nxtra by airtel

Sustainability Report
FY 2025-26

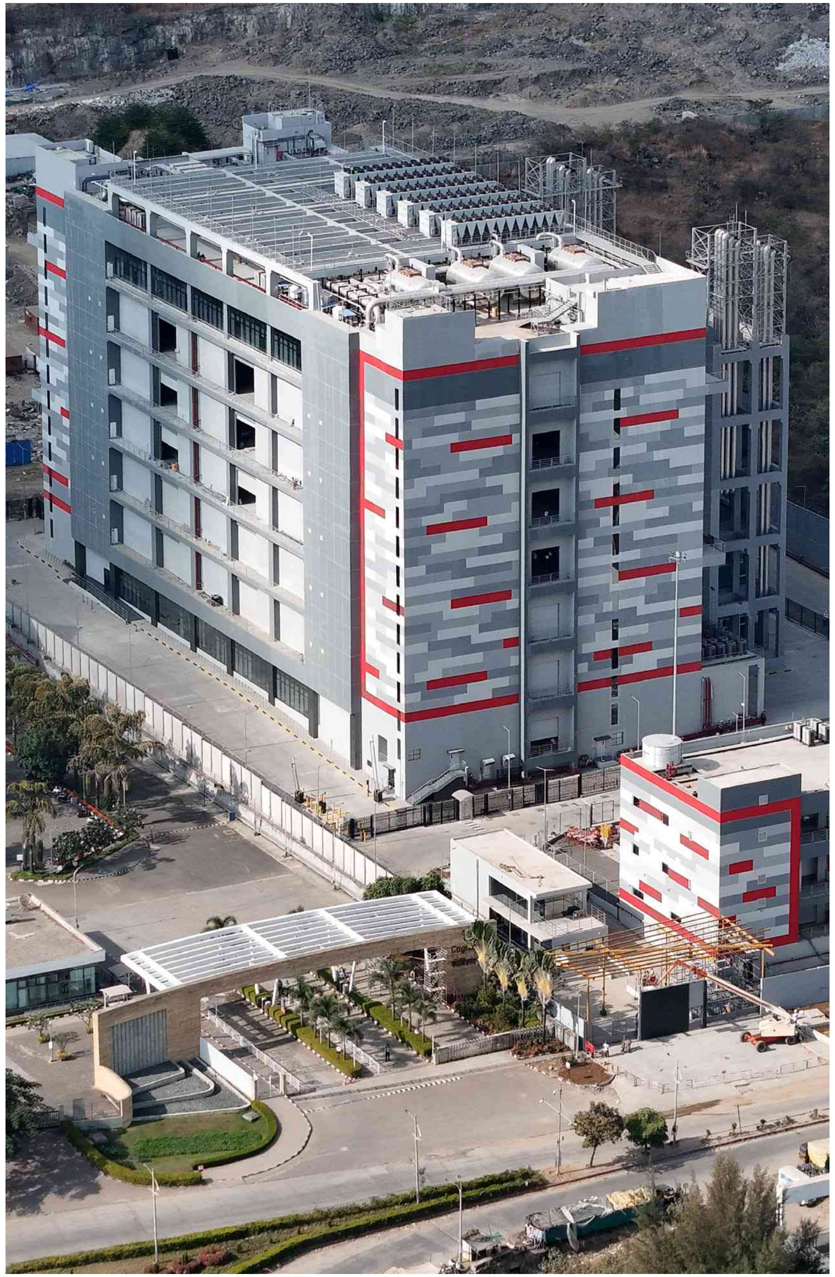
Intelligent by **Design.** **Sustainable** by Choice.

Scalable

Secure

Always On

Contents



Perspective

Sustainability is not separate from our growth strategy. It shapes how we invest, how we operate and how we support our customers.

Dear Stakeholders,

India's digital economy is entering a defining phase. The rapid adoption of cloud, data-intensive applications and artificial intelligence is creating unprecedented demand for digital infrastructure.

For Nxtra, this is more than a capacity opportunity. It is a responsibility to build infrastructure that can scale with the ambitions of businesses and the country, while remaining efficient, resilient, and sustainable by design.

As a critical part of India's digital ecosystem, we recognize that the choices we make today, around energy, water, technology, safety and infrastructure design, will shape the environmental and economic impact of digital growth for decades to come.

We believe the next generation of data centers will be judged not only by the compute they enable, but also by the resources they optimize, the risks they anticipate and the long-term value they create. Sustainability, therefore, is not separate from our growth strategy. It shapes how we invest, how we operate and how we support our customers.

Our transition towards a cleaner energy mix remains central to this approach. As demand for high-density and AI-ready infrastructure grows, increasing the share of renewable energy is essential to decoupling business growth from emissions. We are strengthening our renewable energy portfolio, improving energy productivity across our facilities and embedding efficiency into new capacity from the design stage. Our broader climate agenda is focused on disciplined decarbonization, technology-led operations and sustained progress towards our long-term climate commitments.

Water resilience is equally critical. As our infrastructure footprint grows, we are advancing a more integrated approach to resource stewardship through greater water reuse, responsible consumption and circular resource management. By reducing waste, extending the useful life of materials and promoting responsible recovery, we are strengthening operational resilience while reducing our environmental footprint.

Operational excellence begins with safety. Our Health and Safety culture is built on the belief that every incident is preventable and every individual has a role in creating a safe workplace. We continue to strengthen risk identification, workforce capability, contract workforce governance and emergency preparedness across our facilities. As our footprint expands and our infrastructure becomes more complex, a safety-first culture will remain fundamental to reliable operations and responsible growth.

We are committed to building a diverse and inclusive workforce where different perspectives strengthen innovation, decision-making and resilience. Through initiatives such as NxtWAVE, we continue to create structured pathways that expand opportunities for women and diverse talent in technical and operational roles.

Responsible growth also extends across our value chain. By prioritizing domestic sourcing wherever feasible and encouraging the participation of MSMEs, we are strengthening local ecosystems and enhancing supply chain resilience

These efforts extend beyond our own operations to create value for the customers and industries we serve.

Looking ahead, we will continue to advance AI-ready digital infrastructure, accelerate the clean energy transition, strengthen climate and water resilience, raise the bar on safety and operational excellence, and collaborate across the ecosystem to support India's next phase of sustainable digital growth.

Ashish Arora

Whole-time Director and Chief Executive Officer (CEO)

About this Report

Powering India's Digital Future, Responsibly

This Sustainability Report presents the Environmental, Social and Governance (ESG) performance of Nxtra Data Limited for the period FY 2025–26. The report provides an overview of Nxtra's sustainability strategy, key initiatives, performance, and progress, unless stated otherwise.

For ease of reference, Nxtra Data Limited/ Nxtra by Airtel are referred to as "Nxtra" throughout this report.

Frameworks and Reporting Standards

Our reporting approach is guided by globally recognized frameworks that enhance the quality, credibility, and relevance of our sustainability disclosures:

- **Global Reporting Initiative (GRI) Standards 2021 –** for reporting our ESG impacts with reference to globally accepted sustainability reporting standards.
- **Business Responsibility and Sustainability Reporting (BRSR) Framework –** for alignment with SEBI's sustainability disclosure requirements and reporting expectations for listed entities in India.
- **United Nations Sustainable Development Goals (UN SDGs) –** for linking our initiatives, outcomes, and long-term commitments to global sustainable development priorities.

Materiality and Stakeholder Engagement

The report is guided by a refreshed materiality assessment conducted through a Single Materiality (Impact Materiality) lens. The process included engagement with internal and external stakeholders, peer benchmarking, and evaluation of key ESG impacts, risks and opportunities across Nxtra's operations and value chain.

Scope and reporting boundary

This report presents Nxtra's non-financial and ESG performance for the period FY 2025-26. The disclosures cover Nxtra's operations across India, including its corporate offices and data center facilities, and provide a comprehensive overview of the Company's sustainability initiatives, priorities and impact, unless stated otherwise.

Data Restatement

No material restatements of previously reported data have been made during the reporting period. In case of any restatements, relevant details, including the nature and rationale for the restatement, will be disclosed appropriately.

Independent Assurance

We have adopted a structured assurance approach to enhance the reliability, accuracy, and transparency of the sustainability information presented in this report. Selected sustainability disclosures have been independently reviewed by BDO India Services Private Limited, an external assurance provider, in accordance with ISAE 3000 assurance standards/frameworks. The assurance process covers the identified disclosures and indicators within the defined scope and provides our stakeholders with greater confidence in the information disclosed.

The independent assurance statement forms an integral part of this report.

Stakeholder Feedback

Stakeholder perspectives play an important role in informing our ESG priorities and disclosures. We welcome your feedback and suggestions at ESG@nxtra.in.

Nxtra at a Glance

Creating Digital Infrastructure for Tomorrow

The future of India's digital economy is being shaped in real-time. Nxtra Data Limited is building the scalable digital infrastructure powering this transformation.

India's digital economy is being built on the strength of its digital infrastructure. Every transaction, stream, enterprise application and AI-led solution depends on systems that are seamless, secure, resilient and scalable.

As digital adoption deepens across the country, the need for trusted data infrastructure continues to grow. At Nxtra, we are building the digital foundation that enables businesses, governments and technology providers to scale with confidence in an increasingly data-driven world.

A subsidiary of Bharti Airtel Limited, Nxtra has evolved since its inception in 2013 into one of India's leading data center companies. Today, our presence spans 120+ locations across 8 markets and 65+ cities, supported by a network of hyperscale, large and edge data centers.

With planned capacity expansion, Airtel's expansive fiber network backbone, renewable energy commitments and AI-enabled monitoring systems, we are enabling the next phase of digital growth while delivering the reliability, scalability and sustainability that digital businesses require.

Vision

Shaping a future where technology meets responsibility. We design, build, and operate the largest network of smart, resilient and sustainable data centers in India.

Mission

Our mission to build future-ready infrastructure is driven by two core principles: Intelligence and Sustainability.

Our service

Colocation Services
Secure and scalable hosting for enterprise and hyperscale clients

Built-to-Suit Solutions
Tailored data center designs to meet specific customer requirements

Interconnect Solutions
Seamless connectivity across multi-cloud and carrier-neutral infrastructure

24×7 Operations and Support
Industry-leading uptime, reliability, and efficiency

8
Major markets

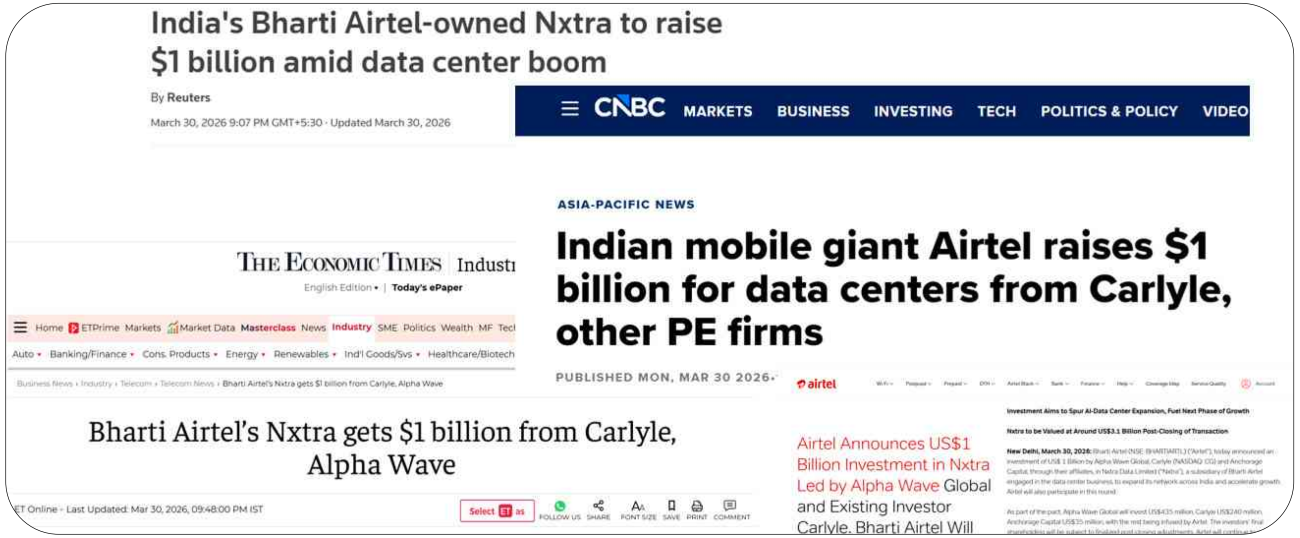
14
Large Data Centers

~250 MW
Total power

65+
Indian cities

120+
Edge Data centers

Nxtra at a Glance (Continued...)



Building India's AI-Ready Digital Infrastructure | Airtel–Google AI Hub

As India enters the next phase of its digital transformation, the rapid adoption of Artificial Intelligence (AI) is driving unprecedented demand for resilient, high-density, and energy-efficient digital infrastructure. Against this backdrop, Airtel's strategic partnership with Google to establish India's first Mega AI Hub and Data Center Campus in Visakhapatnam marks a landmark step in strengthening the country's AI-ready infrastructure. Designed to support hyperscale AI workloads, the campus will bring together world-class connectivity, advanced digital infrastructure and clean energy integration. This development will play an important role in positioning India as a global destination for AI innovation and digital services.

Nxtra is playing a critical role in bringing this vision to life. We are developing state-of-the-art campuses, designed to support the scale, reliability and energy efficiency required for next-generation workloads. The project showcases Nxtra's capability to deliver mission-critical infrastructure at scale, combining reliability, energy efficiency and operational excellence.

Backed by Global Capital to Accelerate India's Digital Infrastructure | US$1 Billion Strategic Investment

To accelerate this journey, Nxtra announced a US$1 billion strategic investment from marquee investors, including Alpha Wave Global, Carlyle and Anchorage Capital, alongside participation from Airtel. This strategic investment is a strong validation of Nxtra's growth strategy, execution strength and the scale of opportunity in India's digital infrastructure market.

The investment will support Nxtra's next phase of expansion and enhance its capacity to serve rising demand for AI, cloud computing and digital services. As we scale from approximately 250 MW today to 1 GW over the next few years, Nxtra is well positioned to support India's emergence as a global hub for digital infrastructure and AI. Guided by responsible governance, resource-efficient design, renewable energy integration and operational resilience, we are building infrastructure that powers digital growth while contributing to a more sustainable and connected future.

Operating Landscape

India's Data Center Opportunity

India's digital surge is already here. Data consumption is accelerating, AI workloads are expanding rapidly and cloud adoption is moving from ambition to necessity. Across markets, demand for hyperscale infrastructure continues to outpace supply, reshaping the data center landscape in real-time.

This is more than growth in capacity. It reflects a deeper shift in how India will store, process, compute and power its digital future.

Sources —— pg no - 107

The Capacity Expansion Wave

India's data center market is entering a period of unprecedented expansion, driven by rapid digitalization, cloud adoption, AI workloads, and rising demand for hyperscale infrastructure. In the first half of 2025, the market recorded ~98 MW of net absorption, representing a 48% year-on-year increase, while vacancy levels declined to 4.3%, highlighting strong demand across key markets. With installed capacity projected to grow from 5,450 MW in 2026 to 15,210 MW by 2031, the sector is witnessing significant investments and accelerated infrastructure development across both established and emerging digital hubs.

Our Response: Scaling with India's Digital Growth

Nxtra is responding to this capacity demand through a planned expansion from ~250 MW to 1 GW across its presence in 8 major markets. Supported by strategic investments, strong execution capabilities, and a growing national footprint, the Company is building the scale required to serve India's next phase of digital growth.

The Rise of AI-Native Infrastructure

AI doesn't just consume data, it consumes power. As AI workloads multiply across India's digital economy, the demand for high-density, GPU-ready, power-resilient infrastructure is accelerating rapidly. Reflecting this shift, India's AI-optimized data center market is projected to grow from US$ 1.2 billion in 2025 to US$ 3.1 billion by 2030, driven by expanding AI deployments, hyperscale cloud investments, and large-scale GPU infrastructure requirements. Government initiatives under the IndiaAI Mission and continued investments by global hyperscalers are further strengthening demand for next-generation digital infrastructure.

Our Response: Building AI-Ready Infrastructure

Nxtra's hyperscale-grade facilities are designed to support the evolving requirements of AI and high-density computing environments. Through intelligent operational platforms, scalable infrastructure, and resilient digital ecosystems, the Company is strengthening its capability to support GPU-intensive workloads while delivering reliability, efficiency, and seamless connectivity for hyperscale and enterprise customers.

The Sovereign Data Economy

As data becomes a critical business asset, where it is stored, processed, and protected has become as important as the technology itself. Growing regulatory scrutiny around data privacy, localization, and digital governance is reshaping how enterprises evaluate their digital infrastructure needs. As a result, organizations are increasingly seeking infrastructure partners that can deliver secure, compliant, and sovereign digital environments at scale.

The Digital Personal Data Protection (DPDP) Act, 2023, alongside sector-specific regulations from the RBI, SEBI, and MeitY, has elevated compliance from a regulatory requirement to a business imperative. This is particularly significant for highly regulated sectors such as BFSI, which accounts for over 32% of India's data center demand.

Our Response: Enabling Trusted and Sovereign Infrastructure

Backed by Indian ownership, strong governance practices, sector-relevant certifications, and robust compliance frameworks, Nxtra is well positioned to support enterprises navigating evolving data privacy and localization requirements. Its secure and compliant infrastructure ecosystem enables customers to meet regulatory expectations while operating with confidence in an increasingly data-driven economy.

Our Sustainability Roadmap

Where we have been

FY 2012-13
- Nxtra inception

FY 2014-15
- 1st Renewable Energy contract

FY 2017-18
- ISO 27001 & 22301 certified

FY 2018-19
- Scope 1 and 2 emissions inventorization for the 1st time
- ISO 14001, 45001 & 9001 certified

FY 2019-20
- SOC I & SOC II certified

FY 2020-21
- ESG framework aligned with SDGs
- PCI DSS certified

FY 2021-22
- ISO 50001 certified
- EHS & Energy Policy developed
- Scope 3 emissions inventorization for the 1st time
- Inaugural GHG Assurance
- Installed 1st SOFC based fuel cell tech

FY 2022-23
- 1st Materiality Assessment
- Net-Zero Roadmap

FY 2023-24
- Signed UN Global Compact
- Launched NxtWave - Accelerating women representation in tech & engineering roles
- Launched NxtLearn - Enterprise-wide platform for continuous learning and upskilling

FY 2024-25
- 1st Data Center company in India to join RE100 initiative
- Joined & aligned climate goals with SBTi
- Climate Risk Assessment of all operational & upcoming large DCs

FY 2025-26 activities

FY 2025-26
- Inaugural CDP Assessment
- Refreshed Materiality Assessment
- EHS & Energy Policies revisited
- Signed 1st ISTS RE contract
- Developed EHS based compliance workflow
- **52%** Renewable Energy across large DCs

Ongoing
- **100%** battery, E-waste, hazardous waste managed through authorized vendors
- LEED/ IGBC Gold certification for all upcoming large DCs
- Employee engagement score >80
- **Zero** fatalities (employees & workers)
- **Zero** Human Rights incidents
- **100%** Regulatory Compliance

Where we are heading

FY 2027-28
- **100%** Wastewater recycling in hyperscaler DCs

FY 2028-29
- **100%** Landfill diversion rate

FY 2030-31
- **Near-Zero** Scope 1 & 2 Emissions

FY 2039-40
- **>50%** reduction in Scope 3 emissions from base year FY 2022-23

Stakeholder Engagement

FOCUSING ON STAKEHOLDER INSIGHTS

In a rapidly evolving digital economy, stakeholder trust is fundamental to creating long-term value and sustaining responsible growth. As a provider of critical digital infrastructure, Nxtra recognizes that trust is built through continuous engagement, transparency, and responsiveness to the expectations of those we serve and impact.

Our stakeholder engagement framework, aligned with the **AA1000 Stakeholder Engagement Standard**, is designed to be structured, systematic, and outcome-oriented. Through regular interactions with customers, employees, investors, suppliers, communities, regulators, and industry bodies, we gather insights that help us understand emerging expectations, assess evolving risks and opportunities, and strengthen our decision-making processes.

These perspectives play an important role in shaping our sustainability strategy, informing our disclosures, and guiding the prioritization of material topics. By embedding stakeholder feedback into our approach, we ensure that our actions remain aligned with the issues that matter most to our stakeholders and business.

Our Stakeholder Universe

- Customers
- Employees
- Investors
- Regulators
- Suppliers/Partners
- Communities
- Media

Stakeholder Engagement (Continued...)

	Why they're important	What they expect from us	How We Engage	Frequency
Customers	Customers are at the core of our business growth and innovation journey. Their trust enables us to deliver reliable, secure, and sustainable digital infrastructure solutions.	• Reliable uptime and SLA performance • Strong data security and privacy compliance • Sustainable and scalable infrastructure • AI-ready and sovereign-cloud capabilities • Timely service updates and grievance resolution • ESG disclosures to support customer reporting	• Dedicated account management and review meetings • Customer satisfaction surveys and NPS tracking • Digital communications and ESG disclosures • Site visits, client briefings, and industry forums	Ongoing
Employees	Employees drive our operational excellence, innovation, and organisational culture. Their well-being, engagement, and growth are essential to our long-term success.	• Career growth and fair compensation • Safe, inclusive, and engaging workplace • Mental well-being and EHS focus • Diversity, equity, and equal opportunity • Transparency and continuous learning opportunities	• Employee engagement surveys • Leadership townhalls and HR Connect forums • Learning and development sessions • Safety campaigns and recognition programs • Structured onboarding and feedback processes	Ongoing
Investors	Investors support our long-term growth, expansion, and sustainability ambitions while strengthening stakeholder confidence in our business strategy and governance.	• Progress on climate and Net-Zero commitments • Sustainable growth and value creation • Transparent ESG disclosures and governance • Effective risk management • Readiness for AI and hyperscale demand	• Meetings and presentations • Sustainability reporting with assurance • ESG-focused engagement discussions • Board-level governance	Quarterly and Annually

Customers | Employees | Investors | Regulators | Suppliers / Partners | Communities | Media

Quarterly and Annually | Ongoing

Stakeholder Engagement (Continued...)

	Why they're important	What they expect from us	How We Engage	Frequency
Regulators	Regulators play a critical role in enabling responsible operations and ensuring compliance with evolving statutory and industry requirements.	• Compliance with applicable regulations • Transparent environmental and safety reporting • Adherence to data privacy and applicable labour and data protection laws • Timely financial and statutory disclosures	• Statutory filings and compliance reporting • Regulatory inspections and site visits • Engagement with government authorities • Compliance monitoring systems • Participation in industry associations	Ongoing
Suppliers / Partners	Suppliers and partners are integral to maintaining operational efficiency, responsible sourcing, and safe execution across our value chain.	• Fair commercial practices and timely payments • Clear sourcing and safety standards • Smooth onboarding and collaboration • Human Rights, ethical, anti-bribery, information security and legal compliance	• Supplier onboarding and EHS inductions • Workshops and collaboration platforms • Supplier feedback and safety forums • ESG assessments and performance reviews	Ongoing
Communities	Communities are key partners in our social impact journey and are essential for creating inclusive and sustainable development around our operations.	• Local employment and economic development • Responsible environmental management • Investments in education and skill development • Safe and respectful operations • Community well-being initiatives	• CSR and community development programs • Employee volunteering initiatives • Engagement with local authorities and partners	Ongoing
Media	Media partners amplify our corporate narrative, ESG progress and industry leadership, strengthening brand visibility and public trust.	• Timely and accurate corporate information • Updates on ESG progress and innovation • Information on strategic developments and industry trends	• Press releases and media briefings • Leadership interviews and webinars • Social media engagement and thought leadership • Participation in industry forums and conferences	Ongoing

Customers | Employees | Investors | Regulators | Suppliers / Partners | Communities | Media

Quarterly and Annually | Ongoing

Materiality Assessment

During FY 2025-26, Nxtra conducted a refreshed materiality assessment to reassess existing priorities, identify emerging ESG topics, and strengthen its sustainability strategy. Aligned with the GRI Standards 2021 and undertaken through a Single Materiality (Impact Materiality) lens, the assessment incorporated stakeholder engagement, peer benchmarking, industry analysis, and impact evaluation. The insights helped refine Nxtra's material priorities and strengthen alignment between stakeholder expectations, business strategy, and sustainability disclosures.

Approach to Materiality Assessment

Nxtra adopted a structured and comprehensive approach to conduct the materiality assessment process. The exercise was carried out in multiple phases to ensure that the identified topics accurately reflected both stakeholder expectations and the Company's impact on society and the environment.

01 UNDERSTAND

- Reviewed global sustainability standards and frameworks
- Assessed industry and sector trends for data centers
- Evaluated India's regulatory, economic and policy landscape
- Reviewed Nxtra's existing ESG initiatives, disclosures and key material themes

02 IDENTIFY

- Reviewed material topics from leading global and Indian data center peers
- Insights from ESG rating agencies (including CDP)
- Alignment with GRI Standards, and BRSR Core/Leadership Indicators
- Consideration of UNGC Principles
- Mapping with UN SDGs

03 ENGAGE

50%
Response Rate

- Engaged internal and external stakeholders through a structured digital survey
- Captured diverse perspectives on the relevance and impact of identified topics

04 ASSESS

- Environmental impact
- Social impact
- Business relevance
- Risks & opportunities
- Long-term strategic significance

05 PRIORITIZE

- Integration of stakeholder perspectives
- Integration of business impact assessment
- Industry benchmarking insights
- Management validation
- Final list of material topics to guide strategy, disclosures and long-term decision-making

Our Purpose

To ensure that the topics we focus are of utmost significance to the environment, society and economy and are aligned with stakeholder expectations and Nxtra's long-term strategy.

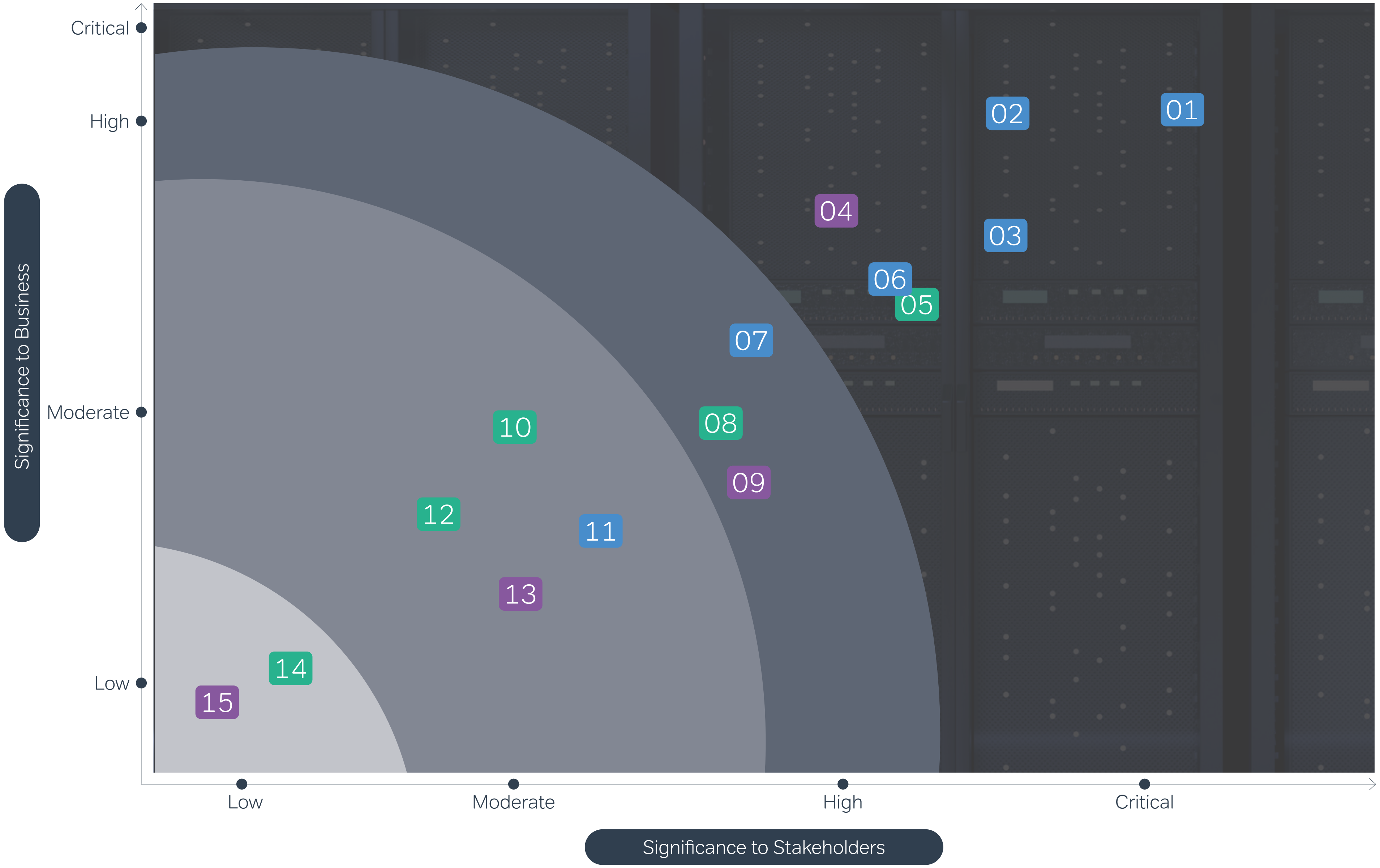
15 Material Topics

We arrived at 15 material topics across Environmental, Social and Governance dimensions.

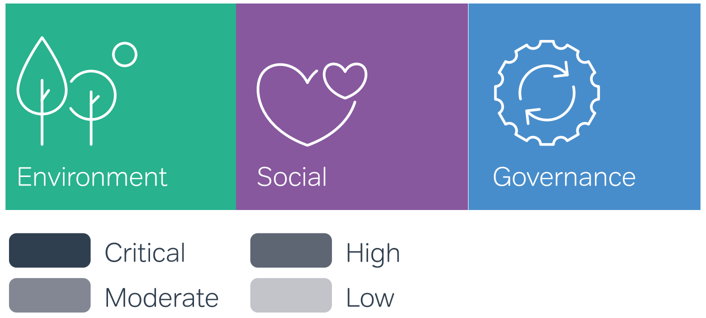
GRI 3-1, 3-2

Materiality Assessment (Continued...)

Materiality Matrix



- 01 Regulatory Compliance
- 02 Data Security & Privacy
- 03 Corporate Governance & Business Ethics
- 04 Health, Safety & Well-being
- 05 Energy Management
- 06 Customer Value & Service Excellence
- 07 Risk Management
- 08 Climate Strategy & Emission Reduction
- 09 Human Capital Management
- 10 Sustainable Infrastructure & Planning
- 11 Sustainable Supply Chain Management
- 12 Water Efficiency
- 13 Diversity, Equity & Inclusion
- 14 Waste Management
- 15 Community Engagement



Spotlight

Nxtra participated in Prime Minister Narendra Modi's roundtable on Sovereign Cloud, Data Centers and AI Infrastructure, reaffirming our vision for an India-first sovereign digital ecosystem

Nxtra emerged as a leader in the IDC MarketScape data center services

Best EHS Initiatives & Best Health and well-being Award-Nxtra Fusion, at the 10th Annual HSE Strategy Summit & Awards 2026

OHSSAI HSE&S Mentor Award-Nxtra Pune DC4 Project, at the 10th Annual HSE Excellence & ESG Global Awards 2026

LACP 2024/25 Vision Awards-Platinum

OHSSAI Safety Award – Nxtra Pune DC4 Project, at the 10th Annual HSE Excellence & ESG Global Awards 2026

Invention Award for Best Initiative in Managing EHS Risk-Nxtra Pune DC4, Mahape

Advancing Environmental Stewardship

As digital adoption accelerates, the responsibility to build resilient and sustainable digital infrastructure has never been greater. At Nxtra we believe environmental stewardship is integral to long-term business success and responsible digital growth. We deliver world-class data center infrastructure while minimizing environmental impact, strengthening climate resilience, and creating lasting value for stakeholders.

Guided by a clear Decarbonization roadmap, we integrate sustainability across our operations through renewable energy, energy efficiency, resource conservation, green building practices, and circular economy principles. These efforts reduce our environmental footprint, enhance operational resilience, and enable us to build future-ready digital infrastructure that supports India's digital transformation and a more sustainable future.

Material topics

- Energy Management
- Climate Strategy & Emission Reduction
- Sustainable Infrastructure & Planning
- Water Efficiency
- Waste Management

35%
increase in RE usage across large DCs from last year

7.9%
reduction in energy intensity (GJ/ rack)

1,460 tonnes
of waste diverted from landfills through recycling initiatives

57,585 KL
of water recycled through STPs, reducing freshwater dependency and enhancing circularity

FY 2025-26 Targets & Progress

PLANET

Energy Management

1 Target

Target a 10% reduction in Power Usage Effectiveness (PUE) by FY 2024-25, using FY 2020-21 as the baseline (for all large DCs)

Achieved

11% improvement in the average PUE compared to FY 2020-21 baseline

2 Target

Achieve 70% renewable energy consumption across our core data centers by FY 2026-27.

Progress

52% of total electricity consumption in our large data centers sourced from RE

Climate Strategy & Emission Reduction

1 Target

Integrate the ISSB-aligned climate-related disclosures into ESG governance and reporting by embedding climate risk assessment into enterprise risk management, and track implementation of mitigation plans across all data centers.

Progress

Strengthened climate resilience by embedding ISSB-aligned scenario analysis into our enterprise risk management framework.

2 Target

Scope 1 & 2: Target near-zero emissions by FY 2030-31 (baseline: FY 2022-23), anchored in enhanced energy efficiency, operational decarbonization, and a transition to renewable energy.

Scope 3: Aim to reduce emissions by over 50% by FY 2039-40 (baseline: FY 2022-23), addressing value chain emissions through sustained engagement and improvement initiatives.

Progress

218,396 tCO_2e emissions avoided as a part of achieving Net-Zero operational emissions

Sustainable Infra & Planning

1 Target

Enhance resource efficiency and material circularity across the lifecycle of data center infrastructure.

Progress

Improved prefabrication techniques to reduce build timeline & cut construction waste

2 Target

All upcoming large data centers to achieve a minimum of IGBC or LEED Gold certification.

Ongoing

100% of new large DCs minimum IGBC/ LEED Gold certified

Water Efficiency

1 Target

Achieve 100% wastewater recycling in large DCs to become 'Water Neutral'.

Progress

57,585 KL of water recycled through advanced STPs, reducing freshwater dependency and enhancing circularity.

2 Target

Track and reduce Water Usage Effectiveness (WUE) in core DCs through technological interventions.

Ongoing

Real-time monitoring across the entire water cycle to track quality and usage

Waste Management

1 Target

Attain a 100% landfill diversion rate by FY 2028-29.

Progress

1,460 tonnes of waste diverted from landfills through recycling initiatives

2 Target

Enhance waste categorization, reporting and maintaining 100% compliance with waste-related regulations

Progress

100% of battery, E-waste and other hazardous waste sold to government-authorized vendors

Powering Growth, Responsibly

Artificial Intelligence (AI) is reshaping the digital economy, and the energy equation behind it. Generative AI, machine learning, real-time analytics and intelligent automation require greater computing power, higher rack densities and substantially more electricity than traditional workloads.

As India's digital infrastructure scales, the challenge is no longer simply powering more data centers, it is powering growth responsibly through resilient, energy-efficient and low-carbon digital infrastructure.

At Nxtra, our energy approach is focused on decoupling digital growth from carbon emissions. We combine demand-side energy management, advanced cooling solutions, digital intelligence and cleaner power to optimize energy use and consumption while strengthening reliability, scalability and system-wide resilience.

Our approach is built on four strategic priorities

OPTIMIZE

Driving energy efficiency across operations

OPERATE INTELLIGENTLY

Transform operational data into real-time energy decisions

FUTURE-PROOF

Build energy systems for high-density AI infrastructure

TRANSITION

Expand a diversified, resilient clean energy portfolio

Powering Growth, Responsibly (Continued...)

01

OPTIMIZE

Optimizing Every Watt

Energy efficiency begins with reducing the energy required to operate reliable, high-performance digital infrastructure.

Our demand-side energy management approach is guided by a portfolio-wide roadmap to reduce energy intensity and optimize energy consumption. Continuous Power Usage Effectiveness (PUE) monitoring and benchmarking, energy audits and performance assessments provide data-driven insights to identify improvement opportunities across our portfolio.

Advanced cooling solutions, adaptive thermal controls, free cooling systems and AI-enabled infrastructure management tools support continuous energy performance improvement. Together with high-efficiency power infrastructure, these interventions help reduce energy losses and strengthen operational efficiency and system-wide resilience.

PUE remains a critical energy performance indicator across our data center portfolio, providing insights into the effectiveness of power utilization beyond IT equipment.

GRI 302-4, 305-5 | BRSR P6: E8, L4

Six Levers of Energy Conservation

01 Cooling Performance

Intelligent sequencing of chillers and pumps, Variable Frequency Drive (VFD) optimization, HVAC tuning and improved airflow management help optimize thermal loads and cooling plant performance. Hot-aisle/cold-aisle containment further reduces cooling energy demand, while AI/ML-driven thermal optimization enables operating conditions to respond dynamically to changing infrastructure requirements.

02 Predictive Operations

Continuous commissioning, real-time monitoring and preventive and predictive maintenance enable early fault detection and faster identification of performance deviations across energy-intensive assets.

03 High-Efficiency Equipment

High-efficiency permanent magnet EC fan arrays with real-time speed modulation improve cooling efficiency and equipment performance. Infrastructure modernization, including upgrades to UPS and chillers with high-efficiency models, supports further energy savings, cost efficiency and system-wide resilience. Our facilities are built or retrofitted to meet stringent energy efficiency standards aligned with global best practices.

04 Intelligent Controls

AI/ML driven thermal optimization, predictive control and load optimization enable proactive management of energy-intensive equipment and continuous optimization of facility performance.

05 Smart Lighting

Motion-sensor-enabled LED and intelligent lighting systems reduce auxiliary loads and unnecessary energy consumption.

06 Electrical Distribution Efficiency

High-efficiency power infrastructure enhanced operational controls and continuous monitoring help minimize electrical distribution losses and improve system-wide efficiency.

FY 2025-26 Impact

6,623 MWh

reduction in cooling energy consumption, avoiding 4,702 tCO_2e emissions through energy conservation measures

~1% Improvement

in average PUE achieved from last year

ISO 50001:2018

Energy Management System (EnMS) Certification across all large DCs

Powering Growth, Responsibly (Continued...)

02

OPERATE INTELLIGENTLY

From Data to Decisions

Digital intelligence is moving energy management from periodic intervention to continuous optimization. Our **Smart Sense platform** integrates data from thousands of sensors deployed across active and passive infrastructure, providing real-time visibility into equipment performance, cooling efficiency, energy consumption trends, asset utilization, environmental conditions, predictive maintenance indicators and real-time recommendations.

Advanced AI and machine learning algorithms translate these data-driven insights into actionable energy decisions. Our Smart Sense journey began at the Chennai facility and has progressively expanded across various large data center sites. Working with technology and ecosystem partners, we continue to translate operational data into measurable energy performance improvements.

SENSE

Thousands of sensor inputs and Building Management System (BMS) platforms provide equipment-level and infrastructure-level visibility into critical operating parameters.

ANALYZE

Advanced analytics, real-time analytics and AI/ML identify equipment-level inefficiencies, cooling performance gaps and energy consumption trends.

PREDICT

Early fault detection, AI-based fault diagnostics and preventive and predictive maintenance help proactively identify performance deviations.

OPTIMIZE

Intelligent chiller sequencing, VFD optimization, AI/ML-driven thermal optimization and intelligent automation improve equipment utilization, cooling performance and operational reliability.

Across our edge sites, centralized monitoring platforms provide real-time visibility and real-time analytics on critical operating parameters, enabling faster decision-making, preventive and predictive maintenance, and proactive optimization across multiple locations.

This digital-first approach enables faster interventions, improved equipment performance, more informed capital planning and continuous optimization while maintaining the resilience, reliability and high availability expected from mission-critical data centers.

Powering Growth, Responsibly (Continued...)

03

TRANSITION

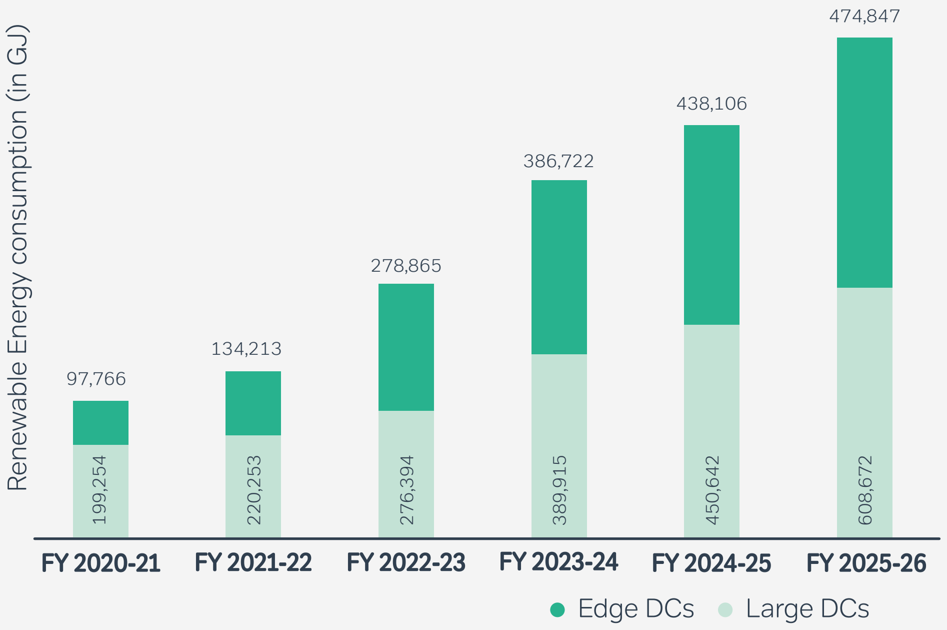
Scaling Cleaner Power

Renewable electricity remains one of our most significant levers for reducing operational greenhouse gas emissions. As a member of RE100, we are progressively increasing renewable electricity consumption while building a diversified, resilient and scalable energy portfolio.

52%

of electricity consumed across our large DCs was sourced from RE in FY 2025-26

Our Renewable Energy (RE) Journey so far



Our Renewable Energy Ecosystem

Building capacities with diversified sources

Long-term Power Purchase Agreements (PPAs) support dedicated renewable projects across solar, wind, small hydro and hybrid technologies. A multi-source renewable energy portfolio spanning solar, wind, small hydro and hybrid projects supports greater clean energy availability and reduces concentration.

Our approach to **additionality** seeks to support new clean energy capacity, extending the impact of renewable electricity procurement beyond the replacement of conventional grid electricity.

Powering Growth, Responsibly (Continued...)

Expanding supply channels

Our multi-channel approach combines captive arrangements, open access through **Intra-State Transmission System (InSTS) and Inter-State Transmission System (ISTS) pathways** and utilizing **Green Day-Ahead Market (GDAM) & Green Term-Ahead Market (GTAM)** through exchanges.

These diversified supply channels help bridge interim energy requirements while supporting the transition towards stable and predictable long-term renewable electricity sourcing.

Generating closer to our data centers

On-site and rooftop/distributed solar photovoltaic installations increase renewable self-generation wherever technically and commercially feasible, including across edge data centers.

Enabling flexibility

Battery Energy Storage Systems (BESS) and emerging energy technologies are being evaluated to address renewable intermittency, support peak load management and enable firmer renewable energy supply.

Diversified sourcing approach enables us to progressively replace conventional grid electricity with cleaner sources while strengthening energy availability, grid reliability and clean energy utilization.

Beyond emissions reduction, renewable energy sourcing supports long-term energy cost predictability and stability, reduces exposure to electricity price volatility and grid dependency, strengthens energy security and enhances resilience against future carbon-related regulations.

Powering Growth, Responsibly (Continued...)

From Renewable Procurement to Intelligent Integration

The next phase of renewable energy integration is increasingly about when, where and how clean electricity is consumed.

15-Minute Visibility

We continue to strengthen real-time renewable energy tracking and 15-minute energy attribution where relevant ISTS contracts are in place.

Source-to-Data Center Traceability

Greater visibility into renewable electricity from source to data center can strengthen transparency and the authenticity of clean energy utilization.

Supply-Demand Matching

Granular energy data creates opportunities to more closely match renewable energy supply with operational demand in real-time.

Firming Renewable Power

BESS can help respond to renewable intermittency, peak demand, banking restrictions and time-bound grid access, including ISTS 15-minute slots

These capabilities can support the evolution towards a hybrid, firmed renewable energy model while maintaining the reliability expected from mission-critical data center operations.

RE100

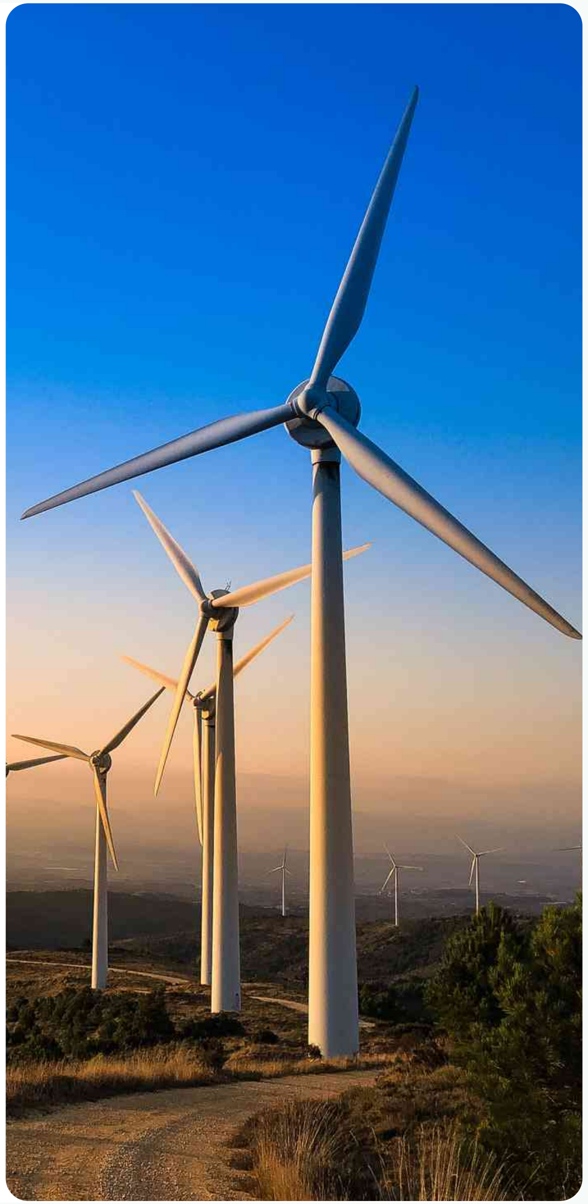
Advancing Our RE100 Ambition

RE100 is a globally recognized gold standard led by the Climate Group in partnership with Carbon Disclosure Project (CDP), bringing together companies committed to accelerating the global transition to renewable electricity. As the **first data center company in India to join RE100**, Nxtra has committed to sourcing maximum permissible renewable electricity.

Our focus is now on moving from commitment to scale. Through dedicated renewable projects, long-term PPAs, captive generation, open access and a multi-source, multi-channel portfolio spanning solar, wind, small hydro and hybrid technologies, we are working to ensure renewable electricity adoption scales alongside our growing data center infrastructure.

Our renewable electricity transition supports our broader under validation decarbonization pathway and ambition to achieve near-zero Scope 1 and Scope 2 emissions.

We remain focused on advancing cleaner digital infrastructure and contributing to India's transition towards a greener, more resilient and low-carbon digital economy.



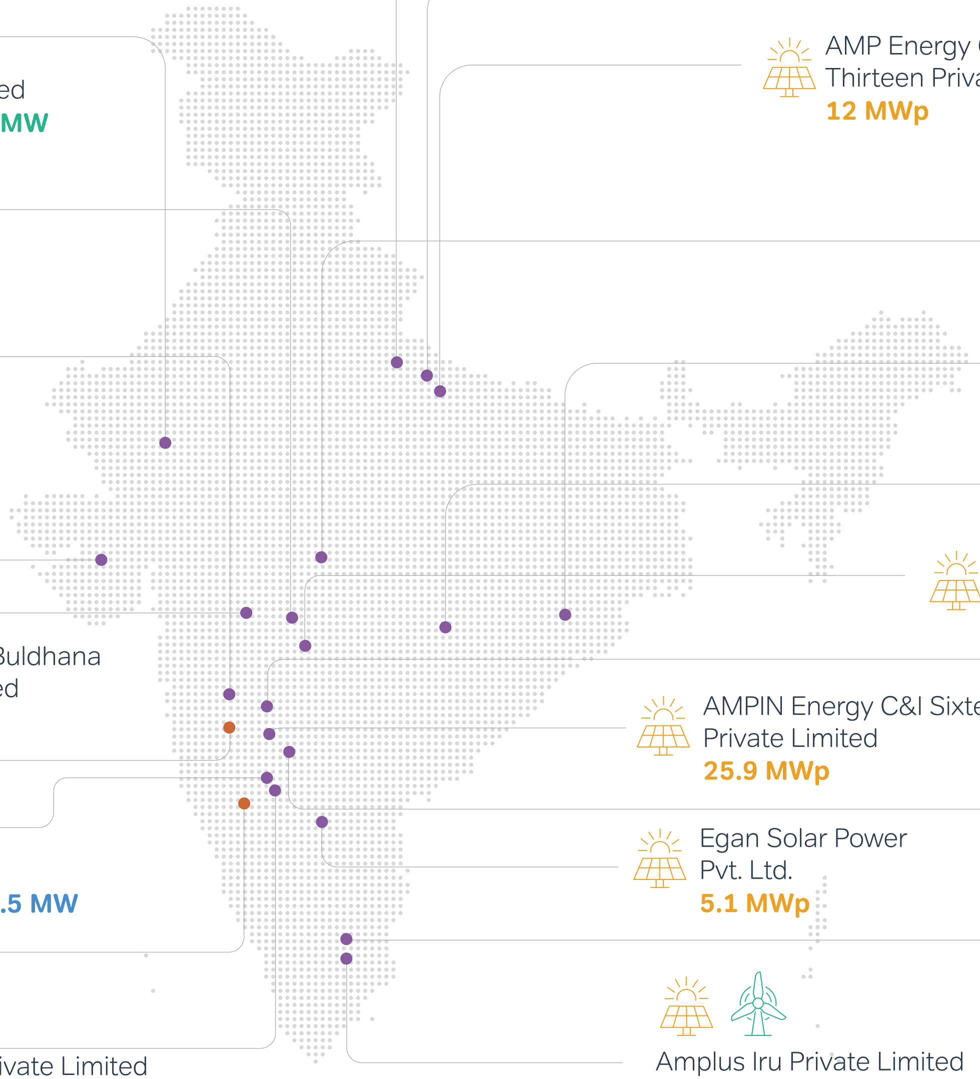
Powering Growth, Responsibly (Continued...)

GREEN ENERGY PORTFOLIO

Powering a Greener Tomorrow

Solar Wind Hydro

- Completed
- Under Construction



AMP Energy Green Three Private Limited
45.5 MWp 9.5 MW

AMP Energy C&I Thirty Private Limited
14 MWp

AMPLUS Ampere Private Limited
3.9 MWp

Continuum Green Energy (India) Pvt. Ltd.
1.5 MWp 1.5 MW

Avaada MH Buldhana Private Limited
21.4 MWp

AMPLUS MH ONE ENERGY PRIVATE LIMITED
7.8 MW

Greenergy
16 MW 13.5 MW

AMPIN Energy Utility One Private Limited
46.7 MWp 21 MW

FPEL Ujwal Private Limited
2.7 MWp 4 MW

AMPSolar Evolution Private Limited
28 MWp

AMP Solar Urja Private Limited
6 MWp

AMP Energy Green Thirteen Private Limited
12 MWp

Continuum MP Wind Farm Development Pvt. Ltd.
3.7 MWp 3.7 MW

AMP Energy C&I Three Private Limited
8 MWp

AMPLUS HELIOS PVT LTD
2.8 MWp

Avaada MHAmravati Pvt. Ltd.
32.5 MWp

AMPIN C&I Power Seventeen Private Limited
8.8 MWp

AMPIN Energy C&I Sixteen Private Limited
25.9 MWp

Avaada KNShorapur Private Limited
13 MWp

Egan Solar Power Pvt. Ltd.
5.1 MWp

Avaada Clean TNProject Private Limited
34.5 MWp

Amplus Iru Private Limited
28 MWp 24.3 MW

Note: *The map is illustrative and intended for creative representation only*

Powering Growth, Responsibly (Continued...)

04

FUTURE-PROOF

Building Infrastructure Ready for the AI Era

Nxtra remains committed to ensuring that growth is both resilient and sustainable. The next generation of AI workloads demands infrastructure capable of supporting significantly higher power densities while maintaining operational reliability and sustainability.

Looking ahead, our priorities include:

- Increasing mix of renewable electricity sourcing across our portfolio
- Continuing investments in energy-efficient infrastructure
- Expanding AI-enabled operational optimization
- Deploying next-generation energy technologies
- Strengthening energy resilience across facilities
- Supporting India's transition towards a low-carbon digital economy

Our ambition extends beyond operating efficient data center. We aspire to build digital infrastructure that enables economic growth while minimizing environmental impact, creating lasting value for customers, communities and future generations.

By combining engineering excellence, digital innovation and responsible energy stewardship, Nxtra continues to power digital future, efficiently, reliably and sustainably.

Powering Growth, Responsibly (Continued...)

THE NEXT ENERGY SYSTEM

Cleaner. Flexible. Intelligent. Interactive.

Deep decarbonization requires technologies that go beyond conventional energy efficiency and renewable electricity procurement.

Building on our pioneering deployment of India's first hydrogen-ready fuel cell power plant at a commercial data center, we continue to evaluate innovative technologies capable of reducing dependence on conventional diesel-based backup systems and strengthening energy resilience.

Our Low-Carbon Energy Innovation Pipeline

Technology	Role in the Energy System	Status
Hydrogen Ready Fuel Cell	Low-carbon resilient power	Operational
Battery Energy Storage Systems (BESS)	Storage, peak load management and renewable firming	Under Deployment
AI-Enabled Energy Optimization	Predictive and continuous energy optimization	Operational
Digital Twin	Infrastructure simulation and performance optimization	Pilot
Grid-Interactive Controls	Greater grid and demand flexibility	Pilot

As India's electricity grid evolves with increasing renewable penetration, storage, grid-interactive infrastructure and flexible demand will become increasingly important to both operational resilience and sustainability. Our direction is towards an energy ecosystem that is increasingly **renewable, distributed, intelligent and interactive**.

EXTENDING IMPACT BEYOND OUR OPERATIONS

Efficiency that travels across the Value Chain

Our energy transition extends beyond our own operational footprint. By hosting digital infrastructure in low-PUE, energy-optimized data centers powered by an increasing share of renewable electricity, we support customers in reducing emissions associated with their digital value chains, including Scope 3 emissions, and advancing broader ESG and decarbonization goals.

Greater energy efficiency also enables us to maximise usable capacity and space utilization across our data centers. This supports scalable, cost-effective digital transformation while reducing the need for constant physical expansion, lowering capital expenditure requirements and contributing to a lighter environmental footprint.

As digital and AI workloads grow, optimizing the infrastructure supporting them can extend the impact of every watt across the wider digital ecosystem.

Building Resilient Digital Infrastructure

We recognize that addressing climate change is fundamental to building climate-resilient, low-carbon and future-ready digital infrastructure while supporting long-term business growth. Guided by the IFRS Sustainability Disclosure Standards issued by the International Sustainability Standards Board (ISSB), incorporating the TCFD framework, we adopt a forward-looking, science-based approach to assess climate-related risks and opportunities across our operations, infrastructure design and expansion plans.

By strengthening climate resilience, improving energy efficiency, accelerating renewable energy adoption and proactively managing climate-related risks, we are reducing our carbon footprint while enhancing operational resilience. These insights are integrated into enterprise risk management, business continuity planning and infrastructure design, enabling informed decision-making, long-term preparedness and sustainable digital infrastructure that supports India's growing digital economy.

01

Embedded ISSB-aligned disclosures, TCFD-based scenario analysis and enterprise risk management into strategic decision-making, strengthening governance, transparency and long-term climate resilience.

02

Strengthened resilience through site-level risk assessments, infrastructure hardening, business continuity planning and climate-informed infrastructure design, supporting reliable operations under future climate scenarios.

Physical Climate Risk Assessment and Resilience

We conducted a comprehensive Climate Change Risk Assessment (CCRA) across our data center portfolio. Aligned with the IFRS Sustainability Disclosure Standards and TCFD framework, the assessment evaluated our exposure to acute and chronic physical climate risks under IPCC SSP2-4.5 and SSP5-8.5 scenarios across the 2030s and 2050s. The assessment incorporated historical meteorological data from the India Meteorological Department (IMD), geospatial analysis, WRI Aqueduct tools and NDMA vulnerability parameters to evaluate climate hazards, quantify operational and financial impacts, and prioritize resilience measures.

- All large data centers across 8 cities
- All upcoming facilities incorporated into the analysis
- 7 climate hazards assessed

GRI 201-2

Building Resilient Digital Infrastructure (Continued...)

Building Climate Resilience Through Proactive Risk Management

Climate change is reshaping the operating environment for digital infrastructure, increasing exposure to physical hazards while creating new expectations for resilience and responsible business practices. At Nxtra, we recognize that managing climate-related risks is critical to ensuring business continuity, safeguarding critical assets and supporting our customers' sustainability ambitions. We adopt a forward-looking, scenario-based approach that integrates climate considerations into enterprise risk management, infrastructure planning, operational continuity and strategic decision-making.

By continuously monitoring climate trends, conducting site-level risk assessments, and implementing adaptive measures, we strengthen long-term resilience, reduce operational and financial risks, enhance stakeholder confidence and ensure reliable digital infrastructure in a changing climate.

Physical Risks

Physical climate risks arise from extreme weather events and long-term climatic changes that can impact critical infrastructure, resource availability, operational efficiency, and service continuity. We assess both acute risks, such as heatwaves, flooding, and extreme rainfall, and chronic risks, including rising temperatures and changing weather patterns, across our facilities. Through site-specific risk assessments, resilient infrastructure design, advanced cooling technologies, and robust business continuity planning, we strengthen climate resilience, minimize disruptions, protect critical assets, and ensure reliable digital infrastructure for our customers.

Acute Physical Risks	Potential Business Impact	Mitigation Approach
Floods	Intense monsoon rains and extreme precipitation may impact infrastructure, power availability, and site accessibility.	Implementation of flood protection measures, enhanced drainage infrastructure, and collaborative stakeholder capabilities for coordinated response.
Cyclones	Severe weather events may affect physical infrastructure, connectivity, and supply chain continuity.	Site-specific risk assessment using geospatial and climate modelling tools to avoid high-risk locations, cyclone-resilient design, backup power systems, and contingency planning.
Droughts	Water availability challenges may affect cooling systems and operational requirements.	Water-efficient cooling technologies, alternative sources including recycled water and air-based cooling, and long-term water security investments.

Chronic Physical Risks	Potential Business Impact	Mitigation Approach
Changes in precipitation patterns	Variability in rainfall may increase risks related to flooding or water availability, potentially affecting infrastructure and operations.	Flood mitigation planning, drainage improvements, water conservation measures, and continuous site-level monitoring.
Water stress	Reduced water availability may impact cooling systems, maintenance activities, and operational requirements.	Deployment of water-efficient cooling systems, exploration of alternative technologies, and investment in water reuse solutions.
Temperature variations	Rising temperatures and heatwaves may increase cooling requirements and operational stress on infrastructure.	Advanced cooling technologies, resilient infrastructure design, and enhanced redundancy measures to maintain operational stability.

Building Resilient Digital Infrastructure (Continued...)

Transition Risks

Transition risks arise from evolving regulations, technological advancements, and changing market expectations associated with the shift to a low-carbon economy. These risks can impact operational efficiency, regulatory compliance, and long-term business competitiveness. We actively assess and manage transition risks by strengthening governance, driving innovation, and maintaining regulatory readiness. This enables us to enhance organisational resilience, support informed decision-making, and create long-term value while advancing our sustainability ambitions.

Transition Risk Type	Issue	Potential Business Impact	Mitigation Approach
Policy & Legal	Evolving climate-related regulations, disclosure requirements, and compliance obligations.	Operational inefficiencies, financial implications, regulatory non-compliance, and reputational impacts.	Strengthen compliance frameworks, continuously monitor regulatory developments, and maintain adherence to statutory and regulatory requirements across all operating locations.
Market & Reputation	Geopolitical developments, social disruptions, changing stakeholder expectations, and market uncertainty.	Business disruption, increased volatility, reputational impacts, and reduced stakeholder confidence.	Maintain continuous stakeholder engagement, monitor the external environment, and proactively assess emerging risks to support resilient business operations.
Technology	Rapid technological advancements and delayed adoption of digital innovations.	Increased operating costs, reduced agility, lower operational efficiency, and evolving customer expectations.	Prioritize digitization and embed digital innovation into business strategy to enhance operational efficiency, adaptability, and long-term competitiveness.

Decarbonizing Growth, Building Climate Resilience

Decoupling Digital Growth from Emissions

Reducing carbon intensity is central to our sustainability strategy. Decarbonization is embedded into how we design, operate and scale our infrastructure, not treated as a separate mandate.

Our approach combines **energy efficiency, operational decarbonization, renewable energy procurement and value chain engagement.** Anchored in science-based climate targets and transparent emissions inventorization, we are working to decouple business growth from emissions and advance our Net-Zero ambitions.

GRI 305-1, 305-5 | BRSR P6 E7

Three Fronts Of Decarbonization

Our decarbonization strategy addresses emissions across three interconnected fronts. Together, these combine demand- and supply-side decarbonization with value chain action, enabling us to target the key sources of emissions across our operational footprint.

Scope 1 Emissions

01

Our Scope 1 emissions are primarily attributed to diesel consumption in standby generator sets and fugitive emissions from HFC refrigerants used in precision cooling systems.

8%

drop in absolute Scope 1 emissions compared to last year

Scope 1 Emission Reduction Levers

Reduce DG Runtime

Improve operational efficiency and optimize generator use through greater grid reliability.

Improve Equipment Efficiency

Deploy high-efficiency equipment and strengthen energy management practices.

Manage Refrigerants

Monitor fugitive emissions from HFC refrigerants used in precision cooling systems.

Decarbonize Backup Power

Progressively evaluate lower-emission energy backup systems and alternative technologies.

Decarbonizing Growth, Building Climate Resilience (Continued...)

Scope 2 Emissions

02

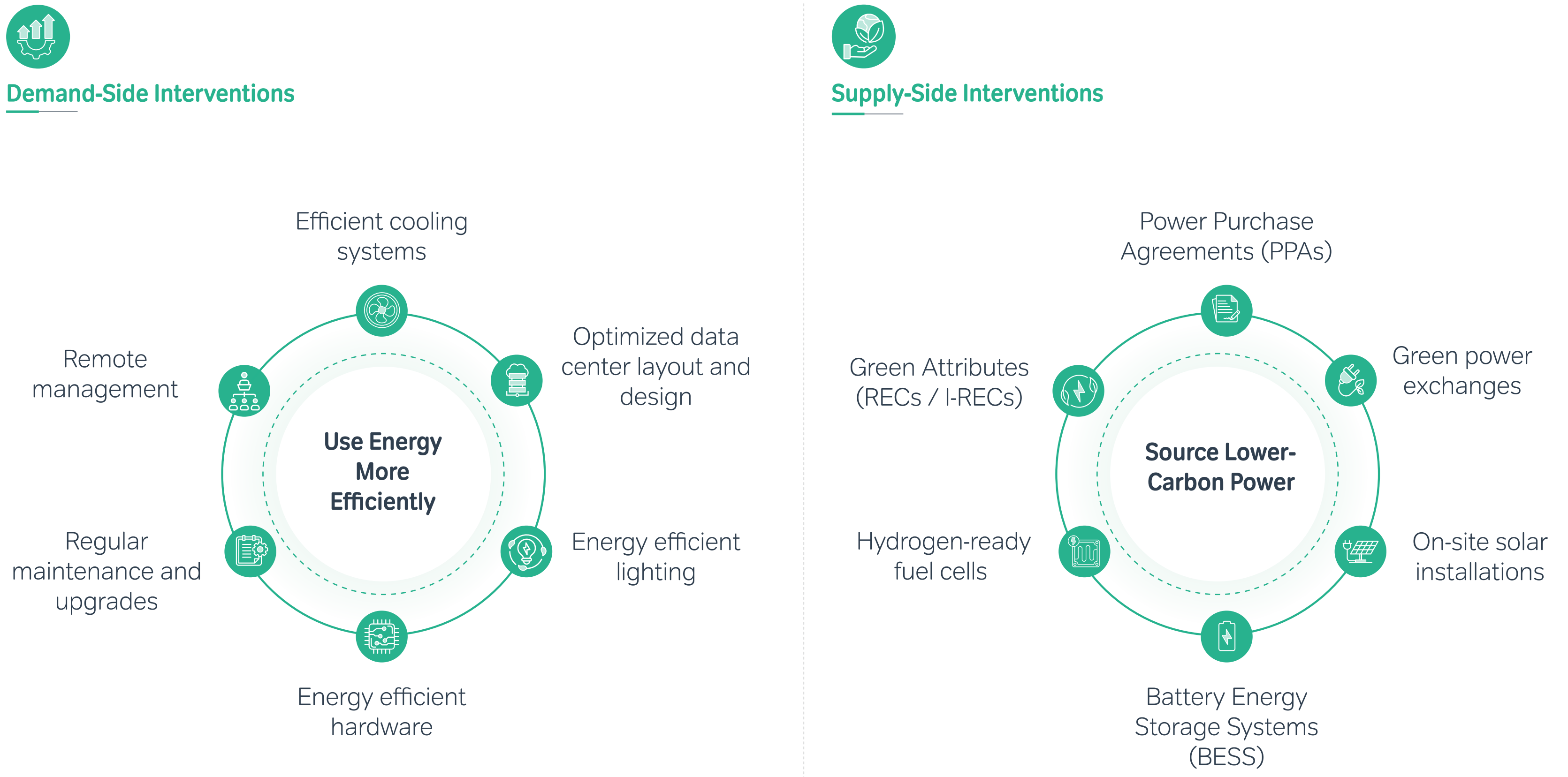
Electricity represents a significant component of our emissions footprint and remains a central lever in our Net-Zero pathway.

Increased renewable electricity sourcing across our portfolio to 686,525 MWh till date, reinforcing our transition towards a lower-carbon energy mix.

218,396 tCO_2e

emissions avoided as a part of achieving Net-Zero operational emissions

Scope 2 Emission Reduction Levers



GRI 305-4, 305-5 | BRSR P6 E8

Decarbonizing Growth, Building Climate Resilience (Continued...)

Scope 3 Emissions

03

Our climate responsibility extends beyond our direct operational footprint, into our value chain. In line with the GHG Protocol Corporate Value Chain (Scope 3) Standard, we annually assess and report relevant Scope 3 emission categories to strengthen visibility into indirect emissions across our value chain.

Nxtra's emissions profile covers material categories reflecting the scale and complexity of our operations, including Purchased Goods & Services, Capital Goods, Fuel & Energy related activities (not included in Scope 1 or 2), Upstream Transportation & Distribution, Waste Generated in operations, Business Travel and Employee Commute.

By strengthening measurement, supplier and partner engagement and value chain emissions accountability, we continue to identify and prioritize high-impact emissions reduction opportunities.

Four Decarbonization Levers across our value chain

Energy

Fuel and Energy - related Activities

Upstream fuel and energy-related emissions reflect the broader energy requirements of our operations. Energy efficiency and renewable energy procurement support emissions reduction by lowering dependence on higher-carbon grid electricity sources.

Circularity

Waste Generated in Operations

Improved resource efficiency, extended asset lifecycles and circular economy practices focused on **repair, reuse and responsible waste management** support reductions in operational waste emissions.

Logistics

Upstream Transportation & Distribution

Supply chain optimization, improved warehouse positioning and route efficiency support lower emissions from goods movement. We continue to engage with logistics partners to identify opportunities for more efficient and lower-emission transportation.

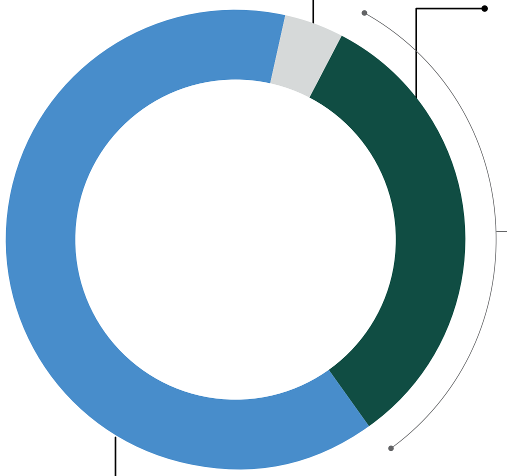
Mobility

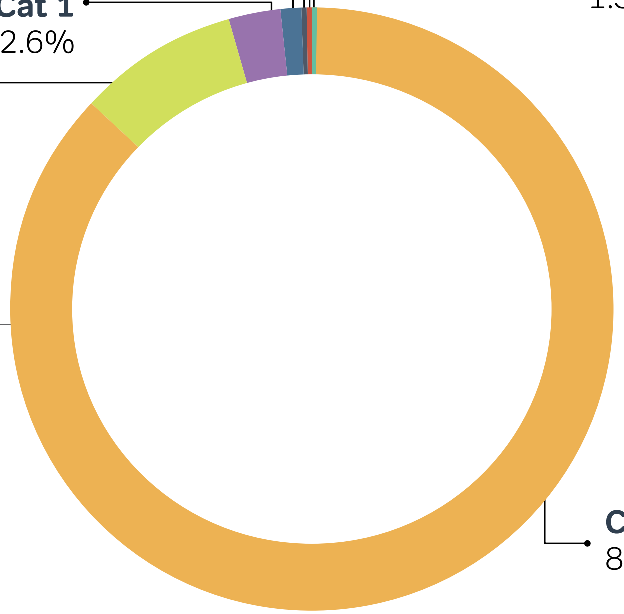
Business Travel and Employee Commute

Travel optimization, virtual collaboration and lower-emission commuting options support reductions in employee-related emissions. These initiatives build on our broader approach to green mobility and more efficient travel practices.

Decarbonizing Growth, Building Climate Resilience (Continued...)

FY 2025-26 GHG Emissions Profile





12% ✱

reduction in GHG (Scope 1 + 2 + 3) intensity from last year

Indicator / Topic	FY 2025-26 Value (in tCO_2e)
Scope 1 GHG Emissions (Direct)	**27,546**
Scope 2 GHG Emissions – Location-based	**412,183**

Indicator / Topic	FY 2025-26 Value (in tCO_2e)
Scope 3 GHG Emissions – Total	**209,967**
Cat 1: Purchased Goods & Services	5,501
Cat 2: Capital Goods	18,562
Cat 3: Fuel & Energy Related	182,704
Cat 4: Upstream Transportation	2,787
Cat 5: Waste Generated	10
Cat 6: Business Travel	213
Cat 7: Employee Commute	191

✱ GRI 305-4, 305-5

Decarbonizing Growth, Building Climate Resilience (Continued...)

Building Trust Through Transparency

Transparent and accurate emissions measurement and disclosures across **Scope 1, 2 and 3** underpins our decarbonization strategy. We measure and report greenhouse gas emissions annually, with disclosures independently assured under the **ISAE 3000 Standard,** strengthening the transparency, accountability and credibility of our climate reporting. Our Scope 3 inventory is aligned with the **GHG Protocol Corporate Value Chain Standard,** while defined emissions boundaries and attribution methodologies support accurate and consistent greenhouse gas accounting.

Measure

Annual Scope 1, 2 and 3 emissions measurement & reporting

Attribute

Defined operational boundaries and emissions attribution

Verify

Independent third-party assurance

Disclose

Transparent, credible and accountable climate reporting

Aligning Emissions With Client Usage

As our clients advance their climate ambitions and supply chain decarbonization efforts, transparent emissions attribution is increasingly important. We apply a refined emissions boundary methodology to strengthen the accuracy and consistency of greenhouse gas inventorization for electricity consumption associated with client operations.

Under select contractual agreements, emissions associated with electricity consumption from IT and non-IT loads are attributed to clients as their Scope 2 emissions through a pass-through arrangement. These emissions are excluded from Nxtra's operational boundary to avoid double-counting. The attribution methodology is reviewed with relevant client stakeholders, supporting alignment and mutual agreement on emissions treatment. By strengthening emissions boundary governance, we reinforce the integrity, precision and accountability of our climate disclosures.

Decarbonizing Growth, Building Climate Resilience (Continued...)

The 7E Framework | How We Decarbonize

Nxtra's emissions performance rests on seven reinforcing commitments. Each addresses a distinct abatement lever; together, they constitute a decarbonization system - not a checklist.

7E	STRATEGIC LEVER	OUR FOCUS
EMBED	**Sustainability by Design**	Embed Decarbonization and climate considerations into infrastructure design, energy procurement and operations
EVIDENCE	**Verified Transparency**	Strengthen accurate GHG emissions reporting, independent assurance and credible disclosures
EMPOWER	**Organization-Wide Ownership**	Build internal awareness, cross-functional engagement and shared accountability
EXTEND	**Partnership-Led Scale**	Collaborate with technology providers, renewable energy developers, suppliers and customers to identify and scale low-carbon solutions
ELECTRIFY	**Agile Renewable Transition**	Scale flexible and diversified renewable energy sourcing
EXECUTE	**Disciplined Execution**	Translate long-term ambitions into measurable milestones and track progress
ENDURE	**Resilient Growth Architecture**	Design efficient, climate-resilient infrastructure for responsible long-term growth

Our Science-based Decarbonization Pathway

As a signatory to the Science Based Targets initiative's (SBTi) Business Ambition for 1.5°C campaign, co-convened by CDP, the UN Global Compact, World Resources Institute (WRI) and WWF, our decarbonization strategy is centred on energy efficiency, operational decarbonization and a major shift towards renewable energy adoption. Through these initiatives, we are working to reduce emissions across our operations and value chain while advancing our transition towards a low-carbon future.

The following internal climate-related targets provide a clear roadmap for advancing our decarbonization ambition and driving measurable emission reduction over time:

Horizon	Target	Baseline
Near term	Near-zero Scope 1 and 2 emissions by FY 2030-31	FY 2022-23
Long term	>50% reduction in Scope 3 emissions by FY 2039-40	FY 2022-23

Our pathway combines **energy efficiency, operational decarbonization and a major shift towards renewable energy,** translating long-term ambition into measurable emissions reduction.

Decarbonizing Growth | Our Pathway

Our approach ensures emission reduction across operations, electricity and the broader value chain.

- **Reduce**

  Improve energy and operational efficiency to lower direct emissions and carbon intensity.

- **Transition**

  Scale renewable energy and diversify lower-carbon electricity procurement.

- **Extend**

  Engage suppliers, partners, customers and logistics providers to identify reduction opportunities across value chain.

- **Verify**

  Strengthen emissions disclosures, independent assurance and reporting credibility.

- **Execute**

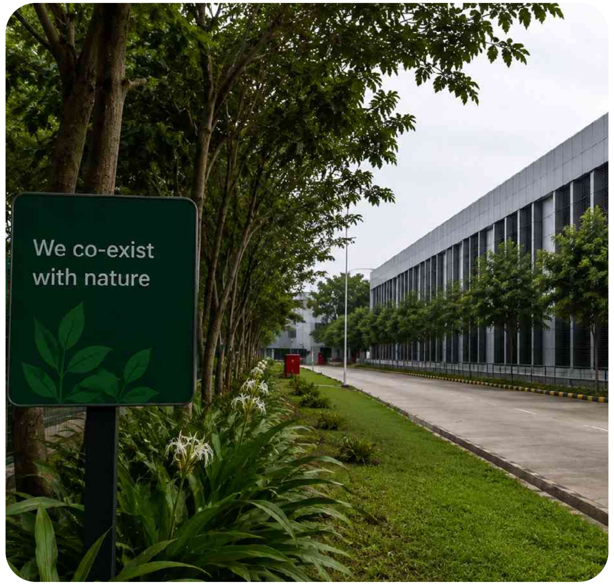
  Translate science-based ambitions into measurable milestones and year-on-year progress.

Sustainable Infrastructure & Planning

Building Sustainability into every square foot

Sustainability is integral to how we **select, design, build and operate** our data centers. We are creating facilities that are resource-efficient, climate-resilient and engineered for long-term performance.

Our approach integrates **environmental due diligence, climate-responsive design, green building standards, sustainable materials and operational efficiency** across the infrastructure lifecycle. Sustainability is not an overlay, it is embedded into every decision gate.



Building Tomorrow: The Nxtra Infrastructure Blueprint

Rather than treating sustainability as a set of post-design interventions, we integrate it into **six interconnected pillars** that shape every facility from site planning to material selection.

Site as Ecosystem

- Native and adaptive species, green cover and heat island mitigation strengthen ecological compatibility
- High-SRI coatings applied across exposed roof areas
- Rigorous site assessments, environmental due diligence and Threat and Vulnerability Risk Assessments (TVRA) inform site selection and planning.

Space for People

- Daylight simulations incorporated into occupied spaces
- Tiered air filtration systems enhance indoor air quality
- Low-VOC paints, adhesives and composite materials support healthier indoor environment

Power with Precision

- Hot-aisle containment and EC fan arrays improve cooling efficiency
- PUE targets established during the design stage
- Building Management System (BMS) and Data Center Infrastructure Management (DCIM) platforms provide real-time performance

Water in Circularity

- On-site STPs treat wastewater generated during operations
- Treated water reused for landscaping and flushing
- Rainwater harvesting systems designed in line with local rainfall patterns

Materials with Memory

- Preference for GreenPro-certified materials and equipment
- Construction waste managed through segregation and diversion practices
- Authorized recyclers and asset donation programs support circularity

Digital for Every Drop

- Smart Leak Detection System through pressure and flow monitoring, with automatic BMS alarms, preventing leaks & water losses
- Online water quality monitoring like pH, TDS, turbidity, residual chlorine, conductivity
- Smart Water Analytics for water demand forecasting, leak prediction and STP optimization

Sustainable Infrastructure & Planning (Continued...)

Climate Resilience By Design

Climate resilience begins before construction. Guided by a Standard Operating Procedure in line with Climate Risk Assessment measures, climate considerations are integrated across infrastructure planning and engineering decision gates.

Site selection incorporates TVRA and site-specific climate risk assessment, including exposure to flooding, extreme heat and severe weather. Pre-site environmental testing - including soil analysis, ambient air quality assessment and contour mapping, helps evaluate natural site conditions and preserve topography and terrain wherever feasible.

Key Design Adaptations

01 Assess Site Risk

Climate exposure, environmental sensitivities and natural site conditions evaluated before development.

02 Simulate Future-Proof Performance

Computational Fluid Dynamics (CFD) analysis done for new sites to assess cooling performance under rising temperatures and increasing rack power densities.

03 Engineer for Climate Extremes

Integrate heat-resilient cooling, structural reinforcement and seismic safety considerations into infrastructure design.

04 Build Operational Resilience

Deploy elevated plinth levels, water ingress protection, cooling redundancy, predictive monitoring, and robust earthing and lightning protection.

Our approach strengthens long-term operational reliability and helps future-proof infrastructure against evolving climate conditions.

Green by Gate: Sustainability Across the Project Lifecycle

Sustainability considerations are embedded across the entire project lifecycle through structured governance gates. These checkpoints help ensure that environmental performance and certification requirements are integrated from design to operations.

Design Gate

Integrate sustainability criteria, climate resilience, energy efficiency and material requirements into design and procurement.

Build Gate

Establish commissioning plans, construction waste controls, material segregation and responsible disposal pathways.

Verify Gate

Monitor energy, water and environmental performance through BMS, DCIM and project-level performance data.

Certify Gate

Track documentation and performance against **Green Building certification (LEED, IGBC, GRIHA, ESG reporting & compliance).**

Sustain Gate

Drive continuous improvement through renewable energy integration, resource efficiency and operational optimization.

Sustainable Infrastructure & Planning (Continued...)

MAHAPE DC – PES Construction

Mahape DC marks Nxtra's first large-scale adoption of **pre-engineered steel (PES) construction**, representing a shift from conventional reinforced concrete structures.

The approach can reduce on-site construction time and associated impacts such as noise, dust and traffic, while creating greater potential for future **disassembly and material recovery**.

We are tracking the project to assess three outcomes:

- Construction waste diversion
- Potential embodied carbon benefits
- Project delivery timelines.

Insights will inform the potential application of pre-engineered construction across future developments.

Designed in Harmony with Nature

Responsible infrastructure development requires an understanding of the ecosystems in which we operate. Biodiversity considerations are integrated into site selection, planning, design and operations through environmental assessment, regulatory compliance and a precautionary approach to ecological risk.

Our site development approach evaluates site-specific environmental sensitivities, proximity to protected areas and biodiversity-rich regions to support informed decision-making and avoid impacts on critical habitats.

Environmental due diligence also considers potential impacts on IUCN Red List species, nationally protected species and habitats critical to their survival.

Embedding Biodiversity in Infrastructure Planning

Avoid - Sensitive Areas

Site assessments support the avoidance of legally protected areas, biodiversity-rich regions, critical habitats and ecologically sensitive locations.

Minimize - Site-Level Impact

Pre-site environmental testing, topsoil preservation, responsible material management and site-sensitive design help minimize disturbance to natural terrain and local ecosystems. High SRI roofing and hardscape materials to mitigate heat island effect

Restore - Ecological Value

Topsoil is preserved and reused in landscaping wherever feasible, supporting site restoration and green cover development.

Enhance - Local Ecosystems

Greenbelts developed using native and ecologically suitable species help improve green cover, support local flora and fauna and strengthen ecological resilience.

Preserving Water, Powering Progress

Water stewardship is integral to resilient digital infrastructure. As demand for data grows, we are reducing water intensity and freshwater dependency through **efficient cooling, circular water systems, real-time monitoring and water stress-informed planning.**

We manage water across its lifecycle, from responsible sourcing and efficient consumption to treatment and reuse, enhancing resource efficiency and operational resilience.

Our Water Stewardship Approach

Optimize | Reduce Water Intensity

Installation of Smart Digital Water Meters across all major water systems for real-time monitoring, Water Usage Effectiveness (WUE) tracking, leak detection, analytics, and reporting

Circulate | Keep Water in Use

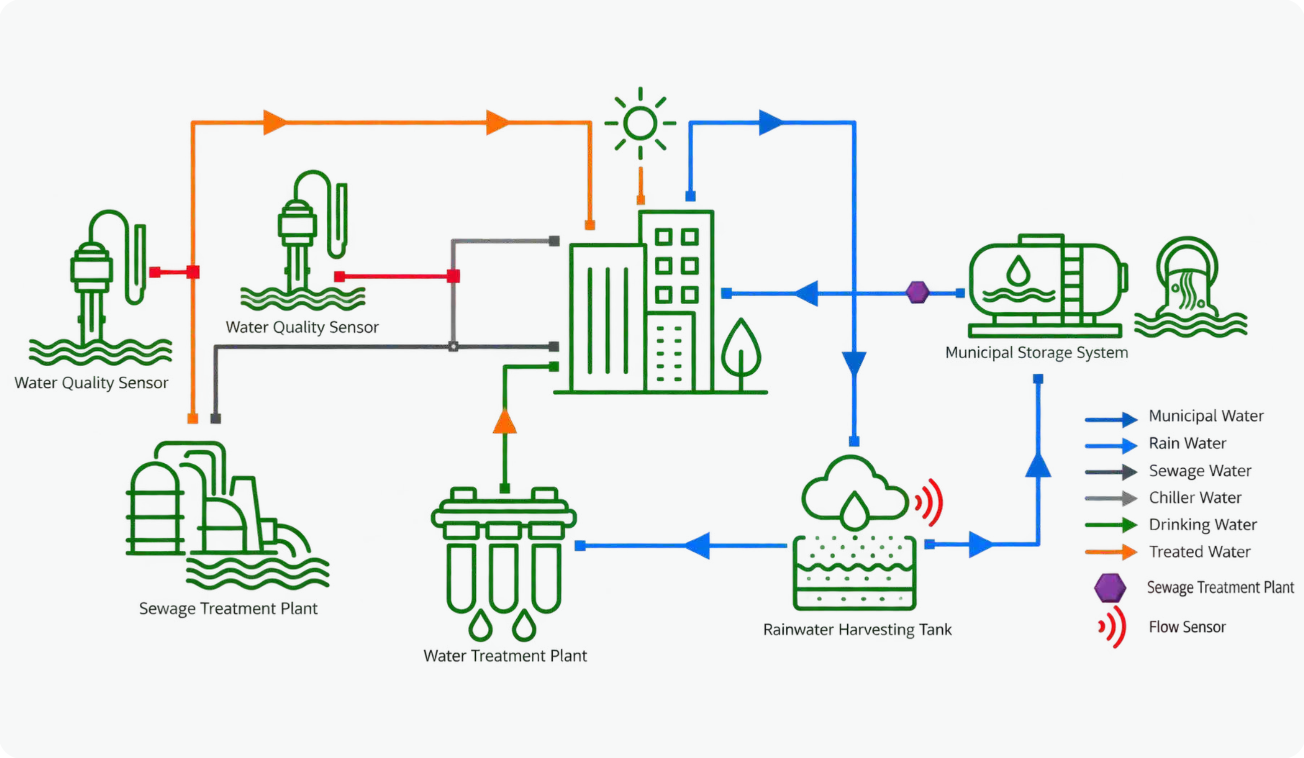
On-site **Sewage Treatment Plants (STPs)** treat wastewater for reuse in non-potable applications, minimizing discharge and advancing closed-loop water systems

Monitor | Build Real-Time Visibility

IoT-based water quality and flow sensors provide end-to-end visibility from intake to discharge, enabling rapid intervention and reducing water losses

Resilience | Plan for Water Stress

Water stress and hydrological risk assessments inform **site selection and expansion planning,** while diversified water sources and storage strengthen operational continuity



Preserving Water, Powering Progress (Continued...)

Intelligent Water Lifecycle Monitoring: Intake to discharge

Our digital water management systems provide real-time visibility across intake, consumption, treatment, reuse and discharge.

See
End-to-end water lifecycle visibility

Sense
IoT-based quality and flow monitoring at critical nodes

Act
Rapid intervention to address deviations and water losses

Improve
WUE benchmarking and data-driven performance optimization

Real-time telemetry and continuous water quality surveillance are enabling a shift towards intelligent, data-driven water governance.

Building Resilience Before We Build

Water stress assessment is integrated into **site selection and expansion planning,** helping evaluate water availability, future stress indicators and hydrological risks.

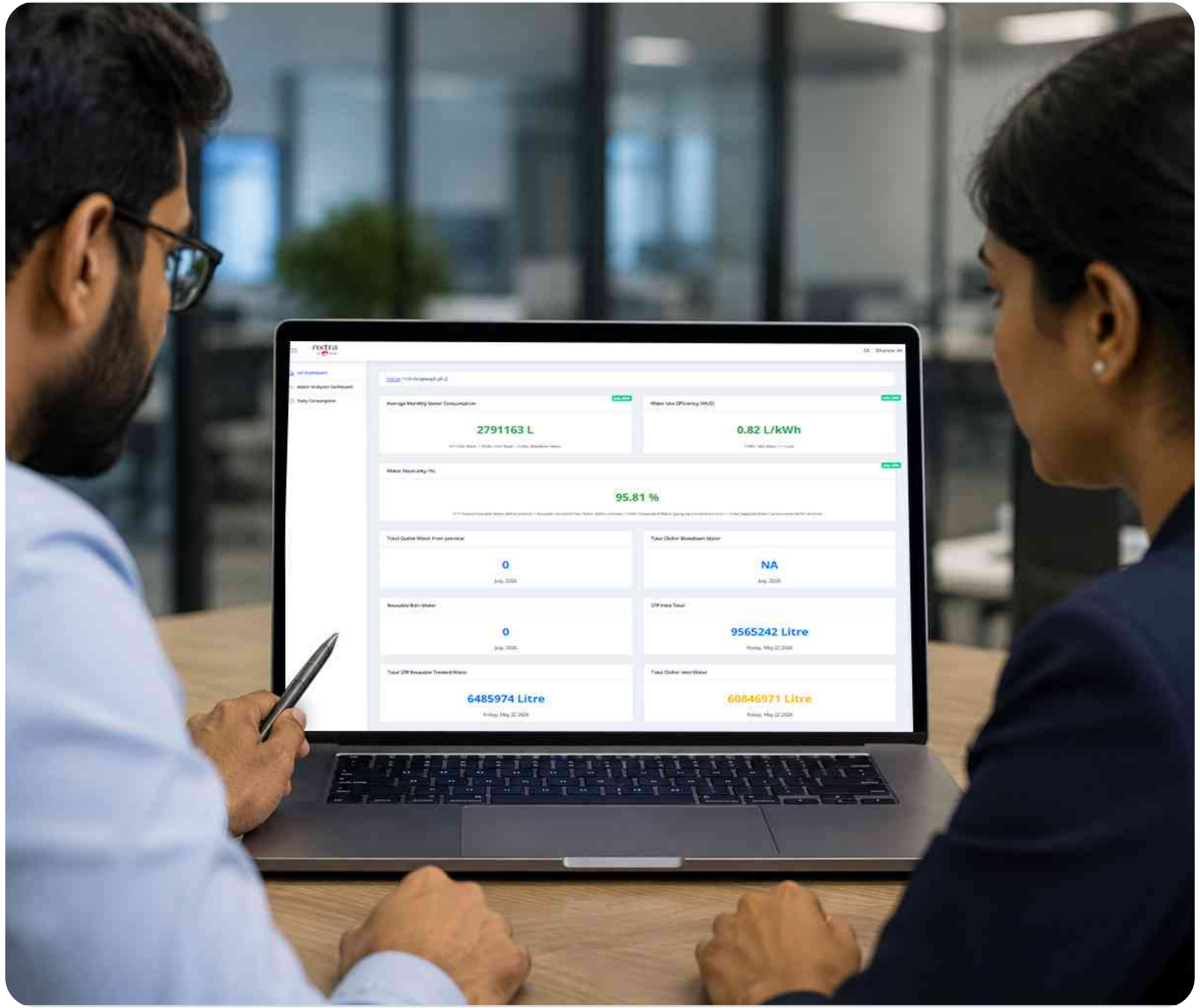
Assess
Evaluate water availability, future water stress and groundwater dependency

Design
Integrate efficient cooling, rainwater harvesting and circular water systems

Diversify
Expand the use of recycled and harvested water to reduce municipal dependency, along with internal measures for groundwater recharge

Prepare
Maintain water storage and cooling redundancy for supply disruptions

This approach strengthens l**ong-term water security, local resource resilience and operational continuity.**



The total water consumption across Nxtra's operations was 124,306 KL for the reporting year. Large data centers contributed to 118,501 KL of the total consumption, while Edge data centers represent the remaining. Water consumption data for large data centers has been independently assured by a third party.

Preserving Water, Powering Progress (Continued...)

Reducing Water Intensity through Efficient Cooling

Air-cooled chillers deployed across much of our portfolio reduce water consumption compared with conventional cooling systems while supporting space efficiency and reliability.

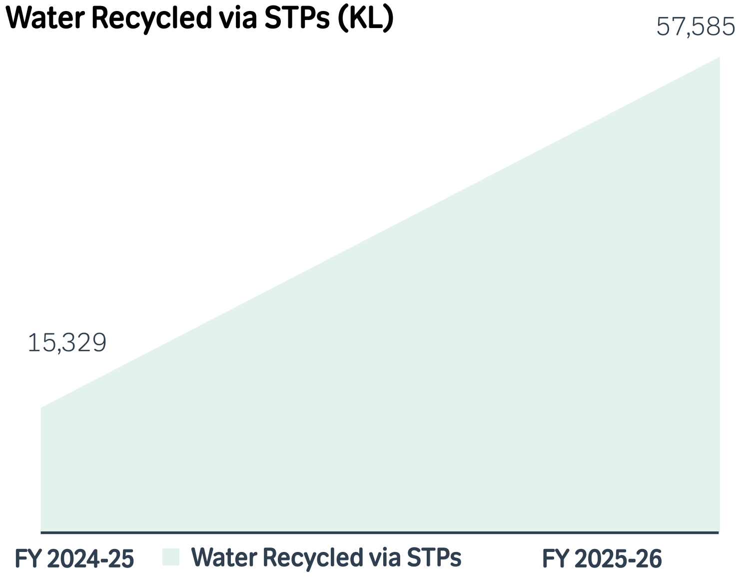
Closing the loop on Water

Wastewater is collected and treated through on-site STPs and recirculated for non-potable applications, including cooling and facility operations.

57,585 KL

water recycled by Nxtra through STPs FY 2025-26, ~3.75x FY 2024-25

Water Recycled via STPs (KL)



Collect → **Treat** → **Recover** → **Reuse**

Continuous water quality surveillance ensures treated water meets defined quality standards. Several sites are also progressing towards **Zero Liquid Discharge (ZLD)** through advanced treatment and recycling systems.

Our ambition is to advance **100% wastewater recycling across our data centers and progress towards water neutrality across large data center campuses.**

Diversifying Water Sources

Our integrated water system combines multiple sources and treatment pathways to strengthen long-term water security.

SYSTEM	ROLE
Municipal Water	Supports operational requirements
Rainwater Harvesting	Incorporate first-flush diversion, filtration, storage and groundwater recharge to maximise rainwater utilization & horticulture
Next Generation STP Technologies	Treatment and reuse of wastewater for flushing, landscape irrigation, cooling tower make-up, and other utility applications
Recycled Water	PAHU Condensate Recovery System for collection, treatment, and reuse of condensate water for raw water replenishment, cooling tower make-up, and landscape irrigation
Water Storage	Supports continuity during supply disruptions

Harvested and treated water is integrated into facility operations wherever feasible, reducing freshwater withdrawal per MW of IT load.

GRI 303-4 | BRSR P6: E3, E4

Preserving Water, Powering Progress (Continued...)

Advancing Water Circularity

Our water related investments include:

- **Zero Liquid Discharge (ZLD)**
  Maximize wastewater recovery and minimize discharge.
- **Advanced Treatment**
  Sewage Treatment Plants (STPs) and advanced filtration such as Intelligent Granular Bed Reactor (IGBR) to strengthen treatment and reuse.
- **Rainwater Harvesting**
  Harvesting and storage expand alternative water availability.
- **Digital Monitoring**
  Real-time telemetry, flow sensors and water quality surveillance improve control.
- **Smart Landscape Irrigation**
  Automated irrigation based on treated water availability, condensate recovery, harvested rainwater, weather forecasts, soil moisture, Evapotranspiration (ET), and time-based scheduling, integrated with the BMS.

These capabilities are particularly critical in **water-stressed regions.**

From Water Risk to Operational Resilience

Priority	Key Measures
Water Availability & Stress	Water stress assessments, rainwater harvesting, ZLD and diversified sources
Operational Reliability	Cooling redundancy, adequate water storage and optimized airflow
Flood & Water Ingress	Waterproofing, elevated plinth levels and site-specific drainage
Asset Protection	Preventive maintenance

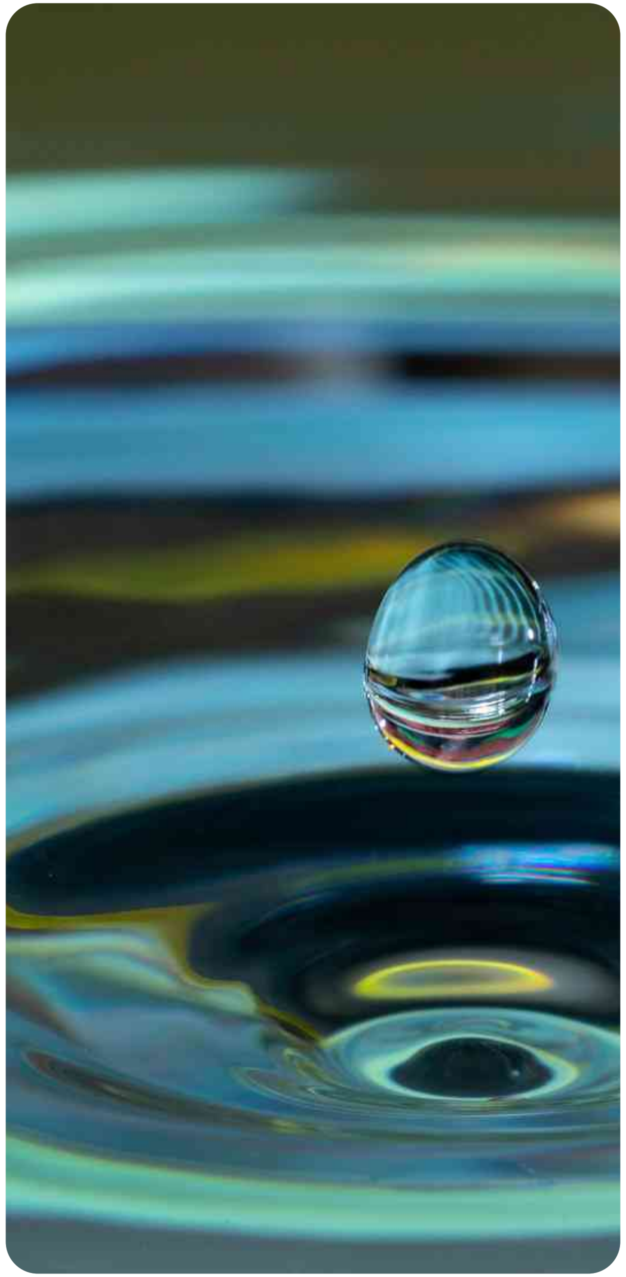
Outcomes

Lower Freshwater Intensity
Efficient cooling and greater use of treated and harvested water reduce freshwater withdrawal per MW of IT load.

Greater Water Circularity
Treatment and reuse are advancing closed-loop water systems.

Data-Driven Performance
Real-time monitoring and WUE benchmarking enable continuous improvement.

Operational Resilience
Diversified sources and integrated storage strengthen continuity during supply disruptions.



Waste Management & Circular Economy

Less waste. Longer lifecycles. Greater circularity.

Responsible resource management is integral to Nxtra, building resilient and sustainable digital infrastructure. As we grow, we are working to decouple growth from resource consumption by reducing waste at source, extending asset and material lifecycles, and managing waste responsibly from generation to final disposal.

Anchored in resource efficiency, transparency and circularity, our Reduce–Reuse–Recycle approach integrates durability-led procurement, refurbishment, material recovery, responsible recycling and compliant end-of-life management. We are strengthening waste inventory and tracking, segregation at source and digital traceability as we progress towards 100% landfill diversion by FY 2028-29.

100%

of battery, E-waste and other hazardous waste sold to government-authorized vendors

72%

of total waste generated was diverted from landfill

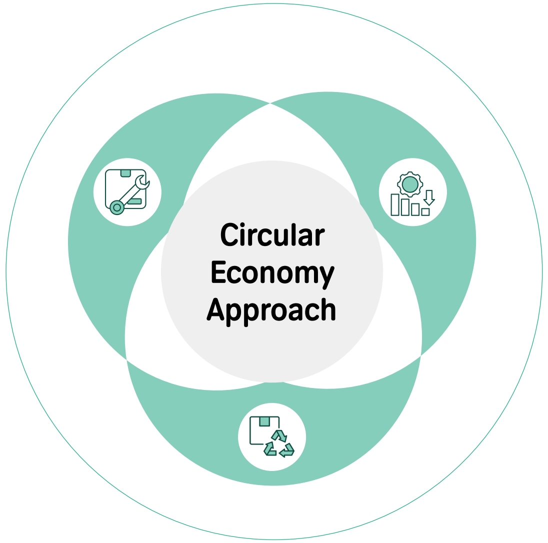
GRI 306-4 | BRSR P6: E9

Our Circular Economy Approach

Circularity is embedded across the lifecycle of our infrastructure assets. Our **3R-framework** minimizes waste, maximizes resource efficiency and extends resource value.

Reuse

Across construction and expansion activities, recoverable materials such as concrete, metal scrap, bricks and tiles are reused within sites or transferred to ongoing projects wherever feasible, supporting **material recovery and circular material loops**.



Reduce

We reduce waste generation and material consumption through **durability- and reliability-led procurement and operational optimization.** Extended asset lifecycles minimize equipment turnover and premature replacement, while waste inventory and tracking help identify opportunities for greater resource efficiency.

Recycle

Waste that cannot be reduced or reused is routed through authorized government-approved vendors, recyclers and dismantlers, ensuring responsible management of batteries, E-waste, obsolete electronic equipment, oils, grease and lubricants while maximizing material recovery and supporting a circular economy.

Waste Management & Circular Economy (Continued...)

From Waste Generation to Final Disposal

Our waste governance framework integrates operational controls, regulatory compliance and traceability across the waste lifecycle.

Control	How We Manage It
Inventory & Tracking	Waste inventory and tracking processes strengthen visibility and accountability across waste categories.
Segregation at Source	Hazardous, recyclable and non-hazardous waste is segregated to minimize contamination and improve recovery.
Compliance & Documentation	Hazardous waste disposal documented in alignment with applicable central and state regulatory requirements.
Authorized Disposal	Government-authorized vendors, recyclers, dismantlers, refurbishers and registered scrap dealers support responsible end-of-life management.
Vendor Accountability	Vendor documentation and disposal records strengthen accountability and audit readiness across the waste value chain.
Training & Awareness	Operations and project teams are sensitized to waste segregation protocols and responsible hazardous material handling.

Traceability | Building a Connected Waste Ecosystem

We are strengthening our integrated waste management approach to enable **end-to-end traceability from generation to final disposal.**

DOCUMENT

Centralized waste documentation and transaction management

TRACK

- Real-time monitoring of waste movement
- All E-waste is sold only to authorized recyclers, with an additional internal check of qualifications based on physical validation of recycling process of such partners

ANALYZE

Waste inventory

GOVERN

- Vendor accountability, regulatory documentation and audit readiness
- By connecting waste data, movements and disposal records, the framework strengthens transparency and enables more efficient, accountable and future-ready waste governance

1,460 tonnes

of waste diverted from landfills through recycling initiatives

GRI 306-4 | BRSR P6: E9

Waste Management & Circular Economy (Continued...)

Construction Circularity | Minimizing Waste As We Scale

As we expand our data center footprint across India, waste minimization is embedded across civil, electrical and mechanical construction activities.

Our construction waste approach follows a four-stage framework:

01

PLAN | Optimize Material Use

Standardized Bills of Quantities (BOQs) and design guidelines help optimize material requirements and reduce over-ordering, material loss and breakage.

02

SEGREGATE | Sort at Source

Dedicated collection areas enable the segregation of inert, recyclable and hazardous waste at active construction sites, improving material recovery and responsible handling.

03

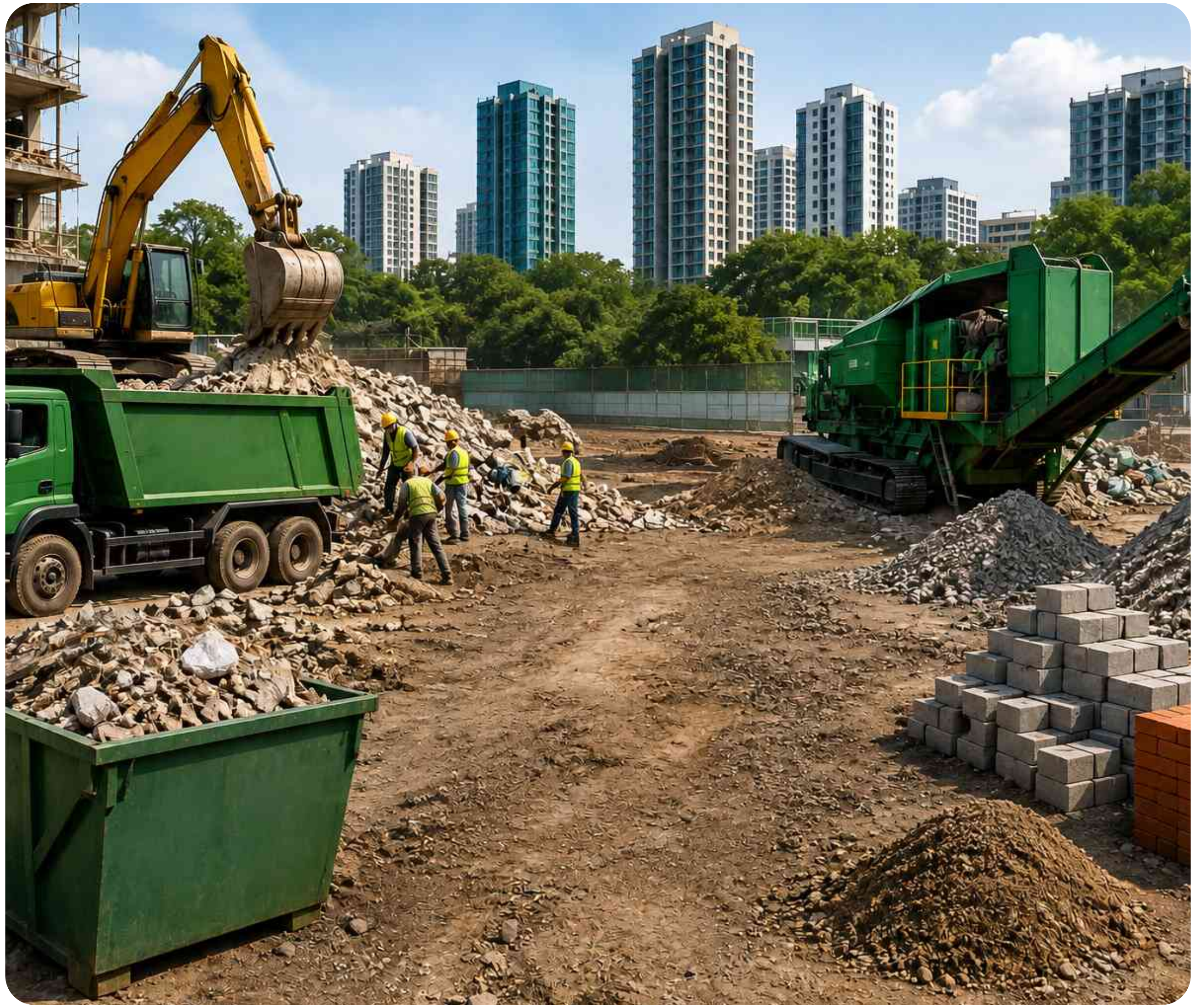
RECOVER | Keep Materials in Use

Non-contaminated concrete, metal scrap, bricks and tiles are reused within sites or transferred to ongoing projects wherever feasible. Construction and demolition waste is largely diverted from landfill.

04

ACCOUNT | Strengthen Debris Accountability

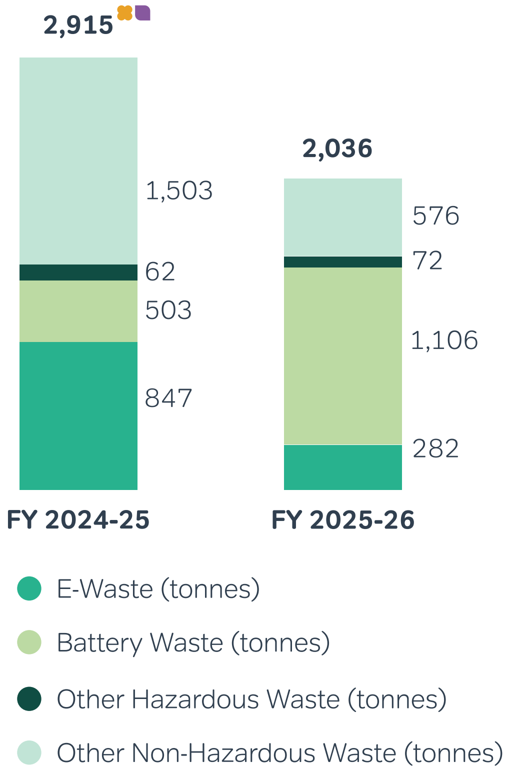
EPC contractors are responsible for construction debris management in line with applicable municipal guidelines and Construction and Demolition (C&D) Waste Management Rules. Large projects use registered C&D waste handlers and authorized disposal pathways, supported by relevant documentation.



Waste Management & Circular Economy (Continued...)

Waste Profile

In FY 2025-26, total waste generation was down by 30% as compared to FY 2024-25



Neo-X On-Site Waste Management

In FY 2025-26, Nxtra deployed Neo San's Neo-X on-site non-recyclable waste treatment technology across facilities in Bangalore, Pune, Mumbai, Chennai and Noida.

Neo-X treats non-recyclable and non-compostable waste at source, reducing dependence on mass transportation and conventional off-site treatment. Transportation typically represents approximately 70% of conventional waste management costs.

Environmental Impact vs Government Standard Disposal

Emissions Source	Government Standard	With Neo-X
Carbon from Incineration	1,697.1 $kgCO_2e$	1.7 $kgCO_2e$
Transport Emissions	392.4 $kgCO_2e$	0
Total Emissions	2,089.5 $kgCO_2e$	1.7 $kgCO_2e$

● Govt Standard ● Neo-X

Approximately **2,087.9 $kgCO_2e$ was prevented from entering the atmosphere** - equivalent to

8,399 km
driving a petrol car

or

1,044 kg
burning of coal

~2.1 tCO_2e

prevented in FY 2025-26

By treating difficult-to-recycle waste closer to its source, Neo-X reduces transport-related emissions and strengthens efficient on-site waste management.

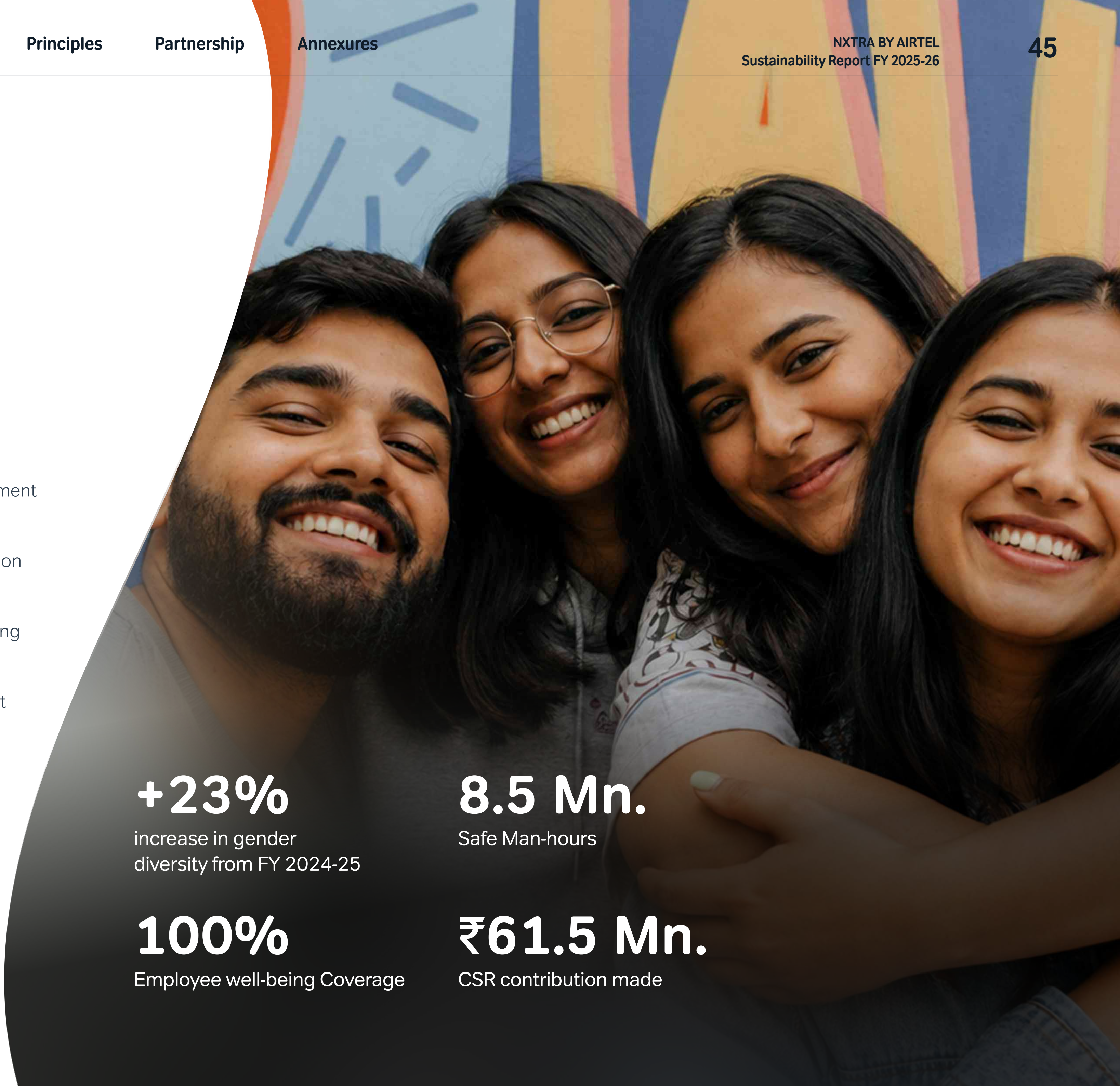
GRI 306-3, 305-5 | BRSR P6: E9

Empowering our People and Communities

Powering a digital future requires more than infrastructure. It requires people with the skills to build it, a culture that enables them to thrive, workplaces that keep them safe and communities that benefit from growth. This chapter highlights how Nxtra is strengthening each of these foundations as it scales India's digital backbone.

Material topics

- Human Capital Management
- Diversity, Equity & Inclusion
- Health, Safety & Well-being
- Community Engagement



+23%
increase in gender diversity from FY 2024-25

8.5 Mn.
Safe Man-hours

100%
Employee well-being Coverage

₹61.5 Mn.
CSR contribution made

FY 2025-26 Targets & Progress

PEOPLE

Human Capital Management

1 Target

Maintain an employee engagement survey score above 80%.

Achieved

>80% Employee Engagement Score maintained over the last 4 years

2 Target

Target a 25% increase average training hours per employee by FY 2026-27 (baseline: FY 2023-24)

Achieved

Average training hours per employee increased by 88% from FY 2023-24

Diversity, Equity & Inclusion

1 Target

Create a culture of inclusion and enable equal opportunities for all.

Ongoing

Building on NxtWAVE through inclusive hiring and the pilot of a Women's Returnship Program

2 Target

Double gender diversity in our workforce within three years with FY 2022-23 as the base year.

Progress

3.7-fold increase in gender diversity as compared to FY 2022-23

Health, Safety & Well-being

1 Target

Maintain zero LTIFR and fatalities for Nxtra's projects as well as operational DCs.

Progress

Zero LTIFR and fatalities, with 8.54 Mn. safe man-hours logged across operations and projects.

2 Target

Conduct safety induction and hazard-specific training for all employees.

Progress

68,247 EHS training hours and 9,807 site inductions conducted

3 Target

Incorporate digitization to minimize operational uncertainty and enhance health and safety performance

Achieved

Implemented the EHS digitization initiative to strengthen safety monitoring and operational oversight.

Community Engagement

1 Target

Make socially and environmentally conscious investments in communities where we operate.

Progress

₹ 61.5 Mn. CSR contribution made in FY 2025-26

2 Target

Partner to support skill development and job training programs for marginalized communities.

Progress

Scholarships for Satya Bharti Senior Secondary Schools and construction of a permanent Sanidhi Primary School in Najafgarh, Delhi (The Guild of Service)

Empowering People, Enabling Growth

Every milestone we achieve is the result of collective effort and shared commitment. We believe that success extends beyond operational performance to how we develop talent, strengthen engagement and support employee well-being. Through continuous investments in learning, development as well as health and safety, we measure our human capital RoI not just in productivity gains but in the depth of an environment that encourages both personal and professional development.

Building Teams for Tomorrow

Our people remain central to our long-term growth and operational success. As we expand our footprint through hyperscale campuses, commissioning new facilities and additional entities, we recognize that sustained progress depends on the strength, capability and commitment of our workforce. This requires attracting skilled talent, enabling seamless integration into the organization and continuously strengthening capabilities through structured learning and development. Through these efforts, we are building a future-ready workforce aligned with Nxtra's next phase of growth.

Empowering People, Enabling Growth (Continued...)

Discover | Develop | Thrive | Engage

Discover

We focus on building a strong talent pipeline by identifying individuals with technical expertise, a growth mindset and values aligned with our organisational culture. Through structured hiring processes and targeted recruitment efforts, we aim to attract talent capable of strengthening innovation, enhancing operational performance and supporting long-term business growth.

82*
New Hires in FY 2025-26

30%
Roles filled via Internal Job Postings

Talent Excellence in Action

Our approach to talent acquisition is designed to build a future-ready workforce while ensuring fairness, agility, and alignment with business needs. Through a combination of governance-led processes, equity-centred hiring practices, and targeted talent sourcing strategies, we are strengthening our talent pipeline and enhancing the quality of hiring outcomes.

A Seamless Start, Digitally

78 Employees
Onboarded through Nxtra's paperless onboarding process.

The paperless onboarding journey provides employees with convenient access to essential information, documentation, and learning resources from day one, enabling a seamless onboarding experience while supporting operational efficiency and reducing reliance on paper-based processes.

Insight-Driven

- **Governance-led hiring** supported by a real-time dashboard.
- **Data-driven recruitment** decisions through end-to-end funnel visibility.
- **Continuous monitoring** of hiring indicators.

Equity-Centred

- **Bias-aware recruitment practices** for fair hiring outcomes.
- **Diversity metrics tracked** across recruitment stages.
- **Function and region-specific insights** to strengthen inclusion.

- **Cross-industry and veteran hiring** to expand the talent pipeline.
- **Improved hiring efficiency** through pre-vetted talent pools.
- **Returnship,** referral, and employer branding initiatives to attract diverse talent.

*GRI 401-1

Empowering People, Enabling Growth (Continued...)

Discover | **Develop** | Thrive | Engage

Develop

Building future-ready capabilities remains critical to sustaining long-term growth. We invest in continuous learning, leadership development and career progression opportunities that enable employees to strengthen their skills, expand professional capabilities and take on evolving responsibilities across the organization.

3,220+
Total Training Hours

154%
increase in Total Training Hours over the last 2 years

7
Leadership Development Programs

GRI 404-1, 205-2, 404-2 | BRSR P3: E8; P1: E1; P5: E1

Growing Through Continuous Learning

Investing in our people is fundamental to building a future-ready workforce. Our learning and development approach focuses on equipping employees with the skills, knowledge, and capabilities required to navigate a dynamic business environment and contribute to long-term organisational success. During FY 2025-26, we expanded access to learning opportunities through technology-enabled platforms and structured development programs, creating a culture of continuous learning across the organization.

100%
employees trained on
CoC | POSH | Safety | ESG

26%
employee training coverage for Digital/ AI skills

Empowering People, Enabling Growth (Continued...)

Discover | **Develop** | Thrive | Engage

A Digital Learning Ecosystem

Our integrated digital learning platforms **Learning Experience Platform (LXP)** and iLearn provide employees with flexible access to curated learning opportunities aligned with their roles and career aspirations.

The learning framework covers:

- Technical and role-specific capability building
- Behavioural and professional skills development
- Compliance and governance-related training
- ESG awareness and Human Rights training
- Information security and Code of Conduct training

Learning with Responsibility

To reinforce operational integrity and responsible business practices, Nxtra conducted a mandatory training program on Information Security, Business Continuity (ISBC), and Data Privacy for all on-roll and off-roll employees during FY 2025-26.

Other Trainings	Duration
Behavioral/Leadership	761 Hours
Digital	493 Hours
Functional	123 Hours
Mandatory	1,847 Hours
Grand Total	**3,224 Hours**

The program focused on:

- Strengthening awareness of information security requirements
- Promoting responsible data handling practices
- Enhancing understanding of business continuity requirements
- Reinforcing compliance with organisational policies and governance standards

Enabling Leadership Excellence

Developing leadership capabilities remains an important component of our talent strategy. Through the Airtel Leadership Academy, employees across different stages of their leadership journey have access to structured development programs designed to strengthen leadership effectiveness and prepare them for evolving responsibilities.

In addition, role-based induction programs were conducted for senior leaders to support effective integration into the organization. These programs included:

- Leadership connect sessions
- Cross-functional interactions
- Exposure to business priorities and operational processes
- Site visits to key facilities

Unlocking Opportunities from Within

Our digital HR ecosystem continues to empower employee growth by creating transparent and accessible career pathways. During FY 2025-26, we strengthened internal talent mobility through the launch of the **Internal Job Movement (IJM)** module on the Darwinbox platform.

Internal Job Movement (IJM) Process

01 Requisition

Hiring manager raises an internal job movement request.

02 Approval

The request is reviewed and approved through defined workflows.

03 Movement

The employee transitions to the new role upon approval.

04 Data Update

Employee records are automatically updated in real-time across the HR system.

7

Internal Job Movement (IJM) cases successfully completed through the newly introduced module.

17

Internal Job Posting (IJP) cases facilitated through the Darwinbox platform.

Empowering People, Enabling Growth (Continued...)

Discover | Develop | Thrive | Engage

Thrive

We focus on enhancing the employee experience through a total rewards philosophy that integrates continuous engagement, meaningful recognition and **structured feedback mechanisms** to strengthen workforce commitment and support employee retention.

100%

employees received performance & career development reviews across all genders, levels and functions

24/7

Mental Health Counselling

100%

Employee well-being coverage

100%

Return to Work Rate

Ensuring Every Voice is Heard

Culture of trust, respect, and accountability is built on open communication and accessible avenues for raising concerns. We are committed to providing our employees with a safe and transparent environment where issues can be reported and addressed fairly.

Throughout FY 2025-26, our **Employee Resolution Portal,** built on the ServiceNow platform, continued to serve as a dedicated channel for grievance management. The portal enables employees to submit concerns, track their status, and stay informed throughout the resolution process.

Grievances raised through the portal are managed through a structured framework involving the Ombuds Team and relevant HR teams, helping ensure timely review and appropriate action.

20%

reduction in Employee Turnover Rate from last year

Employee Well-being Measures

100% of Employees

- Mental Health Counselling
- Accident Insurance Coverage
- Maternity Benefits
- Paternity Benefits

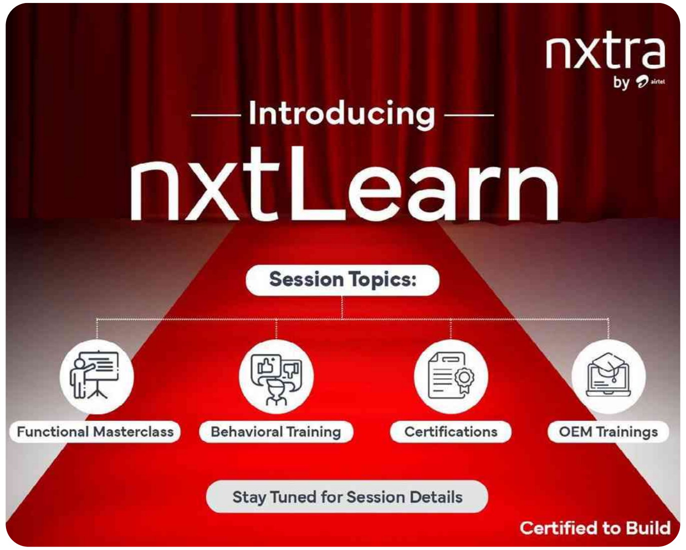
, 401-2, 401-3, 401-1 | BRSR P3: E9, E1, E5

Empowering People, Enabling Growth (Continued...)

Engage

As our footprint expands, maintaining strong employee connections across a growing and increasingly distributed workforce remains a key priority. In FY 2025-26, we improved our employee engagement framework through regular feedback mechanisms that provide deeper insights into employee experiences and drive continuous improvement

85/100
Employee Engagement Score



HR Connect Sessions

Regular informal conversations between HR and employees promoting transparency, approachability and proactive resolution of concerns

Kudos Recognition Platform

Peer-to-peer spontaneous appreciation tool integrated into the HR system, ensuring contributions are consistently celebrated

Town Halls and Business Reviews

Quarterly town halls with senior leadership providing business updates, strategy alignment and open Q&A forums across Nxtra locations

NxtLearn Platform

Primary platform for self-paced learning, mandatory training delivery and capability development

AI-Based Engagement Tool

Continuous pulse survey platform enabling employees to share views at regular intervals. Insights tracked at the team level to guide people manager actions

Learning Shots

Weekly sessions (functional, behavioural or leadership) delivered by internal leaders and external experts

Creating Opportunities for All

We believe diversity strengthens resilience, fuels innovation and enables better decision-making in a rapidly evolving industry. Anchored in inclusive leadership, in a sector characterized by specialized and operationally intensive roles, upholding inclusion allows us to build teams with varied perspectives that better reflect the customers and communities we serve.

During the year, we focused on creating more structured pathways to improve representation, particularly within critical operational roles. Through focused hiring strategies, inclusive talent pipelines and targeted interventions, we continue to create opportunities for diverse talent to contribute and grow within the organization.

23% ✱
Increase in Gender Diversity from last year

NxtWAVE program
broadened this year to accelerate inclusive hiring

✱ GRI 405-1

Women's Returnship Program: Creating Structured Pathways Back to Work

As part of our commitment to building a more diverse workforce, we are planning to establish a Women's Returnship Program to facilitate the re-entry of experienced women professionals into the workforce following career breaks, with a focus on technical and data center operations roles. The initiative is expected to strengthen gender diversity by expanding access to experienced talent through structured return-to-work pathways.

The program is designed around a three-phase approach

Talent Identification

We plan to actively engage experienced women professionals from adjacent, process-driven industries such as defence command centers, large-scale manufacturing and hospitality operations, where transferable skills align with shift-based operations and critical infrastructure management requirements.

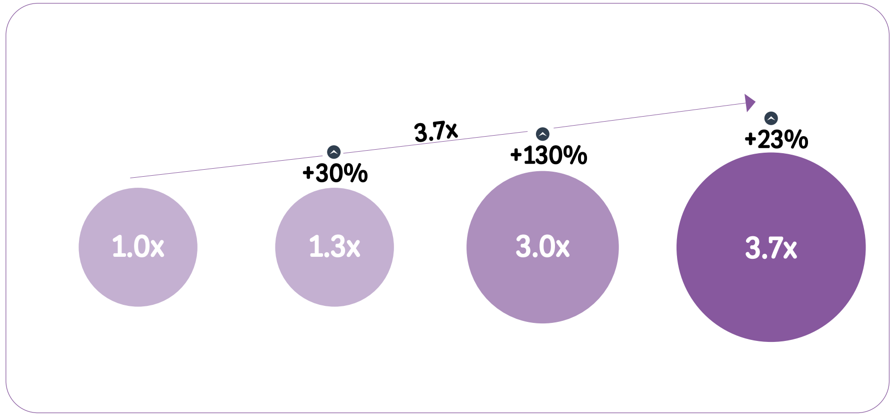
Business Validation

Shortlisted profiles will be reviewed by functional leaders at an early stage to validate role fit and secure leadership commitment before scaling recruitment efforts. This proactive approach helps reduce late-stage drop-offs and streamline hiring efficiency, with an initial set of 8–10 sample profiles typically evaluated upfront with business leaders.

Structured Re-entry

Selected candidates will undergo a structured onboarding and transition program that combines onboarding support, mentoring and role-specific learning to help them adapt to operational requirements. Clearly defined performance milestones guide the program, with full-time employment offered based on demonstrated capability and role readiness.

3.7-fold increase in women representation as part of the workforce in the last 3 years



FY 2022-23 Baseline | FY 2023-24 Early Push | FY 2024-25 Step-Change | FY 2025-26 Sustained

Upholding Human Rights

Our commitment to responsible growth is grounded in protecting the dignity, safety, and fundamental rights of every individual across our operations, including permanent employees, contractual workers, and migrant labour. We are aligned with the International Labour Organization's (ILO) Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights.

Our Human Rights principles uphold:

- Non-discrimination
- Equal Opportunity
- Fair Compensation
- Freedom of Association
- Collective Bargaining
- Prevention of Child/ Forced Labour

We conduct ongoing human rights due diligence to identify and address potential adverse impacts across our operations and value chain. Accessible grievance mechanisms and defined remediation processes ensure concerns can be raised safely and addressed effectively. Contractors are required to meet equivalent labour, welfare, and EHS standards, with compliance monitored through audits, site inspections, and regular engagement. Workforce training reinforces awareness and accountability at all levels.

GRI 406-1, 408-1 | BRSR P5: E6

Zero

Complaints/Grievances on:

- **Sexual Harassment**
- **Discrimination at workplace**
- **Child Labour**
- **Forced Labour/Involuntary Labour**
- **Wages**

Enhancing Health and Safety Culture

Safety is at the core of how we operate and grow. In FY 2025-26, we further strengthened our EHS framework by enhancing governance, reinforcing preventive controls, and embedding robust operational practices. These efforts continue to foster a proactive, zero harm culture while ensuring safer workplaces across every stage of our operations and project life-cycle.

Zero

- Employee/ contractor fatalities
- Lost Time Injuries across all sites
- Worst Potential Severity (WPS) Rate
- High consequence injuries

8.54 Mn.

Safe man-hours logged

GRI 403-9 | BRSR P3: E11, E12

Strengthening Safety Through Governance

Nxtra's Environment, Health & Safety (EHS) governance framework is built on strong leadership oversight, clear accountability, and disciplined execution. Led by dedicated head and supported by a cross-functional committee and dedicated site-level teams, the framework enables consistent governance across our expanding operational footprint while ensuring timely and effective action on the ground.

Safety performance is actively driven by senior leadership through regular reviews, KPI-based performance monitoring, and strategic resource allocation. Structured governance mechanisms including periodic audits, management reviews, risk assessments, and centralized reporting provide real-time visibility into performance, strengthen risk management, and create a culture of continuous improvement across our operations and project life-cycle.

Integrated Safety Management System

Nxtra's **Occupational Health and Safety Management System (OHSMS)** is founded on a comprehensive, risk-based framework aligned with **ISO 45001** and **ISO 14001** standards. Embedded across the entire asset life-cycle i.e. from design and construction to operations and maintenance, the framework ensures that health, safety, and environmental considerations are integrated into every stage of our business. It extends to all employees, contractors, visitors, and third-party personnel, creating a consistent and unified approach to safety across our ecosystem.

In FY 2025-26, we strengthened our **EHS Policy** to further enhance regulatory compliance, environmental stewardship, responsible waste management, and proactive risk management. The revised policy reinforces leadership accountability while embedding clear safety ownership across all levels of the organization, advancing our Zero Injury vision and strengthening a culture where safety is a shared responsibility and a core operational value.

ISO 45001

Certification maintained across all large DCs

ISO 14001

Certification maintained across all large DCs

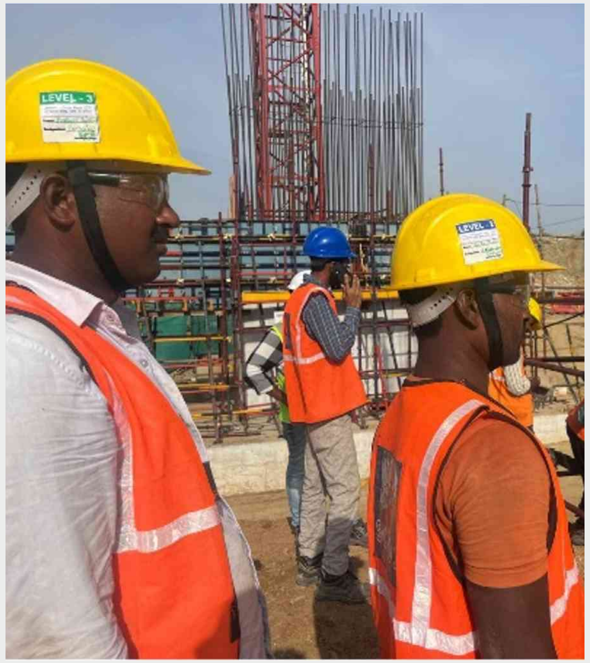
260

Emergency drills conducted

Enhancing Health and Safety Culture (Continued...)

Smart Identification, Safer Execution

To ensure that only qualified personnel perform specialized tasks, Nxtra introduced a **Trade Assessment Program** supported by colour-coded reflective helmet stickers. Workers are assessed against trade-specific competency criteria covering technical skills, hazard awareness, safe work practices, and emergency response before deployment. The helmet sticker serves as an instant visual identifier of a worker's verified competency, enabling supervisors to quickly validate workforce qualifications on site.

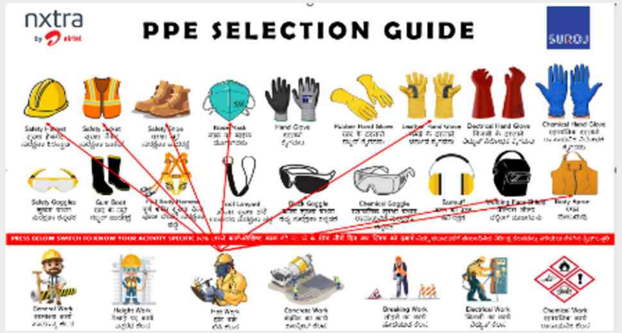


Digitalizing Safety Communication

We transformed on-site safety communication by replacing conventional printed signage with **Digital Standees**. These interactive displays provide real-time safety performance updates, campaign messages, best practices, critical alerts, and multilingual content, ensuring timely and engaging communication for a diverse workforce. Following the successful pilot, the initiative was scaled across construction sites, establishing a dynamic, paperless, and environmentally responsible platform that enhances safety awareness while reducing the environmental footprint of printed materials.

Sustainable Hazard Visibility

To improve night-time safety while reducing energy consumption, we deployed **off-grid solar-powered LED warning blinkers** around excavation zones. Powered entirely by integrated solar panels and battery storage, the system delivers continuous hazard visibility without temporary electrical infrastructure.



Experiential EHS Park for Practical Safety Learning

To strengthen safety capability on-site, we established an **Experiential EHS Park** at our flagship hyperscale project site, providing immersive, hands-on safety training for the workforce. Moving beyond conventional classroom-based induction, the facility enables workers to identify workplace hazards, practice safe work procedures, and correctly use personal protective equipment (PPE) in a controlled environment before entering active construction zones.

Strategically located adjacent to the main worker access gate, the compact, one-way U-shaped learning zone allows entire work crews to complete a structured 30-minute practical safety induction with minimal disruption to ongoing construction activities. By combining experiential learning with operational efficiency, the initiative reinforces a strong safety culture and enhances workforce preparedness from day one.

Enhancing Health and Safety Culture (Continued...)

Nxtra follows a structured and technology-enabled approach to manage EHS regulatory requirements across its operations.

Site-level Compliance Mapping

Site-specific legal registers covering applicable central and state EHS regulations, mapped to site operations, periodically reviewed to ensure ongoing compliance

Digital Compliance Tracking

Our workflow-based digital EHS platform assigns, tracks and monitors statutory obligations and corrective actions. Central oversight ensures accountability and timely closure

Proactive Regulatory Monitoring

Regulatory changes are tracked by our central legal team, updated in the compliance portal, and communicated to site teams through alerts and formal channels

Risk Escalation and Corrective Action

Potential compliance gaps are identified through audits, compliance reviews and the digital platform. Significant risks or delays are escalated through governance forums, while corrective actions are tracked centrally until closure

Prioritizing Occupational Health

We adopt a preventive approach to occupational health by integrating employee wellbeing with workplace risk management. Our framework includes periodic medical check-ups, health surveillance programs, and access to occupational health services, aligned with role-specific risks and operating conditions.

During FY 2025-26, we strengthened health monitoring and awareness initiatives to better support our workforce. Occupational health risks across data center and construction environments are identified through risk assessments, job hazard analyses, and site evaluations. Mitigation measures include **heat stress management, ergonomic interventions, fatigue management** for shift workers, and **stringent electrical safety protocols**. Seasonal health risks are addressed through targeted advisories, awareness campaigns, and preventive healthcare measures.

4,988,351
Safe Man-Hours (Operations)

3,550,003
Safe Man-Hours (Projects)

8,538,354
Total Safe Man-Hours

Accelerating Emergency Preparedness and Response

We maintain a standardized emergency preparedness and response framework across all sites to ensure readiness for potential incidents. Our annual drill calendar covers fire, electrical, medical, and site-specific emergency scenarios.

Regular mock drills, including evacuation, firefighting, and scenario-based simulations, are conducted across locations, with learnings integrated into updated procedures. As our footprint expands, we continue to strengthen preparedness through standardized infrastructure design, periodic risk assessments, and trained emergency response teams. Our Business Continuity Management System (BCMS), managed by the operations team, remains closely aligned with site-level emergency response plans to ensure coordinated action during disruptions.

2,491
Site inductions (Operations)

7,316
Site inductions (Projects)

9,807
Site Inductions

GRI 403-9, 403-5 | BRSR P3: E11, E8

Enhancing Health and Safety Culture (Continued...)

Enhancing Contract Workers Safety and Welfare

Contract workers are integral to our operations, and we ensure high standards of safety, health, and welfare through structured onboarding, training, monitoring, and grievance mechanisms.

Contract workers undergo pre-qualification assessments and mandatory inductions with work safety practices reinforced through **Permit-to-Work systems, MSRAs, toolbox talks, inspections**, and **audits**. We provide safe working conditions, welfare facilities and open communication channels to address concerns and drive continuous improvement.

- **Pre-qualification** – Assessment of contractor capabilities and compliance requirements
- **Onboarding & Induction** – Mandatory induction on policies, standards, and site requirements
- **Training & Competency** – Role-based safety training and awareness programs
- **Safe Work Execution** – Permit-to-Work systems, MSRAs, and toolbox talks
- **Monitoring & Assurance** – Inspections, audits, and periodic reviews
- **Feedback & Grievance Resolution** – Grievance channels, feedback mechanisms, and continuous improvement

GRI 403-5 | BRSR P3: E8

Building a Culture of Safety Through Learning

Safety capability is strengthened through role-based training programs tailored to critical functions, including incident prevention, emergency response, and Permit-to-Work practices. Continuous learning is supported through classroom sessions, on-site demonstrations, toolbox talks, and awareness campaigns.

Leadership walkthroughs and observation drives encourage proactive risk identification and responsible workplace behaviour, while recognition programs acknowledge individuals and teams demonstrating exemplary safety practices and on-ground leadership.

64,835
Workers - EHS Training Hours

3,412
Employees - EHS Training Hours

68,247
Total EHS Training Hours

Enhancing Health and Safety Culture (Continued...)

Health, Safety and Wellness Initiatives Through the Year

	Q1 (April – June)	Q2 (July – Sept)	Q3 (Oct – Dec)	Q4 (Jan – Mar)
Monthly spotlight	• Heat Stress • Permit To Work system • Confined Space	• Manual Material Handling • Work at Height - Safety Net • Hazardous Material Handling	• Energy Isolation • Fire Safety • Noise Management	• Road Safety • Lifting Operations & Mobile Equipment • Ground Disturbance / Excavation
Engagement	• National Fire Service Week • World Environment Day	• Monsoon Awareness • Medical Health Checkup Camps	• World Food Day	• Road Safety Week • National safety Week
Health	• No Tobacco Day	• Infectious Disease Control • World Nutrition Week	• First Aid, AED & CPR Trainings	• Ergonomics Campaign online quiz
Wellness	• Yoga Sessions on International Yoga Day	• World Heart Day Mailer • Stress Management Sessions	• Ergonomics Campaign, Workstation Assessment • Advisory on Safe Use of Nxtra Gym Facility	• Heat Stress Awareness

Safety Heroes Program

Recognizes individuals demonstrating proactive safety practices, including identifying unsafe conditions, adhering to safety protocols, reporting hazards and intervening during unsafe acts.

EHS Champions Trophy

Cross-location audit competition recognizing project and operations sites for consistent adherence to EHS standards and safe operational practices.

Toolbox Talks

Ground-level safety briefings at project sites covering real-life observations, near-misses and lessons learnt from reported incidents, driving horizontal deployment of safety learnings.

Knowledge Sharing Initiative

Virtual knowledge sessions led by EHS professionals across locations, focusing on critical subjects such as Permit-to-Work systems, confined space safety and chemical safety practices.

EHS Leadership Tours

Site walkthroughs by the COO, HODs and senior leaders to assess safety practices, engaging the workforce and reinforcing leadership commitment towards Zero Harm.

During FY 2025-26, we undertook the following programs

- Monthly
- Quarterly
- Bi-monthly
- Ongoing

Creating Impact Beyond Business

As our footprint expands, we recognize the importance of contributing positively to the regions in which we operate through employment generation, local economic participation and responsible resource management. Community engagement forms an integral part of our growth journey, with a continued focus on creating meaningful social value beyond our core operations.

₹ 61.5 Mn.

Total CSR expenditure*

*Includes an amount of ₹ ~45 Mn. (deposited in an unspent CSR account) allocated towards Guilds of Service for FY 2026-27 utilization)

Governance for Sustainable Impact

Our approach to community investment is guided by a robust governance framework that ensures accountability, transparency and strategic impact. In line with the requirements of the Companies Act, 2013, Nxtra's CSR initiatives are overseen by a dedicated Board-level committee comprising Non-Executive Directors. The committee provides oversight on CSR priorities, approves program allocations and reviews progress across initiatives to ensure effective deployment of resources and meaningful community outcomes.

This governance structure is supported by a defined **CSR Policy** that outlines the guiding principles, focus areas and implementation framework for community initiatives. The policy helps ensure that programs remain aligned with statutory requirements while addressing priority social needs through structured and impact-oriented interventions.

GRI 203-1, 413-1

Creating Impact Beyond Business (Continued...)

Scaling social impact through Bharti Airtel Foundation

Meaningful impact is often enabled through sustained partnerships and shared purpose. In FY 2025-26, we continued our collaboration with Bharti Airtel Foundation, which completed 25 years of advancing access to education. Its journey began well before India's CSR mandate, reflecting a deep-rooted commitment to creating equitable access to learning opportunities.

Flagship Programs

- Satya Bharti Schools in rural areas.

Government Collaboration

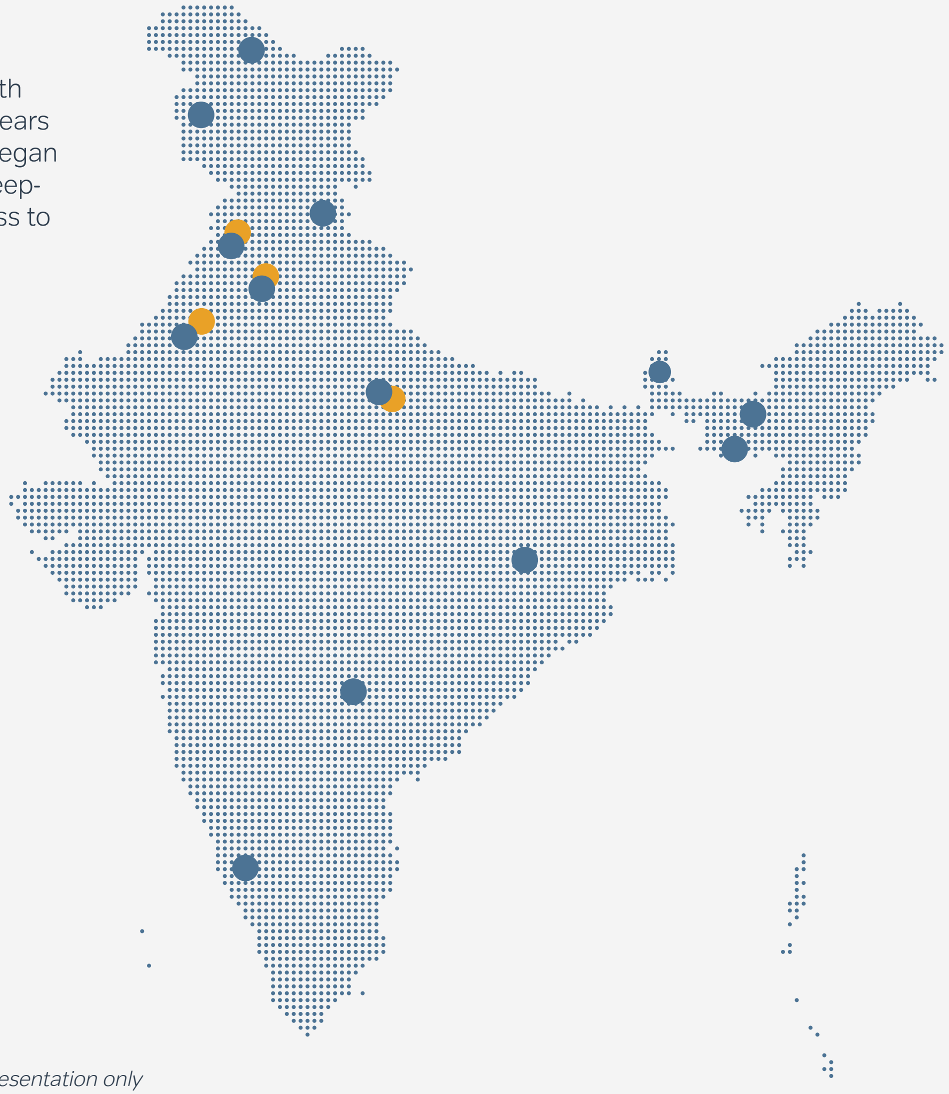
- Supporting government schools through the Quality Support Program (QSP) and state-level partnerships.

Digital Enablement

- Empowering educators through TheTeacherApp.

Higher Education & Scholarships

- Collaborating with premier institutions to advance higher education and providing scholarships to deserving students for continued academic success.



Impact Footprint

Satya Bharti School Program
Rajasthan/Punjab/ Haryana/Uttar Pradesh

Quality Support Program
Rajasthan/ Uttar Pradesh/ Punjab/ Delhi/ Jammu & Kashmir/ Telangana/ Sikkim / Assam/Meghalaya/ Karnataka/ Himachal Pradesh/ Ladakh/ Jharkhand

The TeacherApp
- (Pan India)

Higher Education
- (Pan India)

Note: *The map is illustrative and intended for creative representation only*

Bharti Airtel Foundation*

Impact since inception

37,000+
Schools

350,000+
Teachers

4.3 Mn.+
Students

25,000+
Villages

Impact during FY 2025-26

1.6 Mn.+
Students reached

11,700+
Schools reached

**These are overall impact numbers for the Bharti Airtel Foundation at a group-level*

Creating Impact Beyond Business (Continued...)

Partnered with Bharti Airtel Foundation to multi-fold the impact

Nxtra's CSR contribution supported two flagship scholarship programs during FY 2025-26, enabling students from underserved communities to pursue higher education. The programs combine financial assistance with academic, leadership and career development opportunities, helping students transition confidently from education to employment.

Satya Bharti Scholarship Program

Satya Bharti's education initiatives focus on providing free, quality education to underprivileged children in rural India, with a strong emphasis on the holistic development of girls. Through its schools, students from remote communities gain access to education at no cost and are equipped with life skills and confidence for future success.

To support continued learning, the Satya Bharti Scholarship Scheme provides financial assistance to Class XII graduates from its five senior secondary schools in Punjab, enabling them to pursue Under Graduate (UG) and Post Graduate (PG) education.

238*
Satya Bharti Scholars

Bharti Airtel Scholarship Program

The scholarship supports students with annual family income up to ₹ 8.5 lakh, covering 100% academic fees, accommodation, meals and a laptop during the first year, enabling talented students from disadvantaged socio-economic backgrounds to pursue fully-funded technology education at India's top 50 NIRF ranked engineering institutions, including IITs.

44
Bharti Airtel Scholars

41%
Girls (Bharti Airtel Scholars)

10
States reached

4*
Bharti Airtel Scholars from aspirational districts

Why it Matters?

- Removing financial barriers
- 100% academic support
- Expanding opportunity
- Access to premier institutions
- Building future talent
- Technology and professional skills
- Creating long-term impact
- Greater employability and social mobility

* GRI 413-1

Creating Impact Beyond Business (Continued...)

Beyond Scholarships: Building Connections

Leadership and Skill Development Webinars

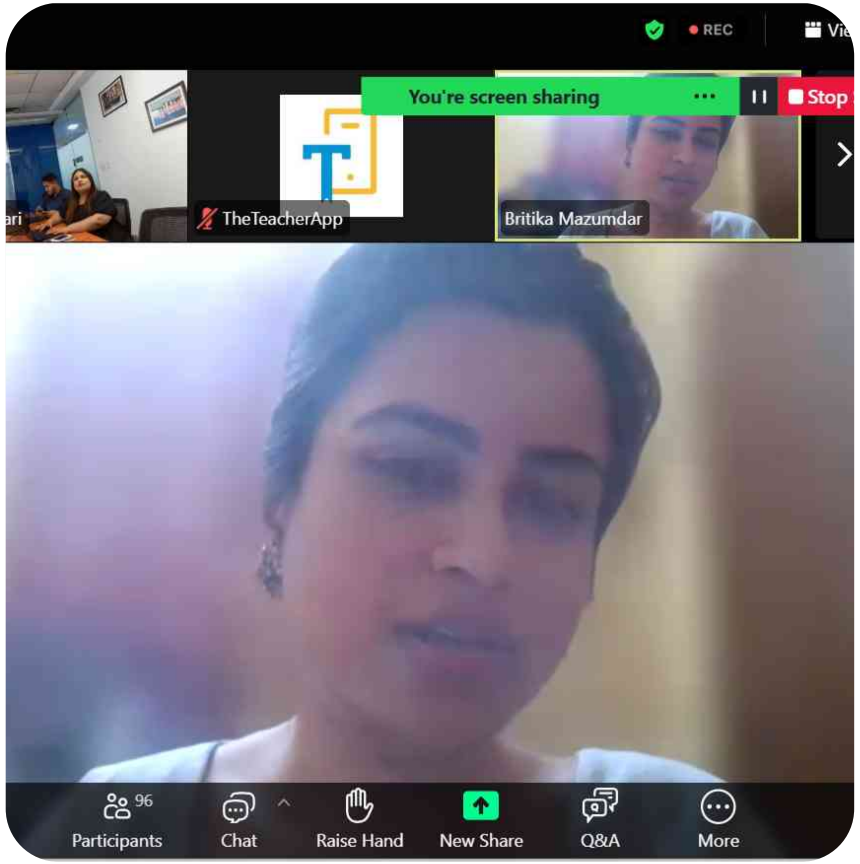
Scholars participated in expert-led sessions covering **design thinking, ESG** and **waste management**, and **communication skills**, helping enhance critical thinking, sustainability awareness and professional development.

Technology and Career Readiness Sessions

Through the Amazon Web Services India Tech Alliance webinar series, scholars gained insights into emerging fields such as **data**, **AI, cloud technologies** and **cybersecurity,** along with insights into career opportunities for women in technology.

Scholar Investiture and Leadership Interactions

New scholars were welcomed through investiture ceremonies conducted across Bharti Airtel Limited offices, where they interacted with **business leaders**, participated in **office walkthroughs** and received laptops, scholar kits and connectivity support to assist their academic journey.



Creating Impact Beyond Business (Continued...)

Employee Volunteering Initiatives

Empowering Women, Enriching Communities

To mark **International Women's Day**, Nxtra brought together more than 90 participants, including third-party employees and their families, at its Mahape Data Center, Maharashtra, for a community-focused engagement centered on health, financial literacy, and well-being.

Aligned with **SDGs 3, 4, 5, and 8**, the initiative featured three thoughtfully curated sessions designed to create meaningful and lasting impact. **"Nxtra for Her"**, a women's health awareness session led by a qualified medical professional, provided practical guidance on female hygiene, preventive care, and overall wellness, complemented by the distribution of sanitation kits. "Empower Your Future", an interactive personal finance workshop conducted by Nxtra's Finance team, equipped participants, particularly women, with essential budgeting tools and financial planning strategies to strengthen financial resilience and economic independence. The event also included "Magical Hour", a lively children's engagement activity that brought joy to young attendees while reflecting Nxtra's commitment to advancing positive community experiences. Educational kits and wellness materials were distributed across sessions, further reinforcing the initiative's focus on awareness, learning, and well-being.

By extending learning and empowerment beyond the workplace, we strengthened community resilience, advanced financial inclusion, and promoted equitable access to knowledge and well-being.

Creating Impact Beyond Business (Continued...)

Employee Volunteering Initiatives

Beyond the Workplace

Creating meaningful impact at Nxtra extends beyond business operations and is strengthened through employee participation in community initiatives. During FY 2025-26, 12 employees volunteered their time at a partner government school in Delhi under the Quality Support Program (QSP). Supported by the HR team and Bharti Airtel Foundation, the initiative contributed to enhancing learning outcomes and supporting young learners, reflecting our commitment to creating positive social impact

48

volunteering hours

Little Hands, Big Ideas: Celebrating Republic Day with the Next Generation

Ahead of **Republic Day**, Nxtra employees partnered with the Bharti Airtel Foundation to engage with over 250 students at SKV Noor Nagar Secondary School and MCD Primary School, Delhi. Through interactive learning sessions, creative competitions, group activities, and discussions on civic values, employees promoted curiosity, confidence and self-expression among young learners.

Student artworks carrying messages such as “Say No to Bullying” and “Keep the Earth Green for Us” highlighted the growing awareness of social and environmental responsibility among the next generation. The initiative also provided employees with an opportunity to witness the impact of the Foundation’s efforts in advancing quality education through digital learning and holistic development. By encouraging meaningful engagement and mentorship, we continue to contribute to building inclusive and future-ready communities.

Creating Impact Beyond Business (Continued...)

A Vision of Justice from Rural Roots

GURPREET KAUR

Alumna, Satya Bharti Adarsh Senior Secondary School, Jhaneri, Punjab | LLB Student | Aspiring Judicial Officer

“Her academic excellence culminated in 97.8% in Class XII, enabling her to secure the Satya Bharti Scholarship and pursue higher education.”

The Challenge

Growing up in a middle-class home in rural Punjab, Gurpreet encountered social and financial obstacles that often limit access to higher education for young women. Despite being academically driven, pursuing a professional career in law remained challenging without the right financial and institutional support.

Our Intervention

At Satya Bharti Adarsh Senior Secondary School, Jhaneri, Gurpreet received access to quality education, mentoring and career guidance that helped her stay focused on her academic aspirations. Her dedication and consistent performance enabled her to secure 97.8% in Class XII in 2020. To help her continue her academic journey, Gurpreet received financial assistance through the Satya Bharti Scholarship Program, supported in part through Nxtra's CSR contribution.

The Impact

With continued support, Gurpreet enrolled at Punjabi University, Patiala, where she graduated with honours in 2023. She is currently pursuing the third year of her LLB degree while preparing for judicial services examinations. Her journey reflects how timely financial support, mentorship and access to education can help create pathways towards professional aspirations and greater social mobility.

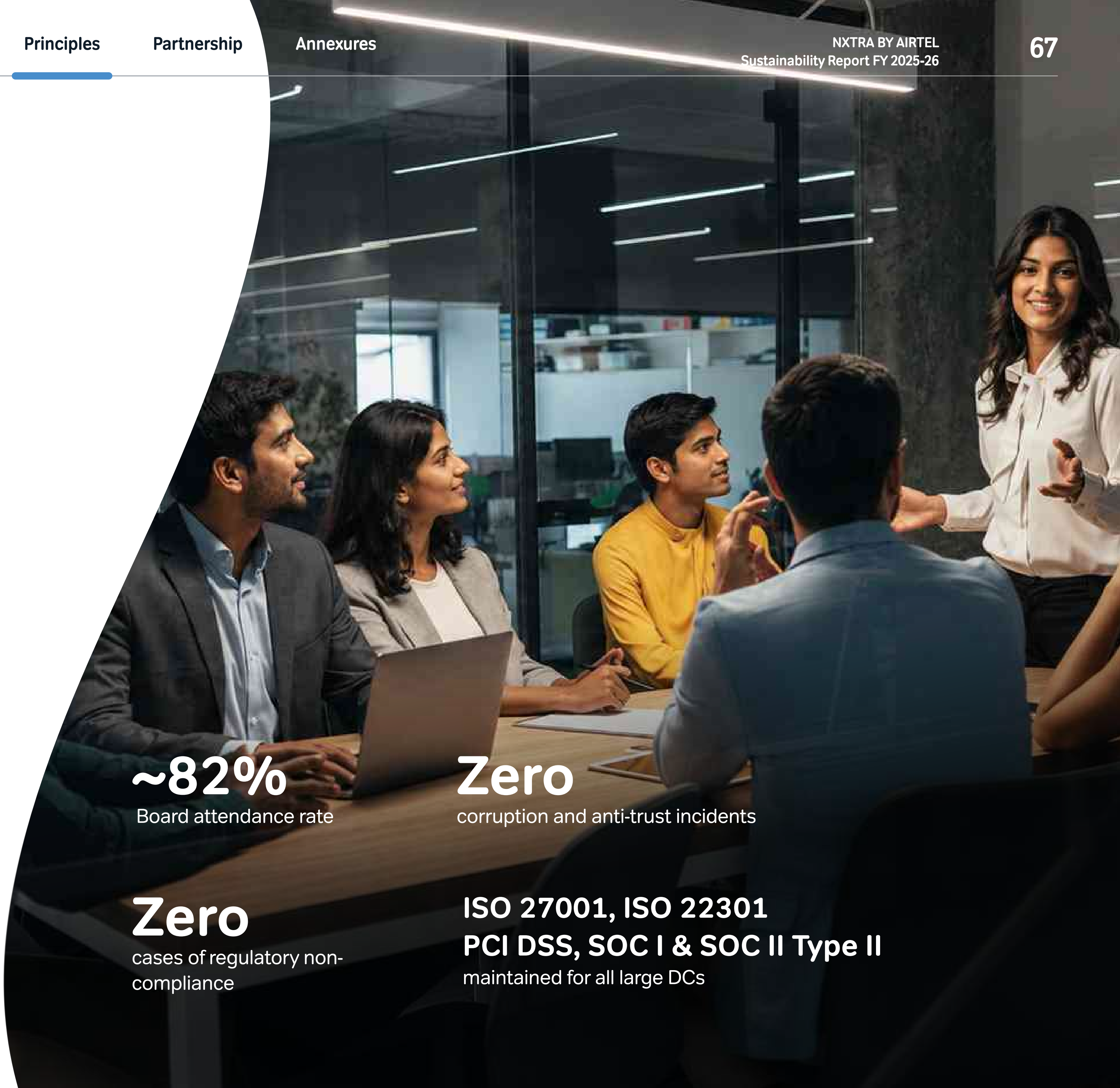
Leading with Integrity

As we expand our footprint to power India's digital future, effective governance remains central to our ability to deliver secure, resilient, and sustainable digital infrastructure. We embed governance principles into strategic decision-making, risk management, and day-to-day operations to ensure responsible growth and long-term value creation. Through strong board oversight, ethical business practices, regulatory compliance, and transparent stakeholder engagement, we enhance organisational resilience, strengthen trust, and reinforce our commitment to sustainable and responsible business conduct.

Material topics

- Regulatory Compliance
- Data Security & Privacy
- Corporate Governance & Business Ethics
- Risk Management

16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS



~82%
Board attendance rate

Zero
corruption and anti-trust incidents

Zero
cases of regulatory non-compliance

ISO 27001, ISO 22301
PCI DSS, SOC I & SOC II Type II
maintained for all large DCs

FY 2025-26 Targets & Progress

PRINCIPLES

Regulatory Compliance

1 Target

Maintain compliance with annual certification on the Code of Conduct

Progress

100% annual certification on the Code of Business Conduct.

2 Target

Maintain 100% compliance with applicable laws and regulatory requirement

Progress

Compliance Management System (CMS) implemented to monitor regulatory obligations end-to-end, with no material regulatory non-compliance reported.

Data Security & Privacy

1 Target

Set industry benchmarks with the latest physical and digital infrastructure to secure data center operations and application

Progress

Strengthened physical and digital security through seven layers of physical security across all large DCs, while maintaining zero information security or cybersecurity breaches.

Corporate Governance & Business Ethics

1 Target

Augment diversity in the Boardroom

Progress

85.71% Non-Executive Directors, 14.3% women representation in Nxtra's Board of Directors

2 Target

Operate with fair, transparent and ethical governance practices

Progress

100% of policies reviewed by the Board

3 Target

Incorporate ESG into the corporate governance framework

Progress

ESG discussed at Board level every quarter

Risk Management

1 Target

Evaluate risks that could potentially disrupt business activities

Progress

Climate-risk mapping and mitigation planning for 100% of large DCs; TCFD scenario analysis embedded in ERM framework

2 Target

Strengthen Company's overall risk management framework

Progress

Board-approved Enterprise Risk Management (ERM) process while maintaining ISO 22301 Business Continuity certification across all large DCs

Driving Accountability and Ethical Excellence

We maintain a structured governance framework that enables effective oversight, accountability, and informed decision-making across the organization. Our framework is designed to translate Board oversight into effective business and operational execution through clearly defined governance responsibilities.

Our governance model operates across four levels. The Board of Directors provides strategic direction and oversight, supported by Board Committees and the ESG Council, which integrates sustainability considerations into business planning and decision-making. Cross-functional teams across key functions drive implementation, monitor performance, and support the achievement of governance and sustainability objectives.

Ethical business conduct is embedded across this governance framework through the Code of Conduct, which is extended through the Code of Conduct for Business Associates. Strengthened through annual certification and the Compliance Monitoring System, these mechanisms strengthen accountability, responsible decision-making, and compliance across our operations and value chain.

Our ESG Governance Structure

Board of Directors

Nxtra's Board of Directors provide strategic oversight of the Company's long-term growth, governance, and sustainability agenda, ensuring that ESG considerations are embedded into business strategy and decision making. Led by the Chairman, the Board monitors organisational performance, upholds the highest standards of corporate governance, and maintains long-term value creation for all stakeholders. Comprising a diverse blend of experienced professionals, including one woman director among its seven members, the Board reflects the Company's commitment to inclusive, balanced, and effective leadership.

ESG Function

Nxtra's ESG function drives the Company's sustainability agenda by developing and implementing the ESG roadmap, establishing KPI targets, coordinating cross-functional execution, and overseeing sustainability and climate-related disclosures. Working closely with the ESG Council and business functions, the team identifies and assesses ESG risks and opportunities, conducts climate scenario analyses, monitors performance against key metrics, ensures robust data governance and reporting, and partners with site teams to implement mitigation actions while maintaining compliance with applicable regulatory and voluntary ESG disclosure frameworks.

Cross-Functional Teams

Nxtra's cross-functional teams (CFTs), comprising representatives from key functions including EHS, Human Resources, Finance, Operations, Corporate Secretarial, Project Management, and Data Security, drive the execution of ESG initiatives across designated material topics through nominated Single Points of Contact. Working closely with the ESG function, these teams integrate sustainability into day-to-day operations by identifying and managing climate related risks and opportunities at the facility level, implementing mitigation measures, monitoring progress, and ensuring timely collection and reporting of ESG data to support informed decision making, performance evaluation, and achievement of the Company's sustainability goals.

ESG Council (chaired by the CEO)

Chaired by the CEO, the ESG Council serves as the apex governance body driving Nxtra's sustainability agenda by providing strategic direction, shaping and approving ESG priorities, overseeing the execution of key ESG initiatives and disclosures, and ensuring alignment of ESG objectives with the Company's long-term business strategy. By embedding ESG considerations into decision-making, promoting cross-functional collaboration, strengthening governance and accountability, and promoting transparent stakeholder engagement, the Council accelerates meaningful progress on our environmental, social, and governance commitments while reinforcing sustainable value creation.

Driving Accountability and Ethical Excellence (Continued...)

Clearly Defined Leadership for Strong Governance

Nxtra maintains a well defined leadership structure with distinct responsibilities for the Executive Chairman and the Whole-time Director & CEO, ensuring effective governance, strategic oversight, and operational excellence. The Executive Chairman provides guidance on the Company's long term vision, governance, leadership development, strategic partnerships, and future growth opportunities while upholding an effective and independent Board. The Whole-time Director & CEO is responsible for executing the Company's strategy, driving business performance, and delivering financial and operational excellence in line with the Board's strategic direction.

Board Committees

Audit Committee

Oversees financial reporting, internal controls, risk management, and related-party transactions to strengthen accountability and transparency.

CSR Committee

Provides oversight of CSR strategy, reviews program effectiveness, and recommends CSR initiatives and policies to the Board.

Nomination & Remuneration Committee

Oversees Board remuneration, evaluation and development programs, and the Company's key human resource matters, including talent management; leadership, succession planning and Long-Term Incentive framework.

Board evaluation

At Nxtra, we believe that effective governance is built on continuous evaluation and improvement. To strengthen Board effectiveness and uphold the highest standards of transparency and accountability, we undertake an annual independent Board evaluation under the oversight of the Nomination and Remuneration Committee using a structured digital assessment framework. The evaluation covers the performance of the Board, its Committees, and individual Directors, including the Chairman, Whole-time Director & CEO, and Independent Directors, through objective criteria and confidential assessments. Findings are independently consolidated, reviewed by the Nomination and Remuneration Committee, deliberated by the respective Committees, and presented to the Board to identify opportunities for continuous enhancement. This robust and transparent process reinforces our commitment to strong governance, principled leadership, and alignment with global best practices.

Board's ESG oversight

- Supervising significant ESG risks, opportunities and their mitigation strategies
- Endorsing and formalizing ESG goals, including periodic strategy and action plans
- Regularly assessing the performance of ESG action plans and strategies
- Evaluating initiatives against ESG objectives and obligations

Governance and Policy Framework

Our governance framework is supported by a comprehensive set of policies that guide ethical conduct, risk management, sustainability, employee practices, and operational decision-making across the organization. These policies establish clear expectations, strengthen accountability, and support compliance with applicable laws, regulations, and industry standards.

We proactively review and update our policies to maintain alignment with evolving regulations, global standards, stakeholder expectations, and emerging best practices. This periodic review process helps ensure that our governance framework remains relevant, effective, and responsive to changing business and sustainability priorities.

100%
of Policies are reviewed by the Board

Driving Accountability and Ethical Excellence (Continued...)

Board composition

C- Chairperson
M- Member

- Audit Committee
- Corporate Social Responsibility Committee
- Nomination and Remuneration Committee
- Committee of Directors

1. Strategic leadership and management experience
2. Governance
3. Industry and sector experience
4. Financial and Risk management
5. Human capital management
6. Sustainability and ESG
7. Global business/international expertise

7[*]
Board size (members)

~82%
Board Attendance Rate

3.8 years
average tenure of Board members

[*] GRI 2-9, 405-1, 2-17

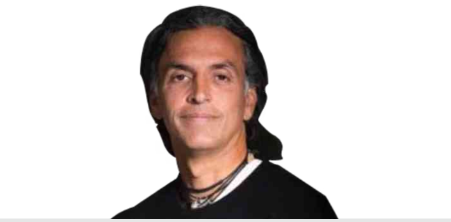
Soumen Ray
Executive Chairman
C C
1 2 3 4 5 6 7

Ashish Arora ★
Whole-time Director and CEO
M M
1 2 3 4 5 6 7

Gary Wojtaszek ★
Independent Director
1 2 3 5 6 7

Harjeet Singh Kohli ★
Non-Executive Director
M C C M
1 2 3 4 5 6 7

Kapil Modi ★
Non-Executive Director
M M
1 2 3 4 7



Navroz Darius Udwadia
Non-Executive Director
1 2 3 4 7

Neeraj Bharadwaj ★
Non-Executive Director
M
1 3 4 5 6 7

Vidyut Gulati ★
Non-Executive Director
M M
1 2 6

Sharat Sinha ★
1 2 5 7
Sharat Sinha resigned as a Non-Executive Director w.e.f. May 12, 2026.

71%[*]
Board with ESG Competency

Annual
Board Evaluation Frequency

Quarterly
Board level ESG discussion

★ FY 2025-26 Board Structure

Notes:
1. Subsequent to the reporting period, Soumen Ray was appointed as a Non-Executive Director w.e.f. May 12, 2026, and subsequently designated as Executive Chairman on May 30, 2026.
2. Navroz Darius Udwadia was appointed as a Non-Executive Director w.e.f. July 2, 2026.
However, the disclosures presented in this report pertain solely to the Board composition and data for the reporting period FY 2025-26.

Managing Risk, Ensuring Resilience

We recognize that effective risk management is critical to ensuring uninterrupted operations, safeguarding customer trust, and supporting our long-term growth ambitions. At Nxtra, we embed enterprise risk management into our strategy, business planning, and decision-making processes to proactively identify, assess, monitor, and mitigate strategic, financial, operational, climate-related, and technology risks that could impact our business and stakeholders.

Our ERM framework is aligned with internationally recognized ISO standards and informed by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), enabling risk-informed decision-making and strengthening organisational resilience. Oversight of our risk management framework is provided by the Audit Committee, ensuring robust governance, accountability, and continuous monitoring of our evolving risk landscape.

Board approved

ERM framework

Our Enterprise Risk Management approach

Nxtra's Enterprise Risk Management (ERM) framework enables the proactive identification, assessment, and mitigation of material risks that could impact business performance and long-term growth. Embedded across business operations and governance processes, the framework supports informed decision-making, operational resilience, and sustainable value creation.

Enterprise Risks and Mitigation Measures

Risk severity: High (red) | Low (amber)

Risk Area		Risk Description	Mitigation Approach
Increasing competitive intensity from new market entrants	High	Expansion of domestic and international data center providers increases competitive pressure on pricing, capacity utilization, and customer acquisition, potentially impacting market share and long-term revenue growth	• Secured land parcels across strategic metro locations to support future capacity expansion. • Continued evaluation of emerging demand corridors for future development. • Leveraged integrated data center and network connectivity capabilities to strengthen market differentiation. • Expanded capacity in high-demand markets to align with projected customer requirements. • Maintained 360-degree engagement with hyperscale customers to anticipate evolving infrastructure needs.
Customer concentration and counterparty default risk	Low	Revenue concentration among a limited number of hyperscale customers may expose the business to revenue volatility arising from customer consolidation, changing demand, or counterparty default	• Established long-term customer agreements incorporating early termination provisions to enhance revenue stability. • Continued diversification of the customer portfolio by expanding relationships with hyperscale, cloud, and enterprise customers.

Managing Risk, Ensuring Resilience (Continued...)

Risk severity: High, Low

Risk Area	Risk Description	Mitigation Approach
Shift of hyperscale customers towards captive/ self-built data center models	High: Increasing investment by hyperscale customers in self-built data centers may reduce demand for third-party colocation services, affecting future growth.	• Offered flexible commercial models tailored to customer requirements. • Strategic land parcels adjacent to existing campuses have been secured to provide customers with scalable infrastructure and support long-term growth requirements. • Strengthened in-house design and engineering capabilities to deliver customised infrastructure solutions. • Enhanced value proposition through integrated renewable energy, design, fit-out, and network connectivity services.
Civil and MEP cost escalation and supply chain disruptions	Low: Inflation, commodity price volatility, and supply chain disruptions may increase construction costs and delay project delivery.	• Standardized designs and equipment specifications across projects to improve procurement efficiency. • Established long-term sourcing arrangements with key OEMs to improve price certainty and supply continuity. • Engaged specialized contractors for critical MEP works to strengthen execution quality. • Conducted competitive tendering and external cost benchmarking to optimize procurement.
Data privacy breaches, site outages, and SLA non-compliance	Low: Data breaches, service disruptions, or failure to meet contractual service levels could result in regulatory exposure, financial loss, and reputational damage.	• Implemented enterprise-wide Data Loss Prevention (DLP) and Anti-DDoS controls. • Maintained multi-layer physical security supported by centralized monitoring and access management. • Operated a Business Continuity Plan (BCP) supported by periodic risk assessments and Risk Priority Number (RPN) methodology. • Standardized operations across facilities through centralized governance, maintaining 100% uptime during the reporting period.

Managing Risk, Ensuring Resilience (Continued...)

Environmental Risks and Mitigation Measures

Risk Area	Potential Impact	Mitigation Measures
Increased Carbon Emissions from Business Expansion	Increased emissions may impact decarbonization targets, elevate reputational risks and create long-term sustainability challenges.	Expand renewable energy adoption, leverage open-access power procurement, and deploy low-carbon technologies to reduce the overall carbon footprint.
Extreme Climate Events (e.g., floods, seismic activity, cyclones, heatwaves)	Infrastructure damage, supply chain disruptions, maintenance interruptions and heightened safety risks for personnel.	Conduct regular infrastructure assessments, implement structural resilience measures, strengthen climate-adaptive facility design, and collaborate with key stakeholders to enhance emergency preparedness and coordinated response.

Risk Area	Potential Impact	Mitigation Measures
Extreme Heat Events	Increased cooling demand, equipment stress, and potential service disruptions.	Deploy advanced cooling technologies and climate-resilient infrastructure to maintain operational reliability and performance.
Flooding and Intense Rainfall	Damage to infrastructure, power supply disruptions, and restricted site accessibility.	Strengthen flood protection measures through elevated infrastructure, enhanced drainage systems, and resilient site design.

Risk Area	Potential Impact	Mitigation Measures
Storms and Cyclones	Physical damage to facilities, network interruptions and supply chain disruptions.	Undertake site-specific climate risk assessments, implement resilient infrastructure designs, and maintain emergency preparedness and business continuity plans.
Water Scarcity	Reduced water availability may affect cooling systems and other critical operational requirements.	Adopt water-efficient cooling technologies, explore alternative cooling solutions such as air-based cooling and evaluate hydrogen-ready fuel cells to enhance long-term water resilience.

Ensuring Regulatory Compliance and Responsible Conduct

Nxtra maintains a robust compliance and ethics framework to ensure adherence to applicable laws and regulations, create a culture of integrity, and strengthen stakeholder trust. Compliance oversight is enabled through a digital Compliance Monitoring System (CMS), which assigns, tracks, and records statutory obligations across all sites. This framework is further reinforced through mandatory annual Code of Business Conduct certification and adherence to internationally recognized standards and certifications.

Digital Compliance Monitoring System

The CMS provides a centralized and technology-enabled platform that strengthens regulatory oversight and supports proactive risk management through:

Centralized Governance Repository

Maintaining a single source of truth for policies, procedures, regulatory requirements, and supporting evidence.

Automated Compliance Tracking

Monitoring regulatory developments and compliance deadlines to minimize the risk of non-compliance.

Compliance Risk Assessment

Identifying potential gaps and enabling timely mitigation actions.

Data-Driven Reporting and Analytics

Providing dashboards and insights to support informed decision-making and effective oversight.

Integrated Workflow Management

standardizing audits, policy reviews, corrective actions, and incident management processes.

Awareness and Capability Building

Delivering structured training programs to create a strong culture of compliance across the organization.

GRI 2-15, 205-3, 206-1, 2-27 | BRSR P1: E5, E6; P7: E2

Business Ethics and Conflict of Interest Management

Nxtra maintains a zero-tolerance approach towards unethical conduct and ensures that actual or potential conflicts of interest are identified, disclosed, and appropriately managed. Ethical expectations are guided by the Group-wide Code of Conduct, aligned with Bharti Airtel's standards, which promotes integrity, fairness, respect, and accountability. Mandatory annual training and leadership communication reinforce ethical behaviour across the organization.

Ensuring Regulatory Compliance and Responsible Conduct (Continued...)

Responsible Business Conduct Across the Value Chain

Through our **Code** of **Conduct for Business Associates**, we extend our ethical and responsible business practices to vendors, contractors, and service providers. The Code outlines expectations relating to:

- Respect for Human Rights and fair labor practices
- Provision of safe and healthy workplaces
- Protection of data privacy and confidentiality
- Prevention of workplace harassment and discrimination
- Equal opportunity and inclusive employment practices
- Responsible engagement with regulators and stakeholders
- Management of conflicts of interest
- Prohibition of forced, bonded, or involuntary labor

Anti-Bribery and Anti-Corruption (ABAC) requirements apply uniformly to employees, directors, and business associates and are supported by a confidential Whistleblower Mechanism that enables the reporting of concerns without fear of retaliation.

Certified for Trust, Quality and Resilience

Nxtra upholds the highest standards of operational excellence through a comprehensive portfolio of globally recognized certifications and industry accreditations that reinforce our commitment to quality, resilience, security, and sustainability. Our data centers are designed in accordance with globally recognized standards, while our management systems and certifications demonstrate our focus on operational excellence, information security, business continuity, and regulatory compliance.

ISO Certifications*	Security and Compliance Certifications	Regulatory Recognition
ISO 9001	PCI DSS	MeitY-approved Cloud Service Provider (CSP) empanelment
ISO 20000	SOC I Type II	
ISO 14001	SOC II Type II	
ISO 45001	ISAE 3402 Type II	
ISO 50001		
ISO 22301		
ISO 27001		

*Applicable for all large DCs

Ensuring Regulatory Compliance and Responsible Conduct (Continued...)

Regulatory Engagement and Compliance Stewardship

Nxtra views regulatory engagement as an opportunity to contribute to the development of responsible infrastructure and environmental practices. Through active participation in industry forums and consultations, the Company seeks to support the evolution of sound regulatory frameworks and promote industry best practices.

Key areas of regulatory oversight include:

- Environmental compliance, including air and water regulations
- Site-specific approvals and consent conditions
- Hazardous waste management requirements
- Occupational health and safety regulations

Non-Compliance Management and Corrective Action Framework

We maintain a robust and confidential whistleblower mechanism accessible to all stakeholders. This enables us to promptly identify, investigate, and address non-compliance, upholding the highest standards of integrity and accountability.

1. **Reporting and Escalation**

We provide secure and confidential reporting channels through which stakeholders can raise concerns without fear of retaliation, promoting a strong speak-up culture and reinforcing ethical conduct across our operations.

2. **Independent Investigation**

We review and investigate reported cases through cross-functional teams comprising representatives from Compliance, Legal and Information Security. Our investigations follow standardized protocols and established governance procedures to ensure objectivity and consistency.

3. **Governance Oversight and Remediation**

All confirmed compliance breaches are reviewed through the Compliance Governance Committee and result in corrective actions, including disciplinary measures and control enhancements, commensurate with the nature and severity of the breach.

4. **Root-Cause Analysis and Continuous Improvement**

After each incident, we conduct post-incident reviews and root-cause analyses to identify underlying issues. We use these insights to enhance preventive controls and reduce recurrence. Insights gained are incorporated into our continuous improvement efforts.

5. **Alignment with Recognized Standards**

We align our non-compliance (if any) management approach with globally recognized frameworks and standards, including ISO/IEC 27001, SOC 2, and PCI DSS, reinforcing our commitment to regulatory compliance, information security, and operational resilience.

Strengthening Digital Trust through Robust Security

Nxtra operationalizes a security-by-design approach across its operations, aligned with the principles of ISO/IEC 27001, to safeguard critical infrastructure and customer data.

Our multilayered security architecture integrates a seven-layer physical security framework with an Information Security Management System (ISMS) certified to ISO/IEC 27001, SOC 1 & 2 Type II, and PCI DSS standards, strengthening operational resilience and stakeholder confidence.

ZERO

Information Security Cybersecurity breaches

Customer Privacy Breaches

Non-Compliance Incidents – Products/ Marketing

100%

Data Privacy Training Coverage

GRI 418-1 | BRSR P9: E3, E7

Security Governance and Oversight

Our **Chief Information Security Officer (CISO)** leads the governance of information security, supported by real-time monitoring mechanisms that enable timely identification and investigation of non-compliance. We maintain robust oversight across our value chain, ensuring that vendors and partners adhere to the same security standards as our internal teams. Non-compliance is addressed through corrective actions, including retraining and, where necessary, contract termination.

Policy-Driven Risk Management and Resilience

Our **Information Security Policy** provides the foundation for managing cyber and information security risks across employees, suppliers, and business partners. We regularly conduct risk assessments and continuously strengthen our disaster recovery and business continuity frameworks to enhance organisational resilience. We collaborate with law enforcement agencies and align our cybersecurity practices with the CERT-In framework. In addition, our dedicated fraud management team supports proactive threat detection and timely incident response, helping us maintain the integrity, availability, and confidentiality of information assets.

Strengthening Digital Trust through Robust Security (Continued...)

Seven Layers of Physical Security

Safeguarding our infrastructure through advanced security measures, we have established a robust physical security framework that ensures protection, resilience, and uninterrupted operations.

We are strengthening our physical security framework through 24/7 CCTV surveillance equipped with high-definition imaging, advanced zoom capabilities, and predictive analytics to detect anomalous activities and enable proactive response. Our seven-layer physical security framework provides comprehensive protection for facilities and critical assets, ensuring secure operations, enhancing resilience, and supporting business continuity.

Standard perimeter wall and main gate

24/7 guarding + Motorized gate with anti-collision sensors + Vehicle screening

through UVSS + CCTV + Boom barriers

Security gate house

XBIS (Baggage Scanning) + DFMD + HHMD frisking

Reception/ Lobby

24/7 guarding + Tripods/ Turnstiles with anti-pass back + CCTV

Data center floor entrance

24/7 guarding + HHMD frisking + CCTV

Mantrap/anti-tail gating mechanism

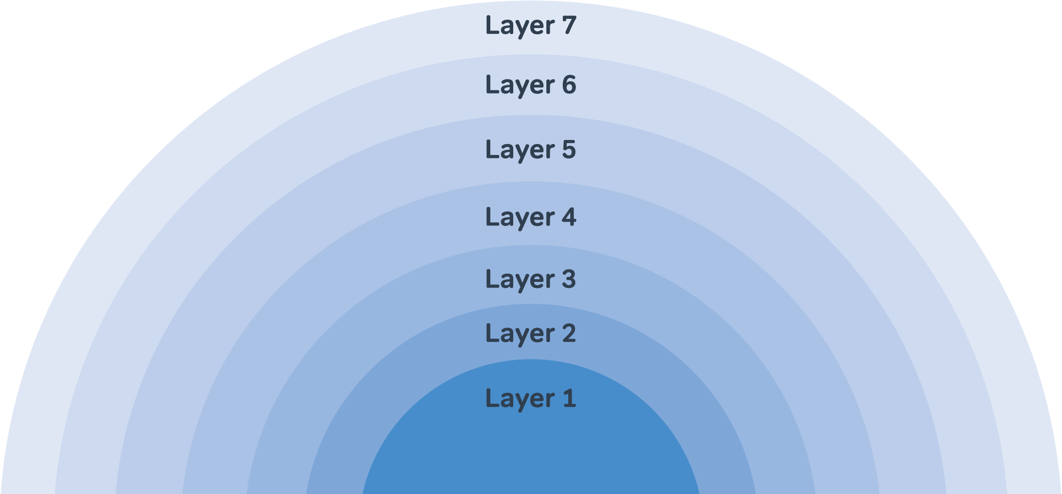
2FA Biometric reader + Door interlock with anti-tail gating mantrap

Data center pod/hall

2FA Biometric reader + CCTV

Cage and rack

Customised to customer requirement



XBIS -X-Ray Baggage Inspection System
DFMD - Door Frame Metal Detector
HHMD - Hand-Held Metal Detector
UVSS - Under-Vehicle Surveillance System
2FA - Two-Factor Authentication

Our Security Risk Assessment Framework

We follow a structured and continuous risk assessment process to identify, evaluate, and mitigate security risks:

1. **Asset Identification & Classification**

   All critical assets, including customer data, physical infrastructure, and operational systems, are catalogued and classified based on sensitivity and criticality.

2. **Threat Modeling & Vulnerability Assessment** (ISO/IEC 27001-aligned)

   We leverage advanced tools and industry-standard methodologies e.g. ISO/IEC 27001 to map potential threats and identify system vulnerabilities.

3. **Impact Analysis and Risk Prioritization**

   Risks are evaluated for potential operational, reputational, and regulatory impact. This enables targeted mitigation planning and resource allocation.

4. **Risk Mitigation & Continuous Monitoring (encryption, access controls, intrusion detection, perimeter defenses)**

   Risk controls are implemented in collaboration with our cybersecurity, operations, and compliance teams. These include encryption, access controls, intrusion detection, and physical perimeter defenses. All controls are continuously monitored and updated in line with threat intelligence and audit findings.

5. **Third-Party Risk Management (vendor reviews and contractual data protection requirements)**

   As part of our commitment to holistic risk management, we conduct periodic security reviews of third-party service providers and enforce contractual data protection standards.

Incident Response and Data Lifecycle Management

We maintain a centralized incident response capability that continuously monitors alerts and ensures timely logging, investigation, remediation, and periodic review of identified risks.

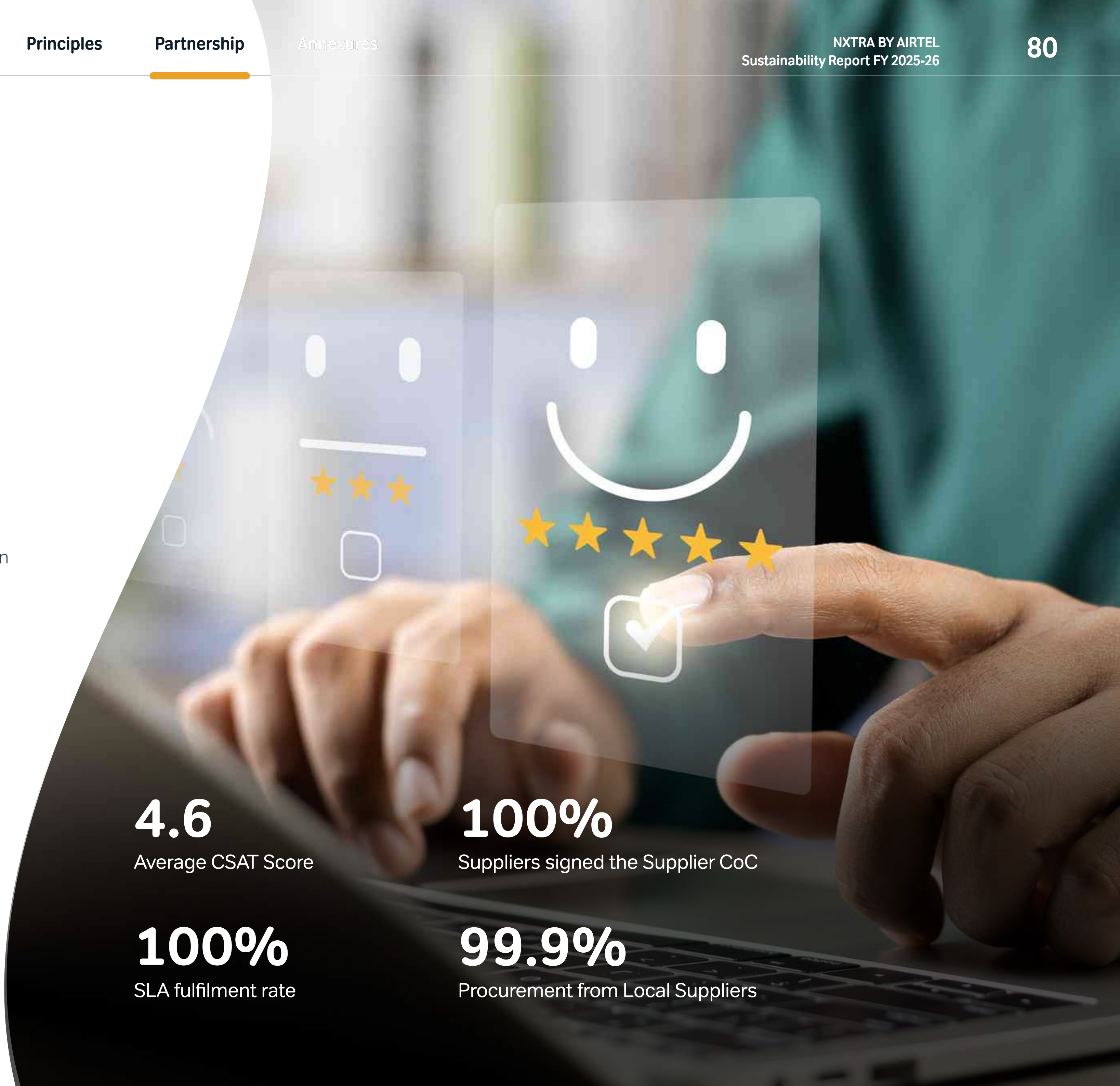
Threat Detection → **Incident Logging** → **Investigation & Root Cause Analysis** → **Remediation & Recovery** → **Monthly Review and Continuous Improvement**

Creating Shared Value

At Nxtra, shared value is created by growing together with the stakeholders who power our business. By building trusted partnerships with customers, suppliers, industry peers, and local communities, we strengthen resilience, accelerate innovation, and create lasting impact. Every engagement from responsible sourcing and customer-centric service to industry collaboration and community partnerships reinforces trust while enabling sustainable business growth.

Material topics

- Customer Value & Service Excellence
- Sustainable Supply Chain Management



4.6
Average CSAT Score

100%
Suppliers signed the Supplier CoC

100%
SLA fulfilment rate

99.9%
Procurement from Local Suppliers

FY 2025-26 Targets & Progress

PARTNERSHIP

Customer Value & Service Excellence

1 Target

Attaining optimum customer loyalty and trust.

Progress

100% SLA fulfilment and zero customer grievances related to data breaches or privacy concerns

2 Target

Ensure high customer satisfaction levels.

Ongoing

24/7 customer support and resolution through the N-Care, Airtel Thanks for Business (ATB) and Zoho teams, supported by a 6-parameter satisfaction framework.

3 Target

Conduct third-party surveys to obtain unbiased ratings.

Ongoing

Transparent, reliable ESG data sharing enhancing customers' own ESG ratings.

Sustainable Supply Chain Management

1 Target

Incorporate ESG frameworks and criteria into pre-qualification and supplier agreements.

Progress

100% suppliers signed Supplier Code of Conduct; Supplier ESG assessments scaled 2.4x in the last 2 years

2 Target

Encourage suppliers to adopt climate-related commitments

Progress

90.3% partners (by spend) covered in ESG awareness programs; 57 suppliers assessed for ESG related impacts

Customer Value & Service Excellence

At Nxtra, customer excellence is at the heart of everything we do. By combining operational excellence with innovation, transparent governance, and customer-centric engagement, we build trusted, long-term partnerships that empower businesses to grow with confidence. Our unwavering focus on service quality, reliability, and sustainability enables us to create meaningful value throughout the customer journey while supporting a more resilient and sustainable digital future.

As customer expectations continue to evolve alongside India's rapidly growing digital economy, we continue to strengthen the frameworks, processes, and governance mechanisms that underpin a consistent, high-quality customer experience. During FY 2025-26, we further enhanced our engagement model through structured **Customer Satisfaction Score (CSAT) programs, Service Account Manager (SAM) governance, escalation management protocols,** and **Quarterly Business Reviews (QBRs)**, enabling deeper collaboration, proactive communication, and more responsive service delivery.

By consistently delivering reliable, high-quality services, we strengthen customer confidence and cultivate enduring relationships. These trusted partnerships reinforce Nxtra's reputation as a reliable and sustainability-led digital infrastructure provider, strengthening our brand and deepening stakeholder trust.

THE SIX PRINCIPLES BEHIND EVERY EXPERIENCE

6

Scalable
Flexible solutions that evolve with customer needs

Responsive
Agile support with real-time monitoring and intervention

Sustainable
Solutions designed to support long-term business and sustainability goals

Reach
Broad geographic presence and operational coverage

Reliable
Consistent, high-performance infrastructure and service delivery

Hyper-connect
Seamless integration across digital and physical infrastructure

Customer Value & Service Excellence (Continued...)

Service Quality & Operational Excellence

Reliable service delivery is fundamental to the trust our customers place in Nxtra. Our service delivery model is underpinned by robust governance, SLA-driven operations, proactive customer engagement, and continuous performance monitoring, enabling consistent service excellence across our network of hyperscale, core, and edge data centers.

To support uninterrupted operations, we maintain a structured incident management framework with clearly defined response and resolution timelines based on incident severity. This disciplined approach enables rapid issue resolution, minimizes service disruption, and reinforces the reliability and resilience of our digital infrastructure.

We maintained a strong overall average Customer Satisfaction (CSAT) Score of 4.6 out of 5, reflecting customer feedback across 7 critical touchpoints:

- Safety
- Relationship Management
- Operations
- RHS/SHS Services
- Helpdesk Support
- Security
- Billing

100%

SLA Fulfilment Rate
Consistently achieved across all customer commitments during FY 2025-26

24/7

N-Care, Airtel Thanks for Business (ATB) and Zoho teams

Sustainability considerations continue to be integrated into customer engagement and service governance processes. ESG discussions, energy-efficiency initiatives, and sustainability-related updates are regularly incorporated into customer reviews and governance forums, enabling customers to align their own sustainability ambitions with Nxtra's operational practices. During FY 2025-26, ESG-related information continued to be shared with customers as part of ongoing engagement and reporting processes.

Customer Value & Service Excellence (Continued...)

Customer Feedback and Grievance Management

At Nxtra, customer feedback is viewed as a valuable input for strengthening service quality, enhancing customer experience, and encouraging long-term partnerships. A structured approach to customer engagement that enables continuous dialogue, timely issue resolution, and proactive identification of evolving customer needs is maintained. Through regular interactions across multiple touchpoints, we gather insights that help refine our services, improve operational performance, and ensure our solutions remain aligned with customer expectations.

Gather	Assess	Improve
Customer Satisfaction Score (CSAT), Service Account Manager (SAM) interactions, Quarterly Business Reviews (QBRs), governance reviews, and ongoing customer engagements	Review customer feedback, service performance, operational concerns, and emerging requirements to identify opportunities for improvement	Implement service enhancements, strengthen customer experience initiatives, optimize operational processes, and support long-term customer satisfaction

Nxtra also maintains a strong focus on customer privacy and information security.

During the Year:

No

- **No** substantiated complaints concerning breaches of customer privacy were received from external parties or regulatory authorities.
- **No** incidents involving customer data leaks, theft, or loss reported.
- **No** incidents of non-compliance related to product/ service information.
- **No** incidents of non-compliance relating to marketing communications were reported.
- **No** customer complaints were received across any category during the reporting period.

Customer Value & Service Excellence (Continued...)

In their words

VULTR

Our engagement with Nxtra has been positive, and we appreciate the organization's commitment to delivering reliable, efficient, and sustainable digital infrastructure solutions. The team's professionalism, quality of service, and focus on operational excellence have contributed significantly to a productive partnership.

We particularly value Nxtra's efforts toward sustainability through energy-efficient operations and environmentally responsible practices. These initiatives demonstrate a strong commitment to reducing environmental impact while supporting the growing demands of the digital ecosystem.

We are pleased to be associated with Nxtra and wish the team continued success in its sustainability journey.

FedEx

We are happy with the services and support of Nxtra. We have not encountered any major issues until now which helps our business to continue without any impact.

Nxtra has been a long time partner/DC services provider and we are happy with the engagement

Lavelle Networks

We are satisfied with the services and infrastructure support your team provides.

The overall service quality has been good, and we appreciate the professionalism and responsiveness demonstrated when handling requests and addressing issues.

exotel

I would like to express my sincere appreciation for your continued support and professionalism. Your proactive approach, responsiveness, and attention to detail have been instrumental in ensuring smooth and effective collaboration. Thank you for your exceptional service and dedication. Your efforts are truly valued and greatly appreciated.

Tata Teleservices Limited

We are receiving consistently reliable services from Nxtra, with strong infrastructure stability, seamless access, and responsive support. The team ensures clear communication, advance intimation for planned activities, and prompt resolution of issues with excellent coordination. Overall, the professionalism, proactive approach, and customer-centric support have made our experience highly positive.

Paytm Payments Bank

Nxtra has continued to be an exceptionally reliable. Proactive and supportive partner in PPBL's journey. Their state-of-the-art facility and operation practices consistently meet top industry standard. Giving PPBL complete confidence in running our key services out of the Nxtra Manesar DC. We highly value the Nxtra team's technical expertise. Swift responsiveness, and dedication to operational excellence. PPBL looks forward to strengthening this successful association further.

Tata Consultancy Services

We express our sincere appreciation for Nxtra Data for their Hosting Services.

Nxtra Data provides prompt support during end customer (CERSAI) DC/DR related requirements (visits, presentations, queries etc) even on short notice.

We value unwavering commitment from Nxtra Data aligned to our service deliveries to CERSAI.

Responsible Partnerships

Every reliable service begins with a resilient supply chain. At Nxtra, we collaborate with suppliers and business partners who share our commitment to responsible business practices, recognizing that long-term value creation extends beyond our own operations.

Our Priorities in Supply Chain Management

- **Partnering with suppliers that deliver high quality goods/ services**
- **Strengthening planning & forecasting excellence to optimize lead times**
- **Supply chain resilience and responsible sourcing practices**
- **Risk mitigation & agility to address evolving business needs**
- **Promoting sustainability, innovation & AI-enabled solutions across our supply chain**

Embedding ESG from the First Supplier Interaction

Nxtra integrates environmental, social, and governance (ESG) considerations into its supplier onboarding process, ensuring that sustainability expectations are established from the earliest stage of engagement. Beyond evaluating commercial and technical capabilities, prospective suppliers are assessed for alignment with Nxtra's ESG requirements, as defined in the **Supplier Code of Conduct (SCoC)**. The SCoC outlines clear expectations on business ethics, labour and human rights, environmental stewardship, occupational health and safety, and regulatory compliance, establishing a common foundation for responsible business conduct across the supply chain.

By embedding ESG considerations across the supplier lifecycle, from onboarding and selection to ongoing engagement, assessment, and capability building, we create a transparent, responsible, and future-ready value chain.

Through active collaboration with our suppliers, we drive innovation, strengthen risk management capabilities, enhance operational resilience, and create long-term value for our customers and stakeholders. Supported by robust governance frameworks, responsible sourcing practices, and continuous supplier engagement, our approach reinforces ethical business conduct while enabling sustainable growth across our expanding digital infrastructure.

ESG considerations are embedded across key procurement processes, including:

- **Supplier onboarding and registration**
- **Supplier qualification and evaluation**
- **Contracting and responsible sourcing**
- **Supplier engagement and capability building**
- **ESG assessment and performance monitoring**
- **Waste management and circularity initiatives**

100%
of suppliers have signed the Supplier Code of Conduct.

Responsible Partnerships (Continued...)

Integrating ESG into Supplier Qualification

Nxtra incorporates ESG considerations into supplier selection through a structured assessment process conducted during supplier pre-qualification. The assessment evaluates suppliers across key sustainability dimensions, including environmental management, occupational health and safety, labour practices, and governance standards.

Leveraging a technology-enabled assessment framework enables consistent, objective, and scalable evaluation across our growing supplier base while supporting greater transparency and accountability throughout the procurement process.

99.9%
sourced locally

39.4%
sourced from MSMEs

₹ 1,337 Cr
spent on local sourcing

Strengthening Local Value Chains through Responsible Procurement

At Nxtra, we believe that sustainable growth begins with strengthening local economies. Our procurement strategy follows a **domestic-first approach** that enhances supply chain resilience, reduces exposure to global logistical disruptions, and supports India's manufacturing and service ecosystems. By prioritizing local sourcing wherever feasible, we contribute to national initiatives that promote self-reliance while creating long-term value for communities and businesses alike.

As our infrastructure footprint continues to expand, we remain committed to responsible procurement practices that strengthen inclusive economic growth. We actively encourage the participation of **Small and Medium Enterprises (SMEs)** and **Micro, Small and Medium Enterprises (MSMEs)** within our supply chain, recognizing their critical role in driving innovation, operational agility, and regional economic development. Partnering with indigenous suppliers not only strengthens the resilience of our supply chain but also creates employment opportunities, supports local entrepreneurship, and reinforces community trust.

Our approach extends beyond commercial relationships. We work collaboratively with our suppliers to build a future-ready and responsible value chain that delivers operational excellence, drives innovation, improves cost efficiencies, and creates lasting environmental, social, and economic impact for all stakeholders.

We have established a comprehensive policy framework that clearly communicates sustainability expectations and responsible business standards for suppliers. These policies are periodically reviewed and communicated through appropriate channels to ensure awareness and alignment across our supply chain.

- **Code of Conduct**: Defines ethical standards, business integrity, sustainability practices, and ESG compliance expectations for suppliers.
- **Human Rights Policy**: Guides suppliers on human rights in line with labour laws, ILO conventions, and modern slavery regulations.
- **Information Security & Privacy Policy**: Provides guidelines to protect information security, data privacy, and security controls.
- **Supplier Safety Policy**: Defines Occupational Health and Safety (OHS) obligations for suppliers.
- **Sustainable Procurement Policy**: Outlines supplier ESG engagement, assessment, reporting, and related value chain policies.

Note: *These policies are maintained at the Bharti Airtel level and apply across Nxtra.*

Responsible Partnerships (Continued...)

Building Supplier Capability for Sustainable Growth

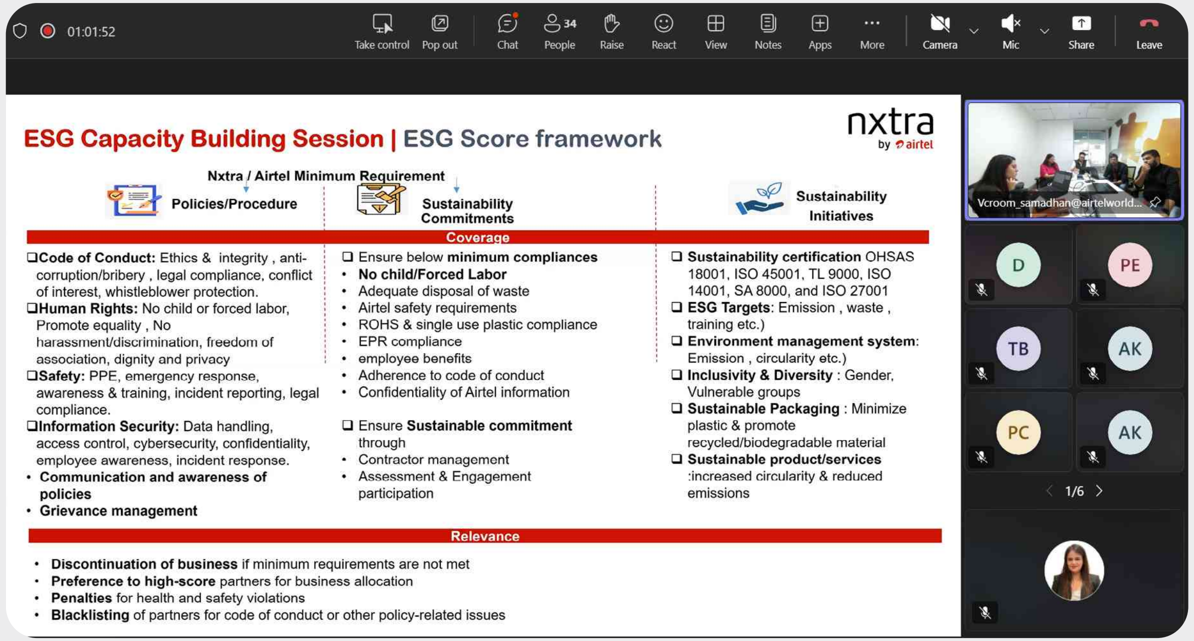
At Nxtra, we recognize that advancing sustainability across the value chain requires continuous engagement, collaboration, and capability building. We view our suppliers as strategic partners in delivering long-term sustainable value and work closely with them to strengthen ESG awareness, promote responsible business practices, and drive continuous improvement across environmental, social, and governance dimensions.

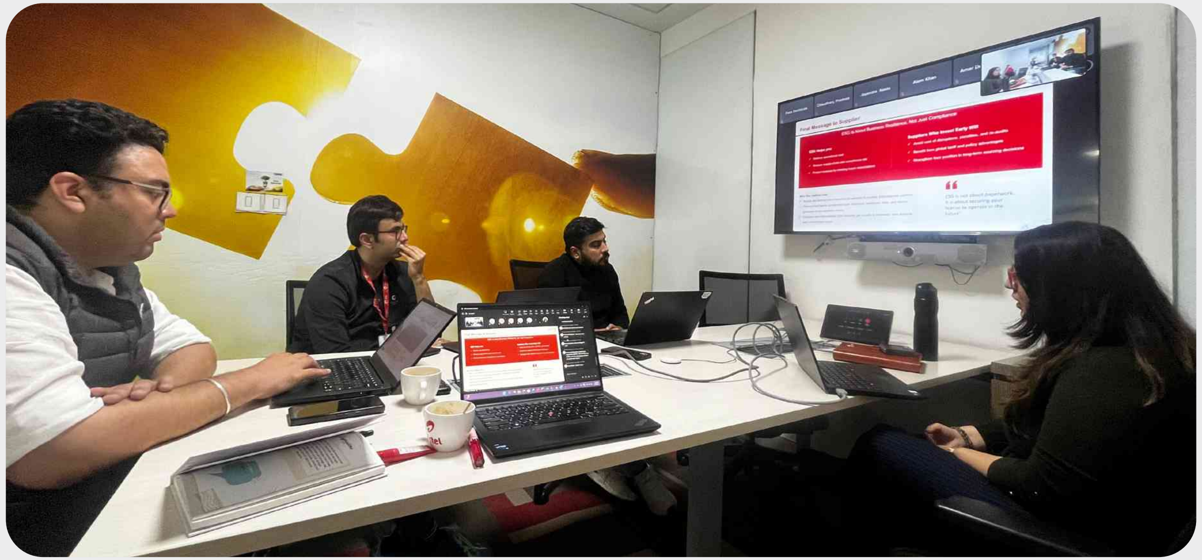
Our supplier engagement extends beyond compliance through digital collaboration, workshops, awareness programs, training sessions, and regular interactions. These initiatives help suppliers understand evolving ESG expectations, strengthen governance practices, identify sustainability-related risks and opportunities, and embed responsible business practices into their operations.

During FY 2025-26, our ESG engagement initiatives included building awareness of ethical business conduct, human rights, occupational health and safety, environmental stewardship, renewable energy opportunities, ESG risk management, and internationally recognized standards such as **ISO 14001**, **ISO 45001**, and **ISO 27001**.

90.3%

of suppliers (by spend) covered in ESG Awareness Programs





Responsible Partnerships (Continued...)

Strengthening Supplier Sustainability through ESG Assessments

We assess our key suppliers on relevant and material ESG parameters, including labour standards, human rights, ethical conduct, safety, environmental practices, information security etc. The assessment is conducted through a third-party digital tool that enables supplier self-assessment and review. It is supported by publicly available information, supplier-provided documentation and other relevant evidence to strengthen transparency and accountability across the supply chain.

The assessment focuses on assessing suppliers holding ESG-related certifications (safety, information security, or environment, etc.), emission reduction or Net-Zero commitments, external ESG ratings from recognized agencies (EcoVadis, CDP, DJSI, etc.).

95%

of new suppliers (by spend) covered by ESG assessments

2.4x

increase in suppliers assessed over 2 years

ESG Readiness and Governance

- Process maturity and ESG preparedness
- Sustainability management practices and 9 National Guidelines for Responsible Business Conduct (NGRBC) Principles

Environmental Performance

- Circularity, Packaging and Waste Management practices
- Emission Reduction, Energy Efficiency and Water Conservation Measures

Certifications and Performance Monitoring

- ISO certifications and management systems
- Annual ESG performance assessment and reporting practices

Regulatory Compliance

- Compliance with applicable statutory and labour regulations
- Adherence to requirements related to employee welfare and workplace practices

The assessment process enables us to better understand supplier sustainability performance, identify areas for improvement, and strengthen engagement with suppliers on ESG-related priorities. By embedding sustainability considerations into supplier evaluation processes, we continue to support the development of a more responsible, resilient, and future-ready value chain.

GRI 308-1, 414-1, 2-24, 308-2 | BRSR P2: E2; P1: L1

Driving ESG Communication through Digital Engagement

Intelligent by Design. Sustainable by Choice.

Our brand reflects the trust we build through responsible partnerships, exceptional customer experiences, and transparent business practices. In FY 2025-26, we continued to strengthen this trust by communicating our sustainability progress, sharing industry insights, and engaging meaningfully with customers, policymakers, investors, and the wider digital ecosystem. Through consistent, purpose-led engagement, we reinforced Nxtra's reputation as a trusted partner enabling India's digital future.

Digital Engagement

We maintain an active presence across our corporate website and LinkedIn, using these platforms to communicate business developments, sustainability progress, technology innovation and industry perspectives.

Throughout FY 2025-26, our content showcased operational milestones, sustainability achievements, employee initiatives and leadership viewpoints, strengthening engagement with customers and the wider digital ecosystem.

118k
followers on LinkedIn

Key communication themes:

- Renewable energy and decarbonization
- Data center innovation and technology
- Industry leadership and participation
- People, culture and organisational milestones

Driving ESG Communication through Digital Engagement (Continued...)

ESG-Led Brand Positioning

Sustainability remains a key pillar of Nxtra's brand identity and long-term growth strategy. Our positioning is reflected in our commitment to building digital infrastructure that is not only intelligent and resilient but also environmentally and socially responsible.

This commitment is encapsulated in our brand philosophy, which guides external communication and stakeholder engagement across channels.

Our sustainability positioning is further reinforced through our participation in globally recognized initiatives and frameworks, including:

RE100

Commitment towards sourcing 100% renewable electricity

United Nations Global Compact

Alignment with global principles relating to human rights, labour, environment, and anti-corruption

SCIENCE BASED TARGETS

Validation of near- and long-term greenhouse gas reduction targets

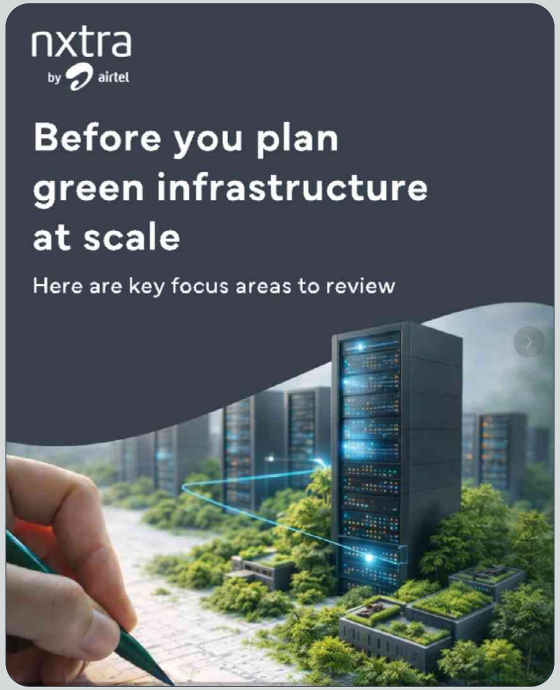
Media Relations and Stakeholder Communications

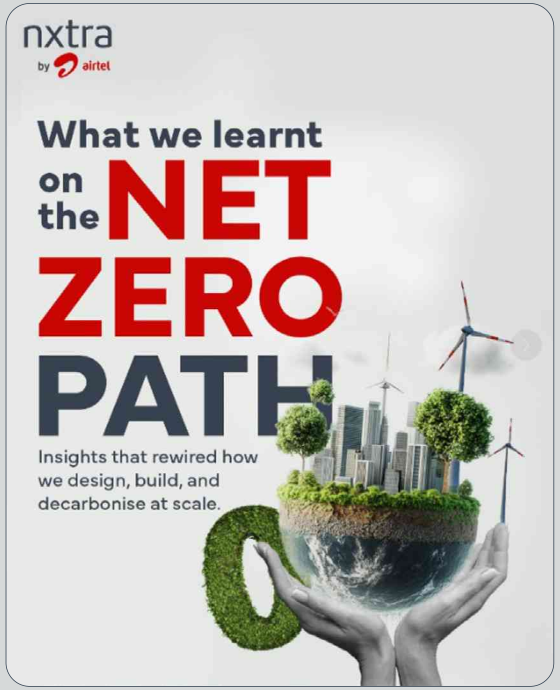
Our media and stakeholder communication is guided by transparency, credibility and timely engagement. We share updates on business developments, sustainability progress, technology innovation and strategic milestones to strengthen awareness of Nxtra's priorities and long-term direction.

Through press releases, media briefings, leadership interviews, webinars and industry forums, we engage key stakeholders, highlight important developments and contribute to conversations shaping digital infrastructure and sustainability.

Digital Engagement in Action

Our digital communications bring Nxtra's purpose to life by showcasing innovation, sustainability, and operational excellence. Throughout FY 2025-26, we shared stories that highlighted our impact, celebrated our people, and demonstrated our contribution to advancing India's digital future.





ESG Factsheet FY 2025-26

GRI 202-1 Ratio of Standard entry level to local minimum wage

Details	Unit	FY 2025-26
Male	₹	695,270
Female	₹	578,935
Ratio (Male : Female)	-	1:0.8

GRI 204-1 Proportion of spending on local suppliers

Details	Unit	FY 2025-26
Procurement budget that is spent on suppliers local to operation	₹ Crs.	1,337.1

GRI 205-3 Incidents of Corruption

Category	FY 2025-26
Anti-competitive behaviour	0
Anti-trust	0
Monopoly legislation	0

GRI 302-1 Total Energy Consumption

Energy Type	Unit	FY 2025-26
Total Energy Consumption	**GJ**	**3,306,421**
a. Non-renewable Energy Consumption	GJ	2,288,372
i. Diesel	GJ	198,430
ii. Electricity	GJ	2,089,942
b. Renewable Energy Consumption	GJ	1,018,049
i. Wind	GJ	155,744
ii. Solar	GJ	862,305

GRI 302-3 Energy Intensity

Metric	Unit	FY 2025-26
Energy Intensity	GJ per rack	100.8

Note:
1.The energy intensity ratio includes diesel, grid electricity, open access green energy, and captive onsite generation.
2. The ratio is based solely on energy consumption within the organization's operational boundaries

GRI 302-4 Reduction of energy consumption

Details	Unit	FY 2025-26
PUE optimization in order to reduction of our cooling consumption Initiative listed as 1. cold/hot aisle containment 2. motion sensor lights 3. UPS optimization 4. end-of-life replacement etc	kWh	662,300

Note:
Power Usage Effectiveness (PUE) is used as a key metric to assess and monitor energy efficiency across our data centers

GRI 303-3 Water Withdrawal

Metric	Unit	FY 2025-26
Water Withdrawal		
Surface Water	KL	0
Groundwater	KL	8,818
Seawater	KL	0
Third-party Water	KL	143,170
Other Sources (Drinking Water)	KL	1,616
Total	**KL**	**153,603**

Metric	Unit	FY 2025-26
Water Withdrawal from all water-stress areas		
Surface Water	KL	0
Groundwater	KL	8,818
Seawater	KL	0
Third-party Water	KL	50,227
Other Sources (Drinking Water)	KL	1,077
Total	**KL**	**60,122**

Note:
All water metrics disclosed in the table are Freshwater

GRI 303-4 Water Discharge

Metric	Unit	FY 2025-26
Water Discharge		
Surface Water	KL	0
Groundwater	KL	0
Seawater	KL	0
Third-party Water	KL	13,494
Total	**KL**	**13,494**

Metric	Unit	FY 2025-26
Water Discharge to all water-stress areas		
Surface Water	KL	0
Groundwater	KL	0
Seawater	KL	0
Third-party Water	KL	12,503
Total	**KL**	**12,503**

ESG Factsheet FY 2025-26 (Continued...)

GRI 303-5 Water Consumption

Metric	Unit	FY 2025-26
Total Water Consumption	**KL**	**124,306**
Wastewater Quantity	KL	57,585
Consumption from Water-Stressed Areas	KL	120,577

GRI 305-1 Scope 1 GHG Emissions

Metric	Unit	FY 2025-26
Gross Scope 1 Emissions	tCO_2e	27,546
Base Year Emissions (FY 2022-23)	tCO_2e	26,008

Note:
1. The emissions calculation includes relevant greenhouse gases such as refrigerants R134A, R407C, R410A, and R410 accounting for their respective global warming potentials.
2. Scope 1 emissions are calculated using emission factors and GWP values as per the IPCC user guidelines, ensuring consistency with internationally recognized standards.
3. The operational control approach has been adopted for emissions reporting, along with standardized methodologies and assumptions aligned with relevant GHG accounting protocols.

GRI 305-2 Scope 2 GHG Emissions

Metric	Unit	FY 2025-26
Location-based Scope 2 Emissions	tCO_2e	412,183
Base Year Emissions (FY 2022-23)	tCO_2e	360,020

Note:
1.Energy optimization initiatives, particularly through PUE (Power Usage Effectiveness) reduction, led to emission savings of 4,702 tCO_2e .
2. Sourcing of renewable energy resulted in a significant reduction of 213,694 tCO_2e in greenhouse gas emissions.

GRI 305-3 Scope 3 GHG Emissions

Metric	Unit	FY 2025-26
Purchased Goods & Services	tCO_2e	5,501
Capital Goods	tCO_2e	18,562
Fuel & Energy Related	tCO_2e	182,704
Upstream Transportation	tCO_2e	2,787
Waste Generated	tCO_2e	10
Business Travel	tCO_2e	213
Employee Commute	tCO_2e	191
Total Scope 3 Emissions	**tCO_2e**	**209,967**

GRI 305-4 GHG Emissions Intensity

Metric	Unit	FY 2025-26
GHG Emissions Intensity (Scope 1+2+3)	tCO_2e per rack	19.4
Total Racks (Denominator)	No. of racks	33,426

GRI 305-5 Reduction of GHG Emissions

Metric	Unit	FY 2025-26
Total Emissions avoided	**tCO_2e**	**218,396**
i. Emissions avoided – Energy Efficiency (PUE)	tCO_2e	4,702
ii. Emissions avoided – Renewable Energy Sourcing	tCO_2e	213,694

GRI 306-3 Waste generated

Metric	Unit	FY 2025-26
Total Waste generated	**tonnes**	**2,036**
i. Plastic Waste	tonnes	-
ii. E-Waste	tonnes	282
iii. Biomedical Waste	tonnes	-
iv. Construction Waste	tonnes	-
v. Battery Waste	tonnes	1,106
vi. Radioactive Waste	tonnes	-
vii. Other Hazardous Waste 1. (Cotton Waste (Qty.) kg Chemical Sludge from ETP, Paint Sludge) 2. Used/Spent Oil (Liquid) 3. Discarded Containers/Barrels (Solid) 4. Waste & Residues Containing Oil (Liquid)	tonnes	72
viii. Other Non-Hazardous Waste MS Scrap/Bur/Flash (Solid)	tonnes	576

GRI 306-4 Waste diverted from disposal

Metric	Unit	FY 2025-26
Total Waste diverted from disposal	**tonnes**	**1,460**
i. Plastic Waste	tonnes	-
ii. E-Waste	tonnes	282
iii. Biomedical Waste	tonnes	-
iv. Construction Waste	tonnes	-
v. Battery Waste	tonnes	1,106
vi. Radioactive Waste	tonnes	-
vii. Other Hazardous Waste	tonnes	72

ESG Factsheet FY 2025-26 (Continued...)

GRI 308-1 New suppliers that were screened using environmental criteria

Metric	Unit	FY 2025-26
Percentage of new suppliers that were screened using environmental criteria.	%	100%

**100% screened using Supplier Code of Conduct (CoC) while 95% of new suppliers by value covered under ESG assessment*

GRI 308-2 Negative environmental impacts in the supply chain & actions taken

Metric	Unit	FY 2025-26
a. Number of suppliers assessed for environmental impacts.	Nos.	57
b. Number of suppliers identified as having significant actual and potential negative environmental impacts	Nos.	0
c. Significant actual and potential negative environmental impacts identified in the supply chain	Nos.	0
d. % of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment	%	0%
e. % of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why	%	0%

GRI 401-1 New Employee Hires & Turnover

Category		FY 2025-26	
A. New Hires by Age & Gender	**Unit**	**Male**	**Female**
< 30 years	Nos	10	2
30–50 years	Nos	54	11
> 50 years	Nos	5	0
Total (Gender)	**Nos**	**69**	**13**
Total (for each Region)	**Nos**	**82**	
Total (for particular year)	**Nos**	**82**	

		FY 2025-26	
B. Employee Turnover (Number)	**Unit**	**Male**	**Female**
< 30 years	Nos	4	0
30–50 years	Nos	35	6
> 50 years	Nos	1	0
Total (Gender)	**Nos**	**40**	**6**
Total (for each Region)	**Nos**	**46**	
Total (for particular year)	**Nos**	**46**	

		FY 2025-26	
Employee Turnover (Rate)	**Unit**	**Male**	**Female**
< 30 years	%	31.00%	0.00%
30–50 years	%	18.80%	28.20%
> 50 years	%	12.50%	0.00%
Total (Gender)	**%**	**19.00%**	**14.50%**
Total (for each Region)	**%**	**18.20%**	
Total (for particular year)	**%**	**18.20%**	

GRI 401-2 Benefits provided to Full-Time Employees that are not provided to Temporary or Part-Time Employees

Benefit	FY 2025-26
Life Insurance	Y
Health Care	Y
Disability & Invalidity Coverage	Y
Parental Leave	Y
Retirement Provision	N
Stock Ownership	Y

GRI 401-3 Parental Leave

		FY 2025-26		
Metric	**Unit**	**Male**	**Female**	**Total**
Employees Entitled for Parental Leave	Nos	All employees	All employees	All employees
Employees Who Availed Parental Leave	Nos	13	4	17
Employees Returned to Work in the reporting period after parental leave ended	Nos	13	1	14
Employees returned to work after parental leave ended that were still employed 12 months after their return to work	Nos	6	NA	6
Return to Work Rate	%	100%	100%*	100%
Retention Rate	%	75.0%	NA	75.0%

**Of the 4 female employees who availed maternity leave during FY 2025-26, only 1 was due to return to work within the same financial year, accordingly, the return-to-work rate was 100%.*

ESG Factsheet FY 2025-26 (Continued...)

GRI 403-9 Work-related injuries

Metric	Unit	FY 2025-26
A. For all employees		
Total Hours Worked	Nos	351,310
Fatalities	Nos	0
Fatality Rate	Nos	0
High-Consequence Injuries (Excluding Fatalities)	Nos	0
High-Consequence Injury Rate	Nos	0
Recordable Work-Related Injuries	Nos	0
Recordable Injury Rate	Nos	0
Main Types of Work-Related Injury	-	NA

Metric	Unit	FY 2025-26
B. For all workers who are not employees but whose work and/ or workplace are controlled by the organization		
Total Hours Worked	Nos	8,187,044
Fatalities	Nos	0
Fatality Rate	Nos	0
High-Consequence Injuries (Excluding Fatalities)	Nos	0
High-Consequence Injury Rate	Nos	0
Recordable Work-Related Injuries	Nos	1 (MCT)
Recordable Injury Rate	Nos	0.02 (TRIR)
Main Types of Work-Related Injury	-	MCT

TRIR- Total Recordable Incident Rate | MCT- Medical Treatment Case

Note:
1. *Adherence to EHS Guidelines and Safe Work Procedures for Hazard Risk Assessments (HRAs) across sites.*
2. *Comprehensive Risk Assessments conducted to address potential hazards such as fall of material.*
3. *Implementation of Corrective and Preventive Actions (CAPA), including securing floor openings and materials at height, based on lessons learnt from incidents.*
4. Regular inspections conducted across locations to ensure ongoing compliance with safety standards.
5. Routine workplace inspections and observation-based safety programs in place to proactively identify and mitigate risks.
6. EHS Awareness Programs implemented to build a culture of safety among employees and contractors.
7. EHS performance monitoring through Monthly Statistics for both projects and operational sites.

GRI 403-10 Work-related ill health

Metric	Unit	FY 2025-26
A. For all employees		
i. The number of fatalities as a result of work-related ill health	Nos	0
ii. The number of cases of recordable work-related ill health	Nos	0
iii. The main types of work-related ill health	Nos	NA

	Unit	FY 2025-26
B. For all workers who are not employees but whose work and/ or workplace is controlled by the organization		
i. The number of fatalities as a result of work-related ill health	Nos	0
ii. The number of cases of recordable work-related ill health	Nos	0
iii. The main types of work-related ill health	Nos	NA

	Unit	FY 2025-26
C. The work-related hazards that pose a risk of ill health, including		
ii. which of these hazards have caused or contributed to cases of ill health during the reporting period	Nos	NA
iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	Nos	NA

	Unit	FY 2025-26
D. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded		
	Nos	NA

Note:
1. *EHS Guidelines, Safe Work Procedures of HRAs, Risk Assessments*
2. *Monthly EHS Statistics for Projects & Operations*

GRI 404-1 Average hours of training per year per employee

Gender	Unit	FY 2025-26
Male	hours/ employee	8.7
Female	hours/ employee	10.9
Total	**hours/ employee**	**8.9**

Employee Category	Unit	FY 2025-26
Associate	hours/ employee	8.5
Manager	hours/ employee	9.4
Senior Management	hours/ employee	4.9
Total	**hours/ employee**	**8.9**

GRI 404-3 Percentage of employees receiving regular performance and career development reviews

A.% of total employees by gender category who received a regular performance and career development review during the reporting period.

Metric	Unit	FY 2025-26
Male	%	100%
Female	%	100%

B. % of total employees by employee category (Junior, Middle, Senior management) who received a regular performance and career development review during the reporting period.

Management Level	Unit	FY 2025-26
Junior	%	100%
Middle	%	100%
Senior	%	100%

Management Function	Unit	FY 2025-26
Technical	%	100%
Administrative	%	100%
Production	%	100%

ESG Factsheet FY 2025-26 (Continued...)

GRI 405-1 Diversity of Governance bodies and employees

A. % of total individuals within the organization's governance bodies in each of the following diversity categories:

		FY 2025-26	
Governance body	Unit	Male	Female
i. Gender	Nos.	8	2

B. % of employees per employee category in each of the following diversity categories:

		FY 2025-26					
Permanent Employees	Unit	Male			Female		
i. Gender	Nos.	227			48		
		<30	30-50	>50	<30	30-50	>50
ii. Age	Nos.	16	196	15	20	27	1

		FY 2025-26					
Non-permanent employees	Unit	Male			Female		
i. Gender	Nos.	93			1		
		<30	30-50	>50	<30	30-50	>50
ii. Age	Nos.	1	51	41	0	1	0

GRI 405-2 Ratio of basic Salary and Remuneration

Metric	FY 2025-26			
Basic salary and remuneration	Unit	Male	Female	Ratio
Junior/Entrance level employees	Nos.	695,270	578,935	1 : 0.8
Associate level employees	Nos.	2,118,329	2,225,435	1 : 1.1
Middle Management level employees	Nos.	5,446,358	5,241,200	0.8
Senior Management level employees	Nos.	23,494,867	NA	NA

GRI 406-1 Incidents of discrimination and corrective actions taken

Metric	Unit	FY 2025-26
a. Total number of incidents of discrimination during the reporting period	Nos.	0
b. Status of the incidents and actions taken with reference to the following		
i. Incident reviewed by the organization	Nos.	NA
ii. Remediation plans being implemented	Nos.	NA
iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes.	Nos.	NA
iv. Incident no longer subject to action.	Nos.	NA

GRI 410-1 Security Personnel trained in Human Rights Policies or Procedures

Metric	Unit	FY 2025-26
a. % of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security.	%	100%
b. Whether training requirements also apply to third-party organizations providing security personnel		Yes
% of employees who covered trainings on POSH	%	100%
% of employees who covered trainings on ESG	%	100%
% of employees who covered trainings on Security	%	100%
% of employees who covered trainings on Safety	%	100%
% of employees who covered trainings on CoC	%	100%

ESG Factsheet FY 2025-26 (Continued...)

GRI 414-1 New suppliers that were screened using social criteria

Metric	Unit	FY 2025-26
Percentage of new suppliers that were screened using social criteria.	%	100%

Note:
100% screened using Supplier Code of Conduct (CoC) while 95% of new suppliers by value covered under ESG assessment

GRI 414-2 Negative social impacts in the supply chain & actions taken

Metric	Unit	FY 2025-26
a. Number of suppliers assessed for social impacts.	Nos.	57
b. Number of suppliers identified as having significant actual and potential negative social impacts	Nos.	0
c. Significant actual and potential negative social impacts identified in the supply chain	Nos.	0
d. % of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	%	0%
e. % of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why	%	0%

GRI 415-1 Political contributions

Metric	Unit	FY 2025-26
a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary		
TOTAL	₹	0

GRI 416-1 Assessment of health & safety impacts of products and service categories

Metric	Unit	FY 2025-26
a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	%	77.5%*

**For vendors and partners.*

GRI 417-2 Incidents of non-compliance concerning product and service information and labelling

Metric	Unit	FY 2025-26
a. Total number of incidents of non-compliance with regulations and voluntary codes concerning products & services information and labelling:		
i. Incidents of non-compliance with regulations resulting in a fine or penalty	Nos.	0
ii. Incidents of non-compliance with regulations resulting in a warning	Nos.	0
iii. Incidents of non-compliance with voluntary codes	Nos.	0

GRI 417-3 Incidents of non-compliance concerning marketing communications

Metric	Unit	FY 2025-26
a. Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, advertising, promotion and sponsorship		
i. Incidents of non-compliance with regulations resulting in a fine or penalty	Nos.	0
ii. Incidents of non-compliance with regulations resulting in a warning	Nos.	0
iii. Incidents of non-compliance with voluntary codes	Nos.	0

GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

Metric	Unit	FY 2025-26
a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:		
i. complaints received from outside parties and substantiated by the organization	Nos.	0
ii. complaints from regulatory bodies	Nos.	0

ESG Factsheet FY 2025-26 (Continued...)

E-1

Metric	Unit	FY 2025-26
Waste Intensity (in terms of Physical Output)	tonnes per rack	0.1
Water Intensity (in terms of Physical Output)	KL per rack	3.5

S-1

Metric	Unit	FY 2025-26
Employees more than minimum wage coverage	%	100
Workers more than minimum wage coverage	%	100

S-2

Metric	Unit	FY 2025-26
Gross wages paid to females as % of total wages	%	11%

G-1

Metric	Unit	FY 2025-26
Value chain partners (by spend) assessed on the following:	%	77.5
Health & Safety practices		
Working conditions		
Sexual harassment		
Discrimination at workplace		
Child labour		
Forced/involuntary labour		
Wages		
Environmental impacts		

G-2

Metric	Unit	FY 2025-26
Number of consumer complaints with respect of the following	Nos.	0
Data Privacy		
Advertising		
Cybersecurity		
Delivery of essential services		
Unfair trade practices		
Restrictive trade practices		
Other		

GRI/BRSR/UN SDG Index

GRI Standard	Disclosure	Disclosure Title	Location / Section	Page(s)	BRSR Principle	BRSR Section / Indicator	UN SDG Goal(s)
GRI 2: General Disclosures 2021	2-1	Organisational details	Nxtra at a Glance	4	Section A	A: Details of the listed entity (corporate identity, ownership, markets served)	-
	2-2	Entities included in sustainability reporting	About this Report - Scope and reporting boundary	3	Section A	A: Reporting boundary / entities covered	-
	2-3	Reporting period, frequency and contact point	About this Report	3	Section A	A: Reporting period and contact	-
	2-4	Restatement of information	About this Report - Data Restatement	3	Section A	A: Restatements	-
	2-5	External assurance	About this Report - Independent Assurance	3	Section A	A: Assurance of disclosures	-
	2-6	Activities, value chain and other business relationships	Nxtra at a Glance; Operating Landscape	4-6	Section A	A: Products/services, markets, value chain participants	-
	2-7	Employees	ESG Factsheet FY 2025-26	96	Principle 3	Section A A.18 / P3 Essential: employee and worker details	8
	2-8	Workers who are not employees	ESG Factsheet FY 2025-26	96	Principle 3	Section A A.18 / P3 Essential: other-than-permanent workers	8
	2-9	Governance structure and composition	Driving Accountability and Ethical Excellence - Board composition	71	Principle 1	Section A A.20 / P1 Essential: governance, leadership and oversight	16
	2-10	Nomination and selection of the highest governance body	Driving Accountability - Nomination & Remuneration Committee	71	Principle 1	P1 Essential: governance and leadership - board appointment process	16
	2-11	Chair of the highest governance body	Driving Accountability - Executive Chairman and Whole-time Director & CEO	71	Principle 1	P1 Essential: governance structure and separation of roles	16
	2-12	Role of the highest governance body in overseeing the management of impacts	Driving Accountability - Board oversight of ESG; ESG governance structure	69	Principle 1	P1 Essential: board oversight of NGRBC principles	16
	2-13	Delegation of responsibility for managing impacts	Driving Accountability - Committee structure and ESG governance	71	Principle 1	P1 Essential: delegation of sustainability responsibility	16
	2-14	Role of the highest governance body in sustainability reporting	Driving Accountability - Board oversight of ESG; ESG governance structure	69	Principle 1	P1 Essential: board review and approval of sustainability disclosures	16
	2-15	Conflicts of interest	Ensuring Regulatory Compliance and Responsible Conduct	75	Principle 1	P1 Essential Indicator 5 and 6	16
	2-16	Communication of critical concerns	Ensuring Regulatory Compliance and Responsible Conduct - Whistleblower Mechanism	76-77	Principle 1	P1 Essential: mechanisms to report concerns; P9 Essential: grievance channels	16
	2-17	Collective knowledge of the highest governance body	Driving Accountability and Ethical Excellence - Board skills matrix; Board ESG competency	71	Principle 1	P1 Essential: board awareness / training on NGRBC principles	16
	2-18	Evaluation of the performance of the highest governance body	Driving Accountability and Ethical Excellence- Board evaluation	70	Principle 1	P1 Essential: board performance evaluation	16
	2-19	Remuneration policies	Driving Accountability and Ethical Excellence	70	Principle 1	P1 Essential: remuneration policy linkage to ESG performance	16
	2-20	Process to determine remuneration	Driving Accountability and Ethical Excellence	70	Principle 1	P1 Essential: process for determining remuneration	16
	2-21	Annual total compensation ratio	Disclosure intended for future reporting periods	-	Principle 5	P5 Essential Indicator 3: wages and remuneration	10
	2-22	Statement on sustainable development strategy	Perspective; Building Resilient Digital Infrastructure	2, 25	Principle 1	Section A: statement of the director responsible for the report	17
	2-23	Policy commitments	Ensuring Regulatory Compliance and Responsible Conduct- Responsible Business Conduct Across the Value Chain	76	Principle 1	P1 Essential Indicator 1: policy coverage of NGRBC principles	16
	2-24	Embedding policy commitments	Ensuring Regulatory Compliance and Responsible Conduct	75	Principle 2	P2 Essential Indicator 2	12
	2-25	Processes to remediate negative impacts	Empowering People,Enabling Growth- Thrive	51	Principle 1	P1 Essential: grievance redressal and remediation	16
	2-26	Mechanisms for seeking advice and raising concerns	Empowering People,Enabling Growth- Thrive;Ensuring Regulatory Compliance - Regulatory Engagement and Compliance Stewardship	51, 77	Principle 1	P1 Essential: mechanisms for seeking advice on ethical conduct	16

GRI/BRSR/UN SDG Index (Continued...)

GRI Standard	Disclosure	Disclosure Title	Location / Section	Page(s)	BRSR Principle	BRSR Section / Indicator	UN SDG Goal(s)
	2-27	Compliance with laws and regulations	Ensuring Regulatory Compliance and Responsible Conduct	75	Principle 1	P1 Essential Indicator 5 and 6; P7 Essential Indicator 2	16
	2-28	Membership associations	About this report	3	Principle 7	P7 Essential Indicator 1: trade and industry chambers/ associations	17
	2-29	Approach to stakeholder engagement	Stakeholder Engagement	8-10	Principle 4	P4 Essential Indicator 2: stakeholder groups and channels of communication	17
	2-30	Collective bargaining agreements	Upholding Human Rights	54	Principle 3	P3 Essential Indicator 6: membership of unions or associations	8
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Assessment	11	Section A	A: Material ESG risks and opportunities identification process	-
	3-2	List of material topics	Materiality Matrix	12	Section A	A: Material ESG risks and opportunities	-
GRI 202: Market Presence 2016	202-1	Ratio of standard entry level wage by gender compared to local minimum wage	ESG Factsheet FY 2025-26	92	Principle 5	P5 Essential Indicator 2: minimum wages paid	1, 5, 8
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Building Resilient Digital Infrastructure	25	Principle 8	P8 Essential Indicator 4: CSR projects and beneficiaries	9, 11
	203-2	Significant indirect economic impacts	Creating Impact Beyond Business	60	Principle 8	P8 Essential Indicator 4 and Leadership: indirect economic impact of CSR and infrastructure	8, 9, 11
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Responsible Partnerships -Strengthening Local Value Chains through Responsible Procurement; ESG Factsheet FY 2025-26	87, 92	Principle 8	P8 Essential Indicator 4	8
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	The Company has zero tolerance for bribery and corruption, guided by a comprehensive ABAC Policy aligned with legal requirements and embedded in the Code of Conduct.	-	Principle 1	P1 Essential: anti-corruption risk assessment coverage	16
	205-2	Communication and training about anti-corruption policies and procedures	Ensuring Regulatory Compliance and Responsible Conduct	75	Principle 1	P1 Essential Indicator 1	16
	205-3	Confirmed incidents of corruption and actions taken	Ensuring Regulatory Compliance and Responsible Conduct;ESG Factsheet FY 2025-26	75, 92	Principle 1	P1 Essential Indicator 5 and 6	16
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ensuring Regulatory Compliance and Responsible Conduct; ESG Factsheet FY 2025-26	75, 92	Principle 7	P7 Essential Indicator 2	16
GRI 301: Materials 2016	301-1	Materials used by weight or volume	As the entity operates in the data management sector, and this indicator is typically relevant to manufacturing operations	-	Principle 2	P2 Leadership: recycled/reused input material	8, 12
	301-2	Recycled input materials used		-	Principle 2	P2 Leadership: recycled input material	8, 12
	301-3	Reclaimed products and their packaging materials		-	Principle 2	P2 Leadership: reclaimed products	8, 12
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Powering Growth, Responsibly - Transition; ESG Factsheet FY 2025-26	19, 92	Principle 6	P6 Essential Indicator 1	7, 12, 13
	302-2	Energy consumption outside of the organization	Powering Growth, Responsibly	24	Principle 6	P6 Leadership: energy in the value chain	7, 12
	302-3	Energy intensity	ESG Factsheet FY 2025-26	92	Principle 6	P6 Essential Indicator 2: energy intensity	7, 12, 13
	302-4	Reduction of energy consumption	ESG Factsheet FY 2025-26	92	Principle 6	P6 Leadership: energy efficiency measures and savings	7, 12, 13
	302-5	Reductions in energy requirements of products and services	Powering Growth, Responsibly	24	Principle 6	P6 Leadership: energy efficiency of products/services	7, 12

GRI/BRSR/UN SDG Index (Continued...)

GRI Standard	Disclosure	Disclosure Title	Location / Section	Page(s)	BRSR Principle	BRSR Section / Indicator	UN SDG Goal(s)
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Preserving Water, Powering Progress - Our Water Stewardship Approach	37-40	Principle 6	P6 Essential Indicator 3: water withdrawal, consumption and discharge	6, 12
	303-2	Management of water discharge-related impacts	Preserving Water, Powering Progress - Closing the loop on Water; Advancing Water Circularity	39-40	Principle 6	P6 Essential Indicator 4: water discharge by destination and treatment level	6
	303-3	Water withdrawal	ESG Factsheet FY 2025-26	92	Principle 6	P6 Essential Indicator 3	6
	303-4	Water discharge	Preserving Water, Powering Progress - Closing the loop On Water; ESG Factsheet FY 2025-26	39, 92	Principle 6	P6 Essential Indicator 3 and 4	6
	303-5	Water consumption	Preserving Water, Powering Progress - Building Resilience Before We Builds; ESG Factsheet FY 2025-26	38, 93	Principle 6	P6 Essential Indicator 3	6
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value	Sustainable Infrastructure & Planning - Designed in Harmony with Nature	36	Principle 6	P6 Leadership: operations in ecologically sensitive areas	14, 15
	304-2	Significant impacts of activities, products and services on biodiversity	Sustainable Infrastructure & Planning - Designed in Harmony with Nature	36	Principle 6	P6 Leadership: biodiversity impact management	14, 15
	304-3	Habitats protected or restored	Sustainable Infrastructure & Planning - Designed in Harmony with Nature	36	Principle 6	P6 Leadership: habitat restoration / greenbelt	14, 15
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainable Infrastructure & Planning - Designed in Harmony with Nature	36	Principle 6	P6 Leadership: IUCN Red List species	15
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Decarbonizing Growth,Building Climate Resilience-Scope 1 Emissions; ESG Factsheet FY 2025-26	28, 93	Principle 6	P6 Essential Indicator 7	13, 12
	305-2	Energy indirect (Scope 2) GHG emissions	Decarbonizing Growth,Building Climate Resilience-Scope 2 Emissions; ESG Factsheet FY 2025-26	29, 93	Principle 6	P6 Essential Indicator 7	13, 12
	305-3	Other indirect (Scope 3) GHG emissions	Decarbonizing Growth, Building Climate Resilience-Scope 3 Emissions; ESG Factsheet FY 2025-26	29-31, 93	Principle 6	P6 Leadership: Scope 3 emissions	13, 12
	305-4	GHG emissions intensity	Decarbonizing Growth, Building Climate Resilience; ESG Factsheet FY 2025-26	27, 93	Principle 6	P6 Essential Indicator 8	13
	305-5	Reduction of GHG emissions	Decarbonizing Growth,Building Climate Resilience; Waste Profile; ESG Factsheet FY 2025-26	28, 29, 44, 93	Principle 6	P6 Essential Indicator 7, 8 and 9	13
	305-6	Emissions of ozone-depleting substances (ODS)	The company is in the process of compiling reliable data to meet disclosure requirements and expects to include the relevant information in its future sustainability reports.	-	Principle 6	P6 Essential Indicator 7: air emissions other than GHG	12, 13
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Nxtra undertakes emission monitoring twice a year, in line with the requirements outlined in the respective State Pollution Control Board (SPCB) consents. The company is currently in the process of gathering reliable data to meet disclosure requirements and aims to include the relevant information in its future sustainability reports.	-	Principle 6	P6 Essential Indicator 6: air emissions	3, 12
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste Management & Circular Economy	41-42	Principle 6	P6 Essential Indicator 9: waste management	12
	306-2	Management of significant waste-related impacts	"Waste Management & Circular Economy-From Waste Generation to Final Disposal; Traceability"	42	Principle 6	P6 Essential Indicator 9: waste management practices	12
	306-3	Waste generated	Waste Profile; ESG Factsheet FY 2025-26	44, 93	Principle 6	P6 Essential Indicator 9	12
	306-4	Waste diverted from disposal	From Waste Generation to Final Disposal; Construction Circularity | Minimizing Waste As We Scale; ESG Factsheet FY 2025-26	42, 43, 93	Principle 6	P6 Essential Indicator 9	12
	306-5	Waste directed to disposal	Waste Management & Circular Economy	41-42	Principle 6	P6 Essential Indicator 9: waste to disposal	12

GRI/BRSR/UN SDG Index (Continued...)

GRI Standard	Disclosure	Disclosure Title	Location / Section	Page(s)	BRSR Principle	BRSR Section / Indicator	UN SDG Goal(s)
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Strengthening Supplier Sustainability through ESG Assessments; ESG Factsheet FY 2025-26	89, 94	Principle 2	P2 Essential Indicator 2	12, 13
	308-2	Negative environmental impacts in the supply chain and actions taken	Strengthening Supplier Sustainability through ESG Assessments; ESG Factsheet FY 2025-26	89, 94	Principle 2	P2 Essential Indicator 2	12, 13
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Empowering People, Enabling Growth-Discover ; Thrive ; ESG Factsheet FY 2025-26	48, 51, 94	Principle 3	P3 Essential Indicator 1 and 5	5, 8, 10
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Empowering People, Enabling Growth-Thrive ;ESG Factsheet FY 2025-26	51, 94	Principle 3	P3 Essential Indicator 1a: employee well-being measures	3, 5, 8
	401-3	Parental leave	Empowering People, Enabling Growth-Thrive ;ESG Factsheet FY 2025-26	51, 94	Principle 3	P3 Essential Indicator 3: parental leave and return to work	5, 8
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Nxtra provides a minimum two-month notice prior to significant operational changes	-	Principle 3	P3 Essential: notice of significant operational changes	8
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Enhancing Health and Safety Culture - Integrated Safety Management System	55	Principle 3	P3 Essential Indicator 11: health and safety management system	3, 8
	403-2	Hazard identification, risk assessment, and incident investigation	Enhancing Health and Safety Culture; EHS regulatory requirements	55-57	Principle 3	P3 Essential Indicator 11: hazard identification and risk assessment	3, 8
	403-3	Occupational health services	Prioritizing Occupational Health	57	Principle 3	P3 Essential Indicator 12: occupational health services	3
	403-4	Worker participation, consultation, and communication on occupational health and safety	Enhancing Health and Safety Culture	55-59	Principle 3	P3 Leadership: worker participation in safety governance	8, 16
	403-5	Worker training on occupational health and safety	Enhancing Health and Safety Culture; Enhancing Contract Workers Safety and Welfare	57, 58	Principle 3	P3 Essential Indicator 8	8
	403-6	Promotion of worker health	Health, Safety and Wellness Initiatives Through the Year	59	Principle 3	P3 Essential Indicator 1a and 12: well-being and health promotion	3
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Enhancing Contract workforce Safety and Welfare	58	Principle 3	P3 Leadership: value chain safety; P5 Leadership 5: partner assessment	8
	403-8	Workers covered by an occupational health and safety management system	Integrated Safety Management System	55	Principle 3	P3 Essential Indicator 11: coverage of the H&S system	8
	403-9	Work-related injuries	Enhancing Health and Safety Culture; ESG Factsheet FY 2025-26	55, 57, 95	Principle 3	P3 Essential Indicator 11 and 12	3, 8
	403-10	Work-related ill health	ESG Factsheet FY 2025-26	95	Principle 3	P3 Essential Indicator 11: work-related ill health	3, 8
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	ESG Factsheet FY 2025-26	95	Principle 3	P3 Essential Indicator 8	4, 8, 10
	404-2	Programs for upgrading employee skills and transition assistance programs	A Digital Learning Ecosystem; Enabling Leadership Excellence	49-50	Principle 3	P3 Essential Indicator 8: skill upgradation programs	8
	404-3	Percentage of employees receiving regular performance and career development reviews	ESG Factsheet FY 2025-26	51, 95	Principle 3	P3 Essential Indicator 9	5, 8, 10
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	ESG Factsheet FY 2025-26	53,71, 96	Principle 5	Section A A.18-A.20 / P5 Essential: diversity of board and workforce	5, 8, 10, 16
	405-2	Ratio of basic salary and remuneration of women to men	ESG Factsheet FY 2025-26	96	Principle 5	P5 Essential Indicator 3: wages and remuneration	5, 8, 10

GRI/BRSR/UN SDG Index (Continued...)

GRI Standard	Disclosure	Disclosure Title	Location / Section	Page(s)	BRSR Principle	BRSR Section / Indicator	UN SDG Goal(s)
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	"Upholding Human Rights; Integrating ESG into Supplier Qualification; ESG Factsheet FY 2025-26"	54, 87, 96	Principle 5	P5 Essential Indicator 6	5, 8, 10, 16
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Upholding Human Rights,Strengthening Local Value Chains through Responsible Procurement	54, 87	Principle 3	P3 Essential Indicator 6 and P5 Essential Indicator 6: freedom of association	8
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Upholding Human Rights	54	Principle 5	P5 Essential Indicator 6	8, 16
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Responsible Business Conduct Across the Value Chain;Strengthening Local Value Chains through Responsible Procurement	76, 87	Principle 5	P5 Essential Indicator 6: forced labour grievances	8
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	ESG Factsheet FY 2025-26	96	Principle 5	P5 Essential Indicator 6: human rights training coverage	16
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Not applicable	-	Principle 5	P5 Essential Indicator 6: human rights violations	2
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	Responsible Partnerships -Integrating ESG into Supplier Qualification; Strengthening Supplier Sustainability through ESG Assessments	87-89	Principle 5	P5 Essential Indicator 4 and 5: human rights due diligence and assessment coverage	16
	412-2	Employee training on human rights policies or procedures	Empowering People -A Digital Learning Ecosystem	50	Principle 5	P5 Essential Indicator 1: human rights training for employees and workers	16
	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Responsible Partnerships - Strengthening Supplier Sustainability through ESG Assessments	89	Principle 5	P5 Essential Indicator 4: human rights clauses in agreements	16
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Creating Impact Beyond Business	60-66	Principle 8	P8 Essential Indicator 4: CSR projects and beneficiaries	11
	413-2	Operations with significant actual and potential negative impacts on local communities	Creating Impact Beyond Business	60	Principle 8	P8 Essential Indicator 1 and 2: social impact assessments and grievances	11
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	ESG Factsheet FY 2025-26	97	Principle 2	P2 Essential Indicator 2	5, 8, 16
	414-2	Negative social impacts in the supply chain and actions taken	ESG Factsheet FY 2025-26	97	Principle 2	P2 Essential Indicator 2: supplier ESG assessment outcomes	5, 8, 16
GRI 415: Public Policy 2016	415-1	Political contributions	ESG Factsheet FY 2025-26	97	Principle 7	P7 Essential Indicator 1 and 2: policy advocacy	16
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	ESG Factsheet FY 2025-26	97	Principle 9	P9 Essential Indicator: product/service safety assessment	3
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	ESG Factsheet FY 2025-26	97	Principle 9	P9 Essential Indicator: product safety non-compliance	16
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	ESG Factsheet FY 2025-26	84	Principle 9	P9 Essential Indicator 1: product information requirements	12
	417-2	Incidents of non-compliance concerning product and service information and labeling	Customer Feedback and Grievance Management; ESG Factsheet FY 2025-26	84, 97	Principle 9	P9 Essential Indicator 1, 2 and 3	12, 16
	417-3	Incidents of non-compliance concerning marketing communications	Customer Feedback and Grievance Management; ESG Factsheet FY 2025-26	84, 97	Principle 9	P9 Essential Indicator 1, 2 and 3	12, 16
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Strengthening Digital Trust through Robust Security; Customer Feedback and Grievance Management; ESG Factsheet FY 2025-26	78, 84, 97	Principle 9	P9 Essential Indicator 3 and 7	16

GRI/BRSR/UN SDG Index (Continued...)

Principle	NGRBC Principle	GRI disclosures mapped
Principle 1	Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable	2-9, 2-15, 2-17, 2-27, 205-2, 205-3
Principle 2	Businesses should provide goods and services in a manner that is sustainable and safe	2-24, 301-1, 301-2, 301-3, 308-1, 308-2, 414-1, 414-2
Principle 3	Businesses should respect and promote the well-being of all employees, including those in their value chains	2-7, 2-8, 401-1, 401-2, 401-3, 403-1 to 403-10, 404-1, 404-2, 404-3
Principle 4	Businesses should respect the interests of and be responsive to all its stakeholders	2-29, 3-1, 3-2
Principle 5	Businesses should respect and promote human rights	202-1, 405-1, 405-2, 406-1, 408-1, 410-1, 411-1
Principle 6	Businesses should respect and make efforts to protect and restore the environment	201-2, 302-1 to 302-5, 303-1 to 303-5, 304-1 to 304-4, 305-1 to 305-5, 306-1 to 306-5
Principle 7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent	2-28, 206-1, 415-1
Principle 8	Businesses should promote inclusive growth and equitable development	203-1, 204-1, 413-1, 413-2
Principle 9	Businesses should engage with and provide value to their consumers in a responsible manner	416-1, 416-2, 417-1, 417-2, 417-3, 418-1

SDG	Goal	GRI disclosures mapped
1	No Poverty	202-1
2	Zero Hunger	411-1
3	Good Health and Well-being	401-2, 403-3, 403-6, 403-9, 403-10, 416-1
4	Quality Education	404-1, 404-2
5	Gender Equality	202-1, 401-1, 401-3, 405-1, 405-2, 406-1, 414-1
6	Clean Water and Sanitation	303-1, 303-2, 303-3, 303-4, 303-5
7	Affordable and Clean Energy	302-1, 302-3, 302-4
8	Decent Work and Economic Growth	2-7, 2-8, 202-1, 204-1, 401-1, 401-2, 403-5, 403-9, 404-1, 405-1, 405-2, 406-1, 408-1, 414-1, 414-2
9	Industry, Innovation and Infrastructure	203-1
10	Reduced Inequalities	401-1, 404-1, 404-3, 405-1, 405-2, 406-1
11	Sustainable Cities and Communities	203-1, 413-1
12	Responsible Consumption and Production	301-1, 301-2, 301-3, 302-1, 305-1, 305-5, 306-3, 306-4, 306-5, 308-1, 308-2, 417-2, 417-3
13	Climate Action	201-2, 302-1, 302-3, 302-4, 305-1, 305-2, 305-3, 305-4, 305-5, 308-1, 308-2
14	Life Below Water	304-1, 304-2
15	Life on Land	304-1, 304-2, 304-3, 304-4
16	Peace, Justice and Strong Institutions	2-9, 2-15, 2-17, 2-27, 205-2, 205-3, 206-1, 405-1, 406-1, 408-1, 410-1, 414-1, 414-2, 415-1, 416-2, 417-2, 417-3, 418-1
17	Partnerships for the Goals	2-28, 2-29

Independent Assurance Statement

BDO India Services Private Limited
Magnum Global Park, Floor 21, Archview
Drive, Sector 58, Golf Course Extn Road,
Gurgaon, Haryana, - 122011

Independent Assurance Statement

To

Nxtra Data Limited
Bharti Crescent, 1, Nelson Mandela Road
Vasant Kunj Phase-II
New Delhi-110070

Independent Assurance Statement on non-financial disclosures in Sustainability Report (SR) for the financial year 2025-26.

Introduction and objective of engagement

BDO India Services Private Limited (BDO) was engaged by Nxtra Data Limited (the 'Company') to provide independent assurance on non-financial sustainability disclosures in the Company's annual Sustainability Report titled "Intelligent by Design. Sustainable by Choice" (the 'Report') for the financial year 2025-26. The Report has been developed in reference to the Global Reporting Initiative (GRI) Standards 2021 and Greenhouse Gas (GHG) Protocol, Corporate Accounting and Reporting Standard.

The Company's responsibilities

The content of the Report and its presentation are the sole responsibilities of the Management of the Company. The Company's Management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement.

BDO's responsibility

BDO's responsibility, as agreed with the Management of the Company, is to provide assurance on the non-financial information of the Report as described in the 'Scope & boundary of assurance' section below. We do not accept or assume any responsibility for any other purpose or to any other person or organization. Any reliance a third party may place on the Report is entirely at its own risk.

Assurance standard and criteria

We conducted the assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information". For assurance of the Greenhouse Gas Emissions data, we have also referred to ISO 14064-3:2019 (standard for verification and validation of greenhouse gas statements).

We applied the criteria of **'Limited' Assurance.**

Scope & boundary of assurance

Our assurance scope covers non-financial information of the Report, pertaining to the Company's performance for the period 1st April 2025 to 31st March 2026.

Assurance methodology

Our assurance process entailed conducting procedures to gather evidence regarding the reliability of the disclosures covered in the 'Scope and boundary of assurance'.

We conducted a review and verification of data collection, collation, and calculation methodologies, and a general review of the logic of inclusion/omission of relevant information/data in the Report. Our review process included the following steps:

- Evaluation and assessment of the appropriateness of the quantification methods used to arrive at the non-financial/ sustainability information of the Report;
- Review of consistency of data/information within the Report as well as between the Report and source;
- Engagement through discussions with personnel at corporate level who are accountable for the data and information presented in the Report;
- Execution of an audit trail of claims and data streams, to determine the level of accuracy in collection, transcription, and aggregation;
- Review of data collection and management procedures, and related internal controls.

We used our professional judgement as Assurance Provider and applied appropriate risk-based approach, for determining sample for review of non-financial information for verification. The reviews were conducted through physical verification at corporate office and virtual mode with select departments, where information and evidence were made available to us.

Inherent Limitations

There are inherent limitations in an assurance engagement, including, for example, the use of judgment and selective testing of data. Accordingly, there are possibilities that material misstatements in the sustainability information of the Report may remain undetected.

Exclusions

The assurance scope specifically excludes:

- Data and information outside the defined reporting period (1st April 2025 to 31st March 2026);
- Review of the 'economic and/or financial performance indicators' included in the Reports or on which reporting is based; we have been informed by the Company that these are derived from the Company's audited financial records;
- The Company's statements and claims related to any topics other than those listed in the 'Scope and boundary of assurance';
- The Company's statements that describe qualitative/quantitative assertions, expression of opinion, belief, inference, aspiration, expectation, aim or future intention.

Our observations

- We noted that the disclosures and data as defined under the 'Scope and boundary of assurance'have been fairly presented in the Report;
- The Company has applied considerable efforts to ensure consistency of data for the Report; however, the Company may continue to improve robustness of its data collection, collation, and review process;
- We noted that the Scope 3 Category 1, 2 and 4 emissions have been calculated applying spend-based method; for these categories, we relied on Company's financially audited spend numbers to arrive at our assurance conclusion.

Our above observations, however, do not affect our conclusion regarding the Report.

Our conclusions

Based on the scope of our review, we conclude that the non-financial sustainability disclosures as mentioned in 'Scope and boundary of assurance' fulfil the criteria of relevance, completeness, reliability, neutrality, and understandability as per the 'Limited' assurance criteria of the applied standard.

Our assurance team and independence

BDO India Services Private Limited is a professional services firm providing services in Advisory, Assurance, Tax, and Business Advisory Services, to both domestic and international organizations across industry sectors. Our non-financial assurance practitioners for this engagement are drawn from a dedicated Sustainability and ESG Team in the organization. This team is comprised of multidisciplinary professionals, with expertise across the domains of sustainability, global sustainability reporting standards and principles, and related assurance standards. This team has extensive experience in conducting independent assurance of sustainability data, systems, and processes across sectors and geographies. As an assurance provider, BDO India Services Private Limited is required to comply with the independence requirements set out in the International Federation of Accountants (IFAC) Code of Ethics for Professional Accountants. Our independence policies and procedures ensure compliance with the Code.

For BDO India Services Private Limited

Indra Guha
Partner- Sustainability & ESG
Business Advisory Services
Gurugram, Haryana
13 August 2026

Abbreviations

ABAC	-	Anti-Bribery and Anti-Corruption
AED	-	Automated External Defibrillator
AI	-	Artificial Intelligence
ATB	-	Airtel Thanks for Business
BCMS	-	Business Continuity Management System
BCP	-	Business Continuity Plan
BESS	-	Battery Energy Storage Systems
BFSI	-	Banking, Financial Services and Insurance
BMS	-	Building Management System
BOQ	-	Bills of Quantities
BRSR	-	Business Responsibility and Sustainability Reporting
C&D	-	Construction and Demolition
CAP	-	Corrective and Preventive Actions
CCRA	-	Climate Change Risk Assessment
CCTV	-	Closed Circuit Television
CDP	-	Carbon Disclosure Project
CEO	-	Chief Executive Officer
CERT	-	Indian Computer Emergency Response Team
CERSAI	-	Central Registry for Securitization Asset Reconstruction and Security Interest
CFD	-	Computational Fluid Dynamics
CISO	-	Chief Information Security Officer
CMS	-	Compliance Management System
CoC	-	Code of Conduct
COO	-	Chief Operating Officer
CPR	-	Cardiopulmonary Resuscitation
CSAT	-	Customer Satisfaction
CSP	-	Cloud Service Provider
CSR	-	Corporate Social Responsibility
DC	-	Data Center
DCIM	-	Data Center Infrastructure Management
DDoS	-	Distributed Denial-of-Service
DFMD	-	Door Frame Metal Detector
DJSI	-	Dow Jones Sustainability Index
DLP	-	Data Loss Prevention
DPDP	-	Digital Personal Data Protection
EHS	-	Environment, Health and Safety
EMS	-	Energy Management System
EPC	-	Engineering, Procurement and Construction
ERM	-	Enterprise Risk Management
ESG	-	Environmental, Social and Governance
ET	-	Evapotranspiration
ETP	-	Effluent Treatment Plant
FY	-	Fiscal Year
GDAM	-	Green Day-Ahead Market
GHG	-	Greenhouse Gas
GJ	-	Gigajoules
GPU	-	Graphics Processing Unit
GRIHA	-	Green Rating for Integrated Habitat Assessment
GRI	-	Global Reporting Initiative
GTAM	-	Green Term-Ahead Market
GW	-	Gigawatt
GWP	-	Global Warming Potential
HAC	-	Hot-aisle Containment
HFC	-	Hydrofluorocarbon
HHMD	-	Hand-Held Metal Detector
HR	-	Human Resources
HRA	-	Hazard Risk Assessments
HSE	-	Health, Safety and Environment
HVAC	-	Heating, Ventilation and Air Conditioning
IDC	-	Independent Data Center
IEC	-	International Electrotechnical Commission
IFRS	-	International Financial Reporting Standards
IGBC	-	Indian Green Building Council
IGBR	-	Intelligent Granular Bed Reactor
IJM	-	Internal Job Movement
IJP	-	Internal Job Posting
ILO	-	International Labour Organization
IMD	-	India Meteorological Department
IPCC	-	Intergovernmental Panel on Climate Change
I-REC	-	International Renewable Energy Certificate
ISAE	-	International Standard on Assurance Engagements
ISBC	-	Information Security Business Continuity
ISMS	-	Information Security Management System
ISO	-	International Organization for Standardization
ISSB	-	International Sustainability Standards Board
ISTS	-	Inter-State Transmission System
IT	-	Information Technology
IUCN	-	International Union for Conservation of Nature

Abbreviations (Continued...)

KL - Kiloliters
KPI - Key Performance Indicator
LACP - League of American Communications Professionals
LED - Light Emitting Diode
LEED - Leadership in Energy and Environmental Design
LTD - Limited
LTIFR - Lost Time Injury Frequency Rate
LXP - Learning Experience Platform
MCD - Municipal Corporation of Delhi
MCT - Medical Treatment Case
MeitY - Ministry of Electronics and Information Technology of India
MEP - Mechanical, Electrical and Plumbing
ML - Machine Learning
MSME - Micro, Small and Medium Enterprise
MSRA - Method Statement and Risk Assessment
MW - Megawatt
NDMA - National Disaster Management Authority
NGRBC - National Guidelines for Responsible Business Conduct
NIRF - National Institutional Ranking Framework
NPS - Net Promoter Score
OEM - Original Equipment Manufacturer
OHS - Occupational Health and Safety
OHSMS - Occupational Health and Safety Management System
PAHU - Precision Air Handling Unit
PCI DSS - Payment Card Industry Data Security Standard
PES - Pre-engineered Steel
PG - Post Graduate
POSH - Prevention of Sexual Harassment
PPE - Personal Protective Equipment
PUE - Power Usage Effectiveness
PVT - Private
QBR - Quarterly Business Review
QSP - Quality Support Program
RBI - Reserve Bank of India
RE - Renewable Energy
REC - Renewable Energy Certificate
RE100 - Renewable Energy 100%
RPN - Risk Priority Number
SAM - Service Account Manager
SBTi - Science Based Targets initiative
SDG - Sustainable Development Goals
SEBI - Securities and Exchange Board of India
SLA - Service Level Agreement
SME - Small and Medium Enterprise
SOC - System and Organization Controls
SOFC - Solid Oxide Fuel Cell
SRI - Solar Reflectance Index
SSP - Sub-Sectioning and Paralleling Post
STP - Sewage Treatment Plant
TCFD - Task Force on Climate-related Financial Disclosures
TRIR - Total Recordable Incident Rate
TVRA - Threat and Vulnerability Risk Assessments
UG - Under Graduate
UN - United Nations
UNGC - United Nations Global Compact
UPS - Uninterruptible Power Supply
UVSS - Under-Vehicle Surveillance System
VFD - Variable Frequency Drive
VOC - Volatile Organic Compounds
WPS - Worst Potential Severity
WRI - World Resources Institute
WUE - Water Usage Effectiveness
WWF - World Wide Fund for Nature
XBIS - X-Ray Baggage Inspection System
ZLD - Zero Liquid Discharge

Sources

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- MarkNtelAdvisors
- AICERTs
- MarketsandMarkets
- Introl
- PIB
- PwC
- Legal500
- AstuteAnalytica
- Civo

nxtra by airtel

Registered Address

Nxtra Data Limited
Bharti Crescent, 1,
Nelson Mandela Road,
Vasant Kunj Phase - II,
New Delhi – 110070
ESG@nxtra.in