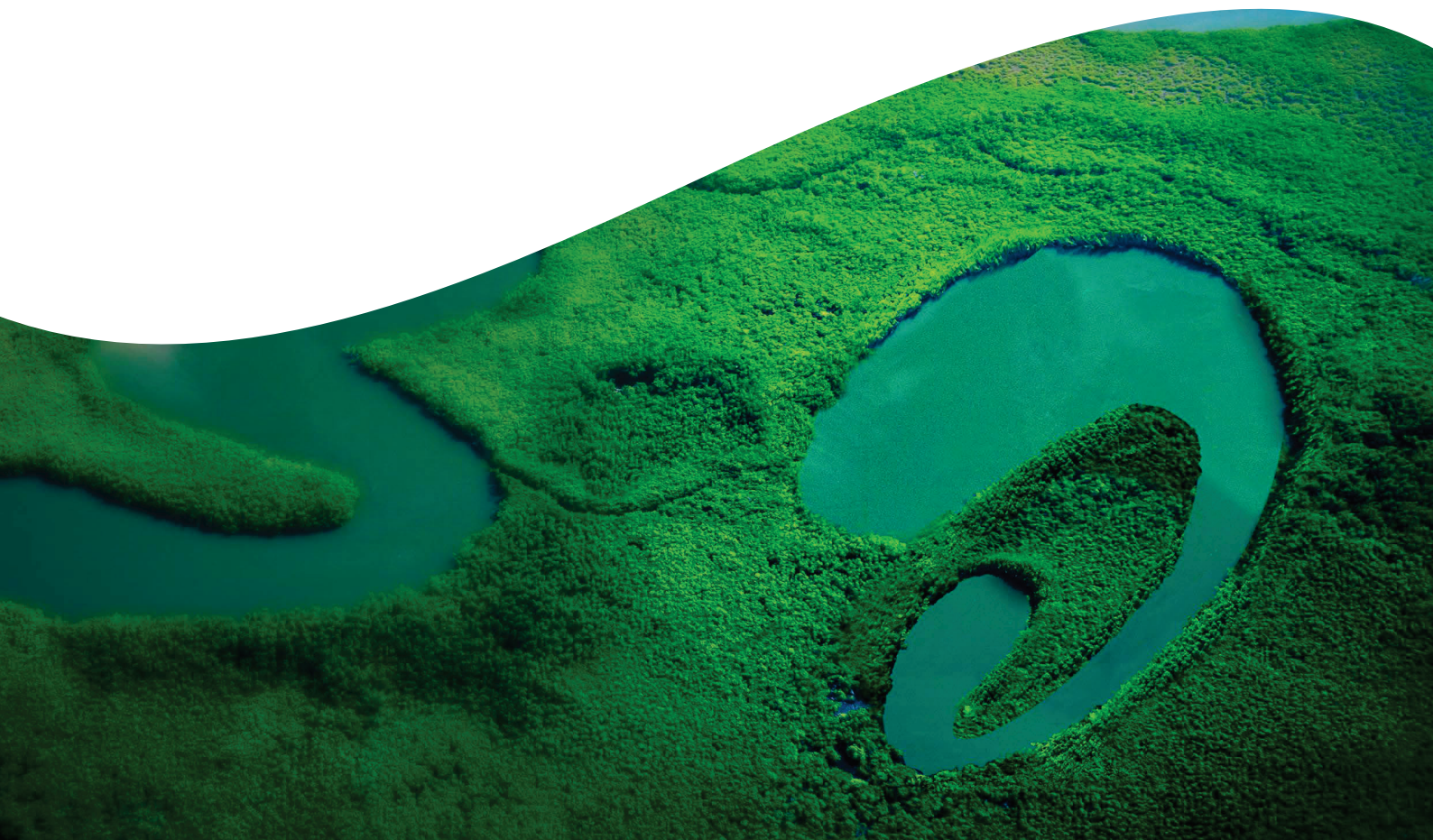


Environment, Health & Safety

Newsletter

Jan - Mar'25

EHS Pulse – Step up



Environment Health & Safety Newsletter



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Leader's Perspective

Dear Colleagues,

"Practice the philosophy of continuous improvement. Get a little bit better every single day." — Brian Tracy

In this edition of our quarterly newsletter, titled 'EHS Pulse – Step up', I want to highlight this year's Group Goal of transitioning from 'Good to Great'. Every action we undertake — be it awareness campaigns, emergency drills, or health initiatives — showcases our collective dedication to care, collaboration, and ongoing improvement

Stay safe, stay connected.



The financial year 2024-25 concluded with commendable Safety performance, where our TRIR was 0.01 which is 97.5% below the target. We excelled in meeting our LTIFR targets, achieving 0.09 against a target of 0.30. Thank you for always working safely and exhibiting safe behavior at workplace which made Nxtra to achieve the target with such an exemplary performance. Let's continue to progress, taking one step up each time to elevate our performance to the next level. As this edition focuses on stepping up, we have also established our targets and goals for the year to elevate our EHS performance.

The year commenced with a Road Safety campaign promoting the theme of becoming a road safety hero. This campaign aimed to address major contributing factors to road accidents, including speeding, driving without helmets, and driving under the influence. In March, we proudly celebrated National Safety Week across all our PAN India locations, with enthusiastic participation from over 4,500 employees. From safety pledges and engaging awareness sessions to live demonstrations and interactive tool talks, each activity reinforced our shared safety culture. A significant highlight was our virtual internal Safety Summit, where senior leadership united to share their insights, guidance, and personal commitment to fostering a Zero Harm environment — inspiring teams at all levels.

With a well-defined roadmap in place, this edition of the newsletter highlights that safety is not limited to a single aspect — it encompasses all that we do.

Regards,
Khushboo Jaiswal
HOD - EHS

Trending Now?

Safety begins with us..!

With nearly 4100 + dedicated team members, we kicked off National Safety Week across our data center facilities with purpose and passion. Throughout the week, we reinforced critical safety practices from mastering emergency protocol to strengthening risk management strategies – ensuring that these insights translate into long-term workplace safety. We also took this opportunity to recognise the dedication of our teams, whose commitment to safety forms the foundation of our collective success.

Performance Dashboard:

Key Metrics driving EHS

Performance for Project sites

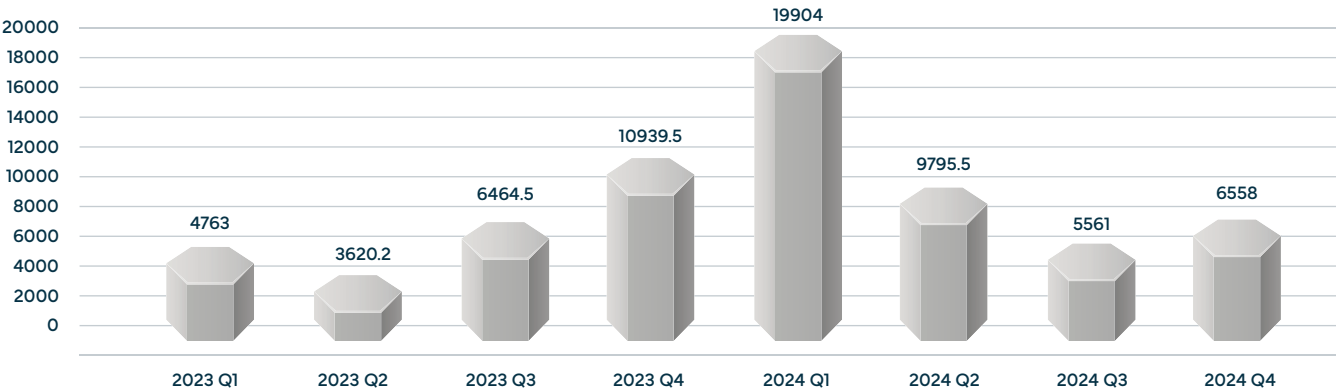
Indicators - Projects	FY 23-24	FY 24-25
Safe workhours	4515828	6154778
Lost Time Injury (LTI)	01	01
Worst potential severity rate (WPSR) = <0.50	0.08	0.10
Total recordable injury rate (TRIR) = <0.40	0.04	0.03

Performance for Operational sites

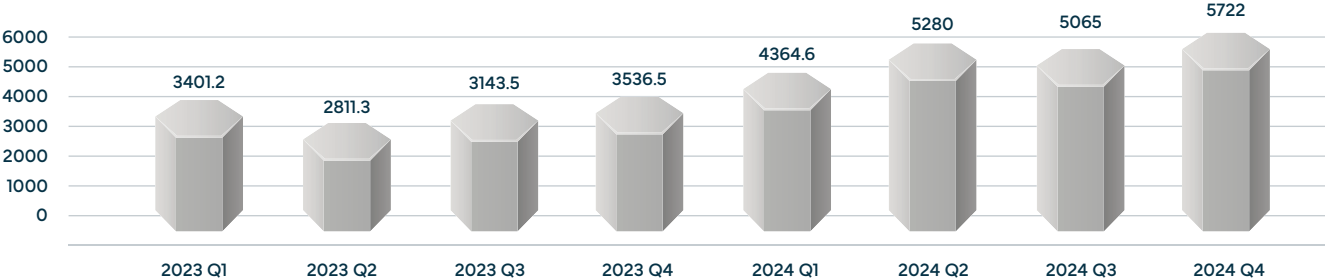
Indicators - Projects	FY 23-24	FY 24-25
Safe workhours	3358662	4204787
Lost Time Injury (LTI)	0	0
Worst potential severity rate (WPSR) = <0.50	0.00	0.00
Total recordable injury rate (TRIR) = <0.40	0.00	0.00

Training Hours

EHS Training Hours - Projects



EHS Training Hours - Operations

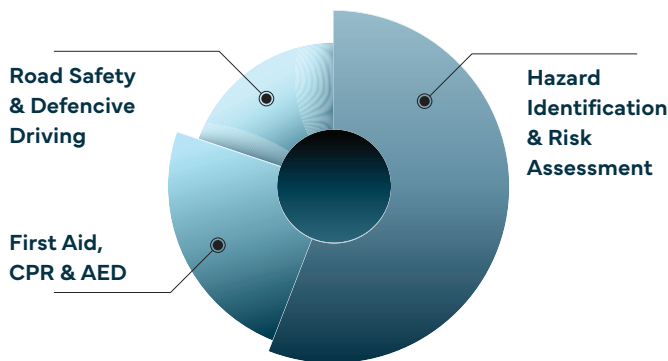


Training & Awareness

Trainings ensure that the learners take away the best of the knowledge with hands-on practical experience. This mirrored through the leaping statistics of trainings conducted for 12280 training hours and 0.00 TRIR in Q4 (Jan to Mar 2025).

Training hours (Jan to Mar 2025): Total – 12280 hrs, Projects – 6558 hrs & Operations – 5722 hrs.

External EHS Trainings Participants



Internal Trainings

- Jan'25 – EHS Management System & Framework
- Feb'25 – Electrical Safety
- Mar'25 – Confined Space Safety

EHS– Topic of The Month

- Jan 25 - Environment Management System (ToM)
- Feb 25 – Electrical Safety (ToM)
- March 25 – Confined Space (ToM)

EHS Engagements

- Road Safety Week with Defensive Driving Awareness
- 54th National Safety Week Celebration
- EHS Quarterly Newsletter
- Awareness Training Programs and mailers

Health

- HMPV Virus Awareness
- GBS Syndrome Awareness Mailers
- High Noise Awareness Sessions (Noise Safety)
- Heat Stress Prevention

Wellness Programs

- Manual Material Handling & Ergonomics
- Chemical Handling & Health Effects Awareness
- Infectious disease control – mailers

We Connect people

In this quarter, our EHS team continued to strengthen engagement and awareness across PAN India locations through impactful trainings, campaigns, and drives. Focused training sessions were conducted on critical topics such as Electrical Safety, Confined Space Safety, and Emergency Response. These sessions not only enhanced knowledge but also empowered our teams to proactively identify and mitigate potential risks. Through these initiatives, we continue to connect our workforce with the core values of health, safety and environmental responsibility—ensuring that safety is not just a policy, but a shared commitment.



National Road Safety Week (Jan 25)

As part of the 36th National Road Safety Week observed in January 2025, we conducted a comprehensive campaign across our PAN India locations to reinforce the importance of safe driving practices and road user responsibility where 2100+ participants got the insights. With the theme “Be A Road Safety Hero” the campaign aimed as a reminder of the shared responsibility we all bear in ensuring the well-being of ourselves and others while navigating the streets

One of the key highlights of the campaign was the Defensive Driving and Road Safety training delivered using Road Safety Awareness via VR & Simulator modules. This hands on experience allowed participants to simulate real-life road scenarios, helping them understand the consequences of distracted driving, speeding, and other unsafe behaviors in a controlled environment.



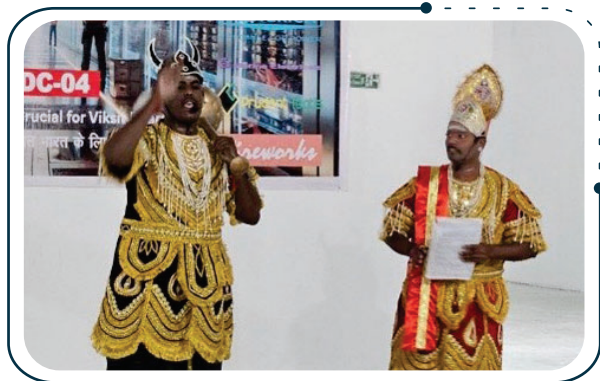
In addition to VR-based learning, multiple awareness drives, interactive sessions, and demonstrations were conducted to promote helmet usage, seatbelt compliance, pedestrian safety and responsible vehicle operation. The campaign saw enthusiastic participation from employees, drivers, and contract staff, making it a successful step toward building a safer road culture.

National Safety Week (Mar 25)

In March 2025, Nxtra Data Ltd proudly celebrated National Safety Week across all its PAN India locations, reinforcing our unwavering commitment to creating a safe and responsible work environment. Aligned with this year's national theme, "Safety & Well-being – Crucial for Viksit Bharat," the campaign highlighted the integral role of safety in driving a progressive and developed India.

The week-long celebration witnessed an overwhelming participation of 4500+ employees, contract staff, and stakeholders, uniting under a common goal of fostering a robust safety culture.

The campaign was kicked off with the Safety Pledge, where teams across sites collectively reaffirmed their dedication to upholding the highest standards of health, safety, and environmental practices. The celebrations continued with a series of high-impact and inclusive activities:



Awareness Skits and Thematic Performances: Site teams showcased creative safety skits to highlight key safety messages, hazard identification, and behavioral safety practices in an engaging manner.

Competitions: Quiz contests, poster-making, slogan-writing, and safety model displays sparked healthy competition and deepened awareness among participants.

Rewards & Recognitions: Star performers and safety champions were recognized for their contributions to workplace safety, fostering motivation and ownership.

Safety Talk with Leaders: As a key highlight of National Safety Week 2025, Nxtra Data Ltd. introduced an impactful and motivating initiative — the virtual session titled "Safety Talk with Leaders". The cutting edge platform brought together our CEO and senior leadership team from Nxtra and Airtel, who highlighted the necessity of proactive safety practices and a collective vision for continuous improvement.

Throughout the session our leaders openly discussed their dedication to nurturing a robust EHS culture and the vital role that each person plays in creating safe and sustainable work environment. Our CEO Mr Ashish Arora emphasized

that safety and well-being are essential cornerstones of Nxtra’s growth trajectory and are in harmony with the wider national objective of “Viksit Bharat.”

Closing Ceremony: The week culminated with a closing ceremony at PAN India locations, where success stories, highlights of participation and best practices were shared across the Nxtra network. Site leaders urged employees and workforce to remain vigilant, prioritize safety in every action, and continue to nurture a culture of responsibility and care. Their guidance and expression of gratitude served as powerful reminder that safety is an ongoing journey—one that flourishes through dedication, awareness, and teamwork at every level.

These engagement activities not only informed and empowered our workforce but also reinforced the understanding that safety is a collective responsibility—one that thrives through collaboration, commitment, and continuous learning.

First Aid & CPR Trainings:

First Aid and CPR trainings were conducted by external authorized agencies to equip employees with essential life-saving skills. These sessions are focused on providing immediate care during medical emergencies, including handling burns, fractures, and cardiac arrests. Participants got to learn proper CPR techniques, the use of automated external defibrillators (AEDs), and how to respond calmly and effectively in critical situations. These trainings were focused to foster a safer workplace by empowering staff to take swift action before professional medical help arrives.



Health & Wellness:

As part of our ongoing commitment to employee health and well-being, Nxtra Data Ltd. organized an exciting Cricket Tournament in March 2025 under the Health & Wellness Campaign at our Pune location. The event aimed to promote physical fitness, team spirit, and mental well-being among our workforce.

The tournament witnessed enthusiastic participation from employees and contract staff, fostering camaraderie and healthy competition. Teams showcased not just their cricketing skills but also the core values of teamwork, discipline, and resilience—values that align closely with our EHS culture.



This initiative highlighted the importance of balancing work with wellness, encouraging our people to stay active and connected beyond the workplace. With overwhelming participation and great energy on the ground, the event was a true celebration of health, happiness, and togetherness.

Awards & Accolades

Annual HSE Strategy Summit & Awards 2025:

We are proud to share that Nxtra Data Ltd. has been recognized at the prestigious Annual HSE Strategy Summit & Awards 2025 for its outstanding contributions to environment, health, and safety excellence.

- Pune 4 Team was honored with the “Best EHS Initiative Award” for their innovative and proactive safety programs that set new benchmarks in workplace safety and employee engagement.
- Mahape Team received the “Best Site in Managing Risk Award”, recognizing their exemplary risk assessment practices, hazard mitigation efforts, and commitment to operational safety excellence.

These awards are a testament to our teams’ dedication, collaborative efforts, and relentless focus on building a culture where safety is not just a priority, but a way of working. Congratulations to the Pune 4 and Mahape teams for setting inspiring examples for all of us across Nxtra!



Reward & Recognitions

Acknowledging and rewarding efforts serves as an effective means to recognize both individual contributions and the collective successes of a team. This practice cultivates a positive and competitive atmosphere, encouraging everyone to adopt best practices and consistently pursue excellence. Over the years, this strategy has been instrumental in enhancing our EHS culture, turning success into a common objective. Each recognition symbolizes teamwork and commitment, motivating us to exceed limits and aspire for even higher achievements.

Safety Heroes



Nurule Hoque
Drawing Competition Winner



Mamun Rahaman
Quiz Competition Winner



Milu Sekh
Quiz Competition Winner



Jithinraj (Fireman)
Quiz Competition Winner



Ranjithkumar (Shift Engg)
Quiz Competition Winner



Abinash (BMS Operator)
Drawing Competition Winner

What's coming up in Q1 of FY 2025-26?

Safety Campaigns :

- ▶ Apr'25 – Heat Stress (ToM)
- ▶ May'25 – Permit To Work System (ToM)
- ▶ June'25 – Confined Space Safety (ToM)
- ▶ World Environment Day

Health & Wellness :

- ▶ Fitness tournament for the employees
- ▶ Stress Management sessions

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