



Movate's
commitment to
take the ESG
charter forward
and create a
better world
tomorrow.

The background of the cover features a collage of diverse people's faces, overlaid with a large, bold, lowercase 'esg' in a gradient of purple and orange. The word 'report' is written in a large, bold, lowercase, orange font below the 'esg'.

esg

report

— annual —
progress
april 2024 to march 2025

Dear Stakeholders,

As we present Movate's latest Environmental, Social, and Governance (ESG) report, I am both proud and deeply committed to our journey toward a more sustainable, inclusive, and responsible future. Our ESG initiatives are not merely a reflection of our corporate values but a testament to our dedication to **creating lasting positive changes in the communities** we serve, the environment we operate in, and the people who power our success.

Movate remains steadfast in its responsibility to lead by example. We recognize that as a company, we have the opportunity—and the obligation—to build a more resilient and equitable future for all.

Driving environmental stewardship

Climate change and environmental degradation are among the most pressing issues of our time. At Movate, we are committed to reducing our carbon footprint, optimizing resource efficiency, and embracing sustainable business practices. Through **energy-efficient operations**, waste reduction initiatives, and responsible sourcing, we have made significant strides in minimizing our environmental impact.

One of our key achievements this year has been the continued transition toward renewable energy sources, with a focus on reducing greenhouse gas emissions across our global facilities. Additionally, our investments in digital transformation have enabled us adopt smarter, **greener ways of working, reducing paper consumption and optimizing remote work models that contribute to lower emissions**. While we acknowledge there is still much work to be done, we remain committed to ambitious environmental goals that align with global sustainability frameworks.

Fostering an inclusive & thriving workforce

Our people are at the heart of everything we do. Movate's commitment to social responsibility extends beyond compliance—it is about **fostering a culture of inclusion, diversity, and empowerment**. We strive to create a

As enterprises race to scale AI from pilots to full-scale deployments, it's vital we don't lose sight of our broader responsibilities. At Movate, we believe that true innovation must be anchored in purpose. Our ESG and CSR commitments ensure that while we advance with AI, we also stay grounded in ethical, inclusive, and sustainable impact for our people, communities and the planet.

workplace that is not only equitable but also one that provides opportunities for learning, growth, and well-being.

During the **fiscal period from April 2024 to March 2025**, we have expanded our Diversity, Equity, and Inclusion (DEI) programs to ensure that all employees, regardless of gender, ethnicity, or background, have equal opportunities to thrive. Our initiatives to support women in leadership, mentorship programs, and employee resource groups have contributed to a more engaged and diverse workforce. Additionally, we continue to prioritize mental health and employee well-being, offering comprehensive support programs that address both professional and personal challenges.

Beyond our **digital workplaces**, we are committed to making a difference in the communities we operate in. Through strategic social impact initiatives, we have supported educational programs, digital literacy campaigns, and skills training for underserved populations. Our belief is simple: when we uplift communities, we drive sustainable economic and social progress.

Bolstering governance

Integrity, transparency, and accountability form the foundation of our governance practices. In an era where trust is paramount, Movate has taken significant steps to **reinforce ethical leadership, data security**, and responsible business conduct.

We have enhanced our corporate governance framework by strengthening policies on risk management, cybersecurity, and ethical business conduct. Our **robust compliance mechanisms** ensure that we adhere to the

highest standards of integrity, while our commitment to stakeholder engagement fosters open dialogue and collaboration.

Looking ahead: Our commitment to a sustainable future

As we move forward, we recognize that the path to sustainability is not linear; it requires continuous learning, adaptation, and collaboration. Our ESG strategy is guided by **a long-term vision that integrates innovation, technology, and partnerships to drive meaningful impact**. We are actively engaging with our stakeholders—employees, customers, investors, and communities—to align our goals with the evolving global sustainability landscape.

We remain committed to embedding ESG principles into every aspect of our operations, ensuring that our growth is not only profitable but also purposeful. The milestones we have achieved so far are stepping stones toward a more responsible and resilient future, and we are excited about the journey ahead.

I extend my **deepest gratitude to our employees, partners, and stakeholders** who continue to support and inspire us on this transformative path. Together, we can build a world where business success and social responsibility go hand in hand.



Sunil Mittal
Chief Executive Officer,
Movate

CEO'S desk



This report outlines our progress and our unwavering commitment to environmental stewardship, social responsibility, and strong corporate governance.

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on esg what they say



Jay Sahal
EVP &
Chief Financial
Officer

Strong environmental policies and social initiatives lead to **long-term financial resilience & value creation**. They help us manage risks, uncover new growth opportunities, and drive operational efficiencies while fostering trust with our investors and stakeholders. Sustainable business isn't just good ethics; it's smart economics.



Trace Anderman
Senior Vice
President – Sales

Tech services providers seek more than just solutions - they seek **partners who share their values** of sustainability, ethics, and social responsibility. At Movate, environmental and social responsibilities put action to our values, build trust and foster long-term relationships with our clients. By integrating these principles into our sales approach, we create meaningful connections that fuel growth with purpose.



Anish Philip
EVP &
Chief People
Officer

In today's AI economy, aligning digital CX strategies with ESG values is not just good practice but critical. At Movate, we believe responsible AI and ethical innovation must go hand in hand with environmental and social impact. By embedding ESG values into our **digital customer experience solutions**, we help brands build trust, drive sustainable growth, and deliver human-centric experiences at scale.



Kristen Hein
Senior Vice President -
Digital Customer
Experiences

Our responsibility to the environment and community is fundamental to delivering exceptional Digital CX. By proactively embedding sustainability and social responsibility into **our delivery frameworks**, we achieve operational excellence and create purpose-driven experiences. This approach ensures our impact extends beyond service, fostering a more sustainable and equitable future for all.

05

about movate

A human-centered
technology & experiences
company



Movate is a digital technology and customer experience services company committed to disrupting the industry with boundless agility, human-centered innovation, and a relentless focus on driving client outcomes. Recognized as one of the most awarded and analyst-accredited companies in its revenue range, Movate helps ambitious, growth-oriented companies across industries stay ahead of the curve by leveraging its world-class talent of over 12,000+ full-time Movators across 21 global locations and a gig network of thousands of technology experts across 60 countries, speaking over 100 languages.

introduction

RIDE THE W(AI)VE™ OF TRANSFORMATION

Challenger mindset | AI-first strategy |
Outcome-driven enterprise



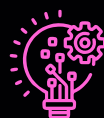
Movate wins **'Best Outsourcing Provider of the Year 2024'** by the International Customer Management Institute (ICMI)



Movate wins Gold Globees in the category **'Disruptive Service Innovation'** at the 4th Annual 2024 Globees Awards for Disruptors



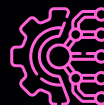
Movate wins **'Excellence in ESG Recognition Award'** at the 1st edition of the Corporate Excellence Conference & Awards by iNFHRA



Innovative business engagement models



Award-winning innovation



Integrated digital IT services



Agile and resilient operations



Digital-infused platforms



Right-sized partner

25+ Years
of delivering results

150+
Marquee global clients

12,000+
Movators

8,000+
Flex experts across 45 countries

21
Global delivery locations

Plano, Texas
Headquarters

300+
Analyst recognitions (2019-2024)

75+
International awards (2019-2024)

introduction

W(AI)VE™ of Transformation is Movate’s vision for the AI-driven future – a strategic approach that empowers global enterprises to accelerate growth, disrupt their industries, and challenge the boundaries with cutting-edge AI innovation. [READ MORE](#)

Our services

Digital Infrastructure Services



Digital Engineering Services



Enterprise Product Services



Digital Customer Experience



Movate SalesEdge



Movate AI - Proprietary digital platforms and IP



CX Transformation Platform



IT Automation Platform



Analytics & Insights Platform



Next-Gen On-demand Platform

Strategic technology alliances











introduction



streamlining complexity, empowering innovation.

(AI)ccelerate. Innovate. Movate.

This reflects who we are at the core, what we stand for, live, and breathe every single day. This powers our brand and inspires every Movator to pursue excellence at work with speed and innovation.

MOVATE AI: YOUR SOLUTION TO THE TECH CLUTTER AROUND YOU

The AI landscape is exploding with possibilities, redefining how work gets done. But legacy tech, siloed data, a flood of AI tools, and uncertain ROI can hold you back.

Movate AI, your enterprise reinvention partner, helps you cut the clutter and harness this power. Our revolutionary AI and data suite is modular, designed to meet diverse industry needs, and empowers every stakeholder across your enterprise.

Imagine personalization like never before, frictionless digital journeys, and uncovering insights at the speed of thought.

Tap into human creativity, a powerful partner ecosystem, and cutting-edge AI solutions to achieve measurable business impact through our vendor-agnostic approach.

Leap into the AI-first future boldly and purposefully with Movate AI.

Ready to reinvent your enterprise with AI?

Movate.AI isn't just a framework, it's a transformational experience that empowers enterprises to redefine journeys across the business-consumer continuum

More insights from Movate AI. [Click Here](#)



introduction

This ESG report by Movate is prepared based on the guidelines of the following institutions.



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snapshot

Highlights across
the board



snapshot

the numbers speak

LED lighting
across facilities

98%

CDP
rating

‘C’

Beneficiaries
of CSR

10,407

Renewable energy
consumption

529 MWh

Hazardous e-waste disposed responsibly
through authorized recyclers

21.86 mt

CSR
volunteering

2,203 hours

Paper waste
recycled

10.29 mt

CSR
initiatives

19

Tree saplings planted
(Miyawaki metod)

3,300

12

environment impact

A breakup by
the numbers



environment impact

At Movate, we prioritize the **consistent emphasis on reducing energy levels,**

including monitoring energy consumption trends, identification of reduction opportunities, and technology upgradation. We have a well-articulated, overarching sustainability policy to help us integrate our sustainability goals into our business processes.

We ensure that to the extent possible Movate facilities provide access to PWD with ramps and washrooms. Movate is in the process of implementing **ISO 14001 & 45001** environment health and safety management system (EHS) and has established EHS policy with a register on Environment Impacts and Aspects (EIA), Hazard Identification and Risk Assessment (HIRA) curated to the operations.

As part of our long-term commitment to climate responsibility, we are actively developing a comprehensive decarbonization strategy that aligns with the principles of scientifically-based targets. This decarbonization strategy will serve as a roadmap to guide Movate toward achieving net-zero emissions across our identified value chain.



Electricity

Usage of energy-efficient lighting, floor space usage optimization, planned usage of heating, ventilation, and air conditioning (HVAC) systems across facilities have resulted in optimized usage of energy.



Printing Paper Reduction

Using automated processes like paperless performance appraisals, digital signatures, E-resignations, and pay slips. Usage of lower GSM papers and mobile bill digitization has also resulted in a continued reduction of paper consumption.



Business Travel

Internal processes ensure travel in Kilometers are monitored for all three modes of travel, i.e., road, rail, and air.



Recycling & Waste Generation

Recycling of used paper and paper products are adopted.



E-Waste

Responsible disposal of electronic wastes through authorized recyclers.

environment impact

a breakup by the numbers

While Movate’s facility expansion has increased by 28.8%, **the energy intensity and emission intensity have decreased by 3.2% and 24.3%** compared to the baseline energy consumption of FY18.

Description	FY 25	FY 24	FY 18
Energy consumption from grid, excluding renewables & diesel generator (MWh)	10809	8656	8944
Energy consumption from diesel generator (MWh)	39	87	248
Renewable energy consumption (MWh)	530	529	619
Percentage renewable energy consumption through Solar & Wind	4.7%	5.7%	6.3%
Global energy consumption (MWh)	11378	9273	9811
Energy Intensity (MWh / Sq.ft)	0.002	0.001	0.002
Energy Intensity (MWh / Employee)	1.100	0.880	1.966
Direct (Scope 1) GHG emissions (tCO ₂)	2.0	18.9	15.6
Energy indirect (Scope 2) GHG emissions (tCO ₂)	10739	8941	8490
Other indirect (Scope 3) emissions (tCO ₂)	542	556	2107
Total GHG emissions (tCO ₂)	11283	9516	10612
Emission intensity (tCO ₂ / Sq.ft) - (Scope 1, 2 & 3 Combined)	0.017	0.016	0.023
Emission intensity (tCO ₂ / Employee) - (Scope 1, 2 & 3 Combined)	1.091	0.903	2.126

on esg what they say



Brijesh Prabhakar
EVP & COO

AI adoption is critical for driving operational efficiency, cost savings, and ESG alignment. Automating workflows reduces energy waste, **predictive analytics optimizes resource** use (lowering carbon footprint), and AI-powered monitoring enhances compliance and governance. Ethical AI deployment supports diversity and responsible innovation, while upskilling talent ensures an inclusive workforce. By integrating AI with ESG goals, Movate will enhance sustainability, regulatory compliance, and long-term stakeholder value.



Aaron Fender
EVP & Chief
Delivery Officer –
Digital CX

By prioritizing sustainable practices, ethical operations, and social responsibility, we not only enhance operational efficiency but also create lasting value for our clients, employees, and communities. It's about **driving operational excellence** with purpose and impact.



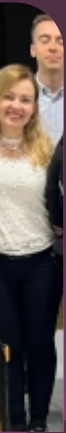
Marcy Frank
SVP – Digital Customer
Experience, Americas &
OnDemand Operations

Our responsibility to the environment and community is fundamental to delivering exceptional Digital CX. By proactively embedding sustainability and social responsibility into **our delivery frameworks**, we achieve operational excellence and create purpose-driven experiences. This approach ensures our impact extends beyond service, fostering a more sustainable and equitable future for all.

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social impact

Going by the
people first, people always
philosophy



social impact
our values:

what we believe in

dare to excel

Excellence

We will be passionate about achieving the highest standards of quality through continuous improvement.

respect people

Respect

We will value 'diversity', build an environment of trust and inclusivity that treats every person with respect.

emulate integrity in all dealings

Integrity

We will be Fair, Honest, Transparent and Ethical in all our transactions.

make customer success our top priority

Customer Success

We will be committed to consistently exceed customer expectations.

agility in everything we do

Agility

We will challenge the status quo with an open mind, focus and speed.



social impact



Movate is committed to DEI and has implemented several key programs to promote a diverse and inclusive workplace. These include:

Manager training for inclusivity:

We provide comprehensive training programs for managers to enhance their skills in creating inclusive and diverse teams, fostering a culture of belonging and respect.

Women empowerment initiatives:

Our company actively promotes women's empowerment through targeted training programs aimed at nurturing and developing women leaders across various levels within the organization.

Supplier diversity program:

Our supplier diversity program is designed to encourage and support PWD and women entrepreneurs by providing them with opportunities to collaborate and contribute to our supply chain.

Recruitment of diverse talent:

We prioritize diversity in recruitment by actively seeking candidates from diverse backgrounds, including Persons with Disabilities (PWD), LGBTQIA+ individuals, and increasing the representation of women in our workforce.

social impact

inspiring
inclusion –
what
they say

On International
Women's Day
(IWD)

Women worldwide are driving innovation, breaking barriers, and redefining leadership. But progress isn't automatic. It requires bold action, intentional support, and commitment from every individual and organization.

Empowered Women Empower the World.

At Movate, we see firsthand how women leaders challenge the status quo and create opportunities that uplift entire communities.

On 2025 #InternationalWomensDay, we pledge to move beyond conversations and take meaningful steps toward equity. Because when we #AccelerateAction, we accelerate a future where every woman thrives.

When women lead, innovation thrives, teams flourish, and change becomes unstoppable.



Bhuvaneshwari Natarajan
Associate Vice President,
Corporate Quality

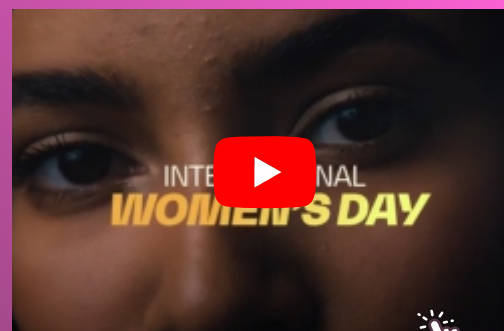


Asha Malini
Director - Talent Acquisition
Global Leadership & Sales Hiring



Vijaya Krithika
AVP -
Human Resource

At Movate, our women leaders are trailblazers of change, mentors of growth, and champions of empowerment. Their leadership is not just about reaching new heights—it's about lifting others along the way.



The time for
change
isn't tomorrow –
it's **now.**

social impact

protecting our employees



ASHP

We ensure compliance with Prevention of Sexual Harassment (POSH) regulations by establishing Internal Committees (ICs) dedicated to addressing such issues. Regular awareness and sensitization programs are conducted for employees to understand what constitutes sexual harassment and how to report incidents. Our leadership is committed to fostering a safe and inclusive workplace culture, ensuring that every employee feels respected and valued.

social impact

women @ Movate

**Leading the way:**

HER impact, our SUCCESS

At Movate, leadership isn't a ladder; it's a platform where women rise and shine! We are steadfast in fostering an inclusive culture that uplifts and empowers every individual. We believe that leveraging the strengths and capabilities of women isn't just important—it's a strategic differentiator, driving innovation and excellence. As an equal opportunity employer, diversity and inclusion are integral to our core values, ensuring equitable opportunities unlock true potential.



social impact

women's initiative network (WIN)



we grow when she grows

At Movate, we firmly believe that we can only flourish when we help women achieve their full potential. We believe gender equality is critical to our success. The Women's Initiative Network (WIN) Program is a result of this belief and ambition. WIN aims to foster an environment of growth and help women redefine the future. We celebrate their efforts and successes and train them to face any challenges that might come their way.

Grow, network, and be a leader with Movate!

social impact

women's initiative network

women leadership council

At Movate, we believe in empowering women to reach new heights in their professional journeys. To champion this vision, we've established the Women Leadership Council, the apex body dedicated to nurturing and fostering women leaders across our organization.

A catalyst for empowering women to lead and inspire.

More about 'Women at Movate', [CLICK HERE](#)

Our mission is to promote and enable diversity in the workplace by inspiring, motivating, and empowering women and supporting them in the pursuit of growth and learning in their careers and life.



The current members of the Women Leadership Council FY-26 bring diverse perspectives, exceptional leadership, and steadfast commitment to advancing our vision. Together, they embody the collective strength and aspirations of women at Movate.

women advisory council

Mentorship program

Our mentorship program, led by women leaders at Movate, offers a robust network of resources, mentors, and support to help women grow in their fields. Our priority is to advance women at all levels and empower them to reach their full potential. The mentorship programs operate on three levels: goal setting, skill development, and personal growth.



The WINning view

The WINning View is about sharing stories. We invite leaders from all walks of life to share their stories of success, challenges, and resilience for our women leadership talk series. The WINning View aims to encourage networking and promote career development.



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governance impact

Because
doing the right thing
matters most



governance impact

commitment to robust governance

Movate upholds a strong commitment to ethics and compliance, ensuring that all employees adhere to the Code of conduct policies. We regularly conduct training sessions and awareness programs to educate staff on these policies and ensure full compliance across the board.



Our **Code of Conduct** serves as a guiding framework for all employees, outlining the principles and standards of conduct expected from everyone within the organization. It encompasses integrity, honesty, respect, and accountability, promoting a culture of ethical decision-making and responsible behavior in all business dealings.



We have robust **anti-corruption** measures in place to prevent and detect any forms of corruption within our organization. This includes strict policies, and training programs to raise awareness about the consequences of corrupt practices and emphasize our zero-tolerance stance against bribery and unethical behavior.



We are committed to maintaining **responsible supply chains**, ensuring that our vendors and partners adhere to supplier code of conduct standards, labour practices, and environmental regulations. We strive to promote sustainability and ethical sourcing throughout our supply chain network.



Our **whistleblower program** provides a confidential and secure platform for employees to report any suspected misconduct or violations of our policies, including instances of corruption. We encourage employees to speak up without fear of retaliation, and we thoroughly investigate all reported concerns to take appropriate corrective actions.



Ensuring the respect and **protection of human rights** stands as a cornerstone of our operations. Our commitment extends to upholding international standards and regulations related to human rights, encompassing fair labour practices, fostering diversity and inclusion, and creating a secure and encouraging work environment for every employee, irrespective of their background or identity. Additionally, we publish a modern slavery statement annually as part of our transparency and accountability efforts. Employees can associate or be part of trade bodies and industry associations.

governance impact

commitment to
robust governance

Corporate
Governance
excellence

Movate’s management team stands as the custodian of governance framework, thereby bringing their diverse cross-functional experiences: AI-led digital enablement, Customer Experience (CX), infosec and cybersecurity, finance, sales, marketing, facility and M&A. Serving as responsible stewards, the team actively identifies opportunities for long-term value creation. Movate has a strong, independent Board that promotes governance principles in the organization.

ESG
Governance
excellence

Movate embarked on a pioneering initiative by forming an ESG Steering Committee. This committee supervises the ESG Core Committee, which is tasked with implementing sustainability goals, practices, and initiatives. Consisting of executive leadership, including the CEO, the ESG Steering Committee seeks to ensure effective program execution and fosters collaboration. To propel progress, the Chief Strategy Officer closely envisages collaborating with the ESG core leads.

ESG steering committee
objectives

- Oversee the ESG program, developing a vision and goals.
- Provide guidance on identified ESG risks and opportunities.
- Guide the development of ESG disclosures and metrics.

ESG core committee
objectives

- Implementation of ESG program.
- Monitor metrics and complete ESG disclosures.
- Report ESG performances to ESG Steering Committee.

At Movate, our commitment to exemplary governance is not just a promise; it is a reality, shaping every decision and action to create enduring value for our stakeholders.

governance impact

commitment to
robust governance

Aspect (Within organization)	No. of cases registered	No. of cases closed
Child labour	-	-
Forced / involuntary labour	-	-
Sexual harassment	5	5
Discrimination at workplace	2	2
Wages	-	-
Corruption and bribery	-	-
Others, please specify	-	-

Human Rights (Supply chain)	No. of cases registered	No. of cases closed
Child labor	-	-
Forced / involuntary labor	-	-
Sexual harassment	1	1
Discrimination at workplace	-	-
Wages	-	-
Corruption and bribery	-	-
Number of reports related to whistle blower procedure	-	-

Key performance indicators (KPIs), metrics and objectives

Description	TARGET OR STATUS
Achieve / Sustain average hours of reskilling per employee by FY 27	60 hours
Targeted suppliers that have signed the sustainable procurement charter or supplier code of conduct	100%
Targeted suppliers with contracts that include clauses on environmental, labour, and human rights requirements	100%
Targeted suppliers that have gone through a sustainability assessment	100%
Targeted suppliers that have gone through a sustainability on-site audit	100%
Buyers across all locations who have received training on sustainable procurement	75%
Average unadjusted gender pay gap	14.5%
Remuneration and social benefits granted to employees, such as the number of employees covered with healthcare, employee satisfaction rate, etc	100%
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	116.5%
Background verification of employees	100%
Child labour cases	0 cases
Forced labour cases	0 cases
Lawsuits pertaining to information security violations	0 cases

GOAL:

Achieve Net-Zero GHG emissions across Scope 1, 2, and 3 by 2045.

TARGET 1:

Reduce combined Scope 1 and Scope 2 emissions by 45% from the base year (FY18) by 2035.

TARGET 2:

Identify all applicable Scope 3 emission categories, quantify total Scope 3 emissions, and establish a long-term reduction target by 2027.

governance impact

Materiality
assessment at
Movate

Movate’s materiality assessment process helps the team **identify and prioritize the most significant sustainability topics that impact our business and stakeholders.**

Following the review, we have decided to retain the current material topics for another year, as progress is being made on addressing these areas. Movate is committed to continuous improvement and are actively working on implementing initiatives to address these material issues. This assessment was created with the support of internal stakeholders.

Movate has initiated the materiality assessment process for FY 2025-26. This will enable the team to reassess our priorities, identify emerging issues, and ensure our sustainability strategy remains effective and relevant.

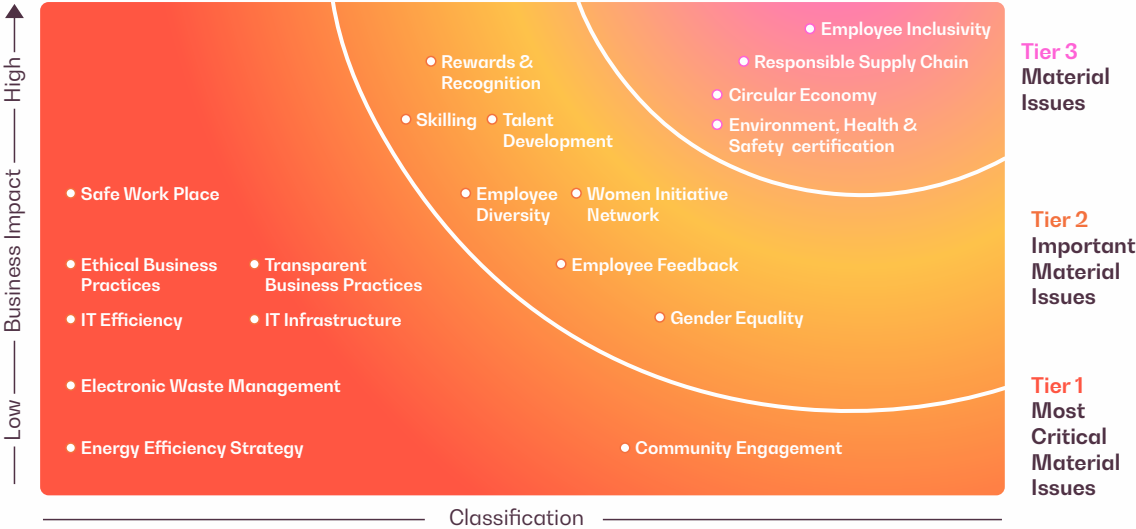
Material Topics

Material Topics	Classification
Energy management	Energy Efficiency Strategy
Carbon emissions	Climate Change & Emissions
Environment certification	Environment Certification
Waste management	Circular Economy
Health & Safety	Health & Safety Certification
Waste management	Electronic Waste management
Data Centre	IT Efficiency
Data Centre	IT Infrastructure
Employee engagement	Talent Development
Employee engagement	Skilling
Supply chain	Responsible Supply Chain

Material Topics	Classification
Employee recognition	Rewards & Recognition
Gender based compensation	Gender Equality
Gender diversity	Women Initiative Network
Employee Survey	Employee feedback
Gender diversity	Employee Diversity
Governance	Safe Workplace
Governance	Ethical Business Practices
Governance	Transparent Business Practices
Inclusivity	Employee Inclusivity
Social	Community engagement

Materiality
Assessment

Movate’s
Materiality Matrix



governance impact

commitment to information security & cybersecurity

Movate's ISO 27001:2013 certified offices include the ones in:

North America

Data Center in Utah, USA
Office in San Jose, CA, USA; facilities at Texas, USA

Africa

Office at Ebene in Mauritius

Latin America

Costa Rica: offices at Technologiia Ultrapark in Heredia; Terra Campus Corporativo in Cartago.
Facilities at Barranquilla Atlántico, Colombia

EU

APAC

Ambit IT Park: Ground floor, 6th, 9th, 10th floor; office at Shriram Gateway; and office at MEPZ in Chennai, India.

Victor & Voyager premises at Whitefield Road, Bengaluru, India.

Office at Sohini Tech Park in Hyderabad, India.

Facilities at Taguig City, Philippines – Asian Century Center (ACC) and Bonifacio Technology Center (BTC). And delivery center at East Gate Business Center, Antipolo.

Dalian in China.

Office at Wroclaw, Poland.



Information & cyber security training awareness & assessment rates:



governance impact

commitment to information security & cybersecurity

China's Cross-Border Data Transfer (CBDT):

Movate has successfully achieved compliance with China's Cross-Border Data Flow Regulations. This compliance is with the Provisions on Promoting and Regulating Cross-Border Data Flows.

USA:

Movate Inc., and its US subsidiaries are certified under the DPF program.

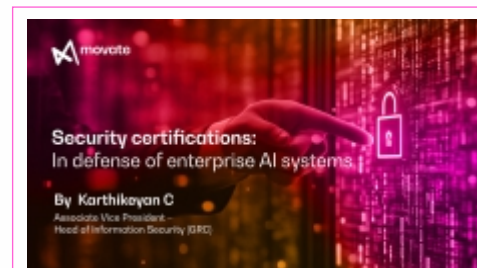
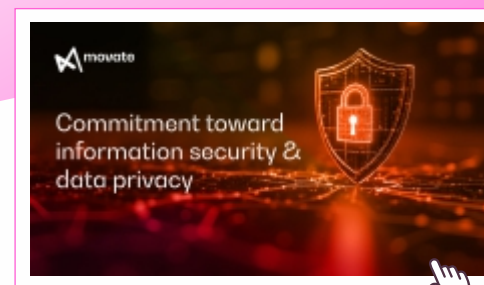
Colombia:

Movate S.A.S, the Colombia entity complies with the "Colombia Personal Data Processing Regime" and is compliant with the "Colombia National Database Registration". Movate Privacy Policy aligns with Personal Data Processing Regime in Colombia Law 1581, Privacy and Regulation.

UK:

Movate UK Limited has successfully completed its fourth year of compliance with the Data Protection Act (ICO – The Information Commissioner's Office, UK).

For the details, read our articles on Information security at Movate: Assessments and compliance. **Click on the thumbnails:**



governance impact

sustainable
digital
workplace

At Movate, we've launched new programs through our L&D team for upskilling and cross-skilling Movators and enabling them to transition to newer roles. We're gearing up our workforce and workplace for the AI economy.

Our goal is to reach or sustain an yearly average of

60 hours
of reskilling for every Movator by FY' 27.

Our commitment for 2024 – 2025:

Empowering performance through innovative, data-driven learning experiences that accelerate capability, drive business outcomes, and future-proof our workforce.

Total training hours provided to Movators

784851
hours

Average training hours per employee

62 hours

New courses
on cybersecurity, GenAI, LLM prompt engineering.

Cutting across our service lines!

Digital CX	Enterprise Product Services	Digital Infrastructure	Digital Engineering
Fintech Retail essentials Gaming technology	Linux - AWS Cybersecurity - Telecom	Cloud and DevOps ServiceNow Linux - AWS Routing and switching Firewall & security	AI/ML - Python GenAI & Prompt Engineering Automation Testing DevOps

governance impact

a future-ready workforce

Employees benefitted from Movate Academy

7,885 Movators

Upskilling sessions or virtual sessions

125 sessions

New initiatives by L&D

Leveraging AI in Training

The launch of iAccelerate, iAuthor and iResolve

Top courses

Technical:

Gen AI & LLM, Cloud and DevOps, ML, Python essentials, TAC Essentials, Enterprise firewall & security, Enterprise wireless, AWS, Linux

Leadership training:

Stepping up to Management (SUM) & ELITE

Soft Skills:

Business communication, voice & accent, customer service, empathy, navigating high stakes situation

Functional:

MS Excel, Six Sigma, project specific processes and tools training

Module-wise enrolment and training

iTrain	46 employees
Six Sigma Training	96 employees
SUM & ELITE	493 employees
Individual Development Program (IDP)	2721 employees

Recognizing avid learners

Movate Voracious Learner Award

14 Awards handed over (2 per quarter) across locations

Movate Scholar Award

14 Awards handed over (2 per quarter) across locations



governance impact

steep learning curves for superior EX & CX

the movate academy



iQualify is Movate's AI-driven online assessment engine designed to identify and qualify the best-fit personas through Movate's Campus to Career (C2C) talent pool creation program.



New Project Transition training for teams is a consultative training practice for new clients and projects. This program by Movate ensures seamless knowledge acquisition, transfer, and application, resulting in a "start green" go-live from Day-1 of operations.



Movate's iLearn is a structured, business unit-specific and geographically tailored new hire onboarding training program designed to enhance the role-specific competencies of incoming talent.



Movate's Individual Development Programs (IDP) are monthly calendar programs to upskill employees in soft skills, behavioral, technical & functional competencies required to efficiently perform their roles.



Elite is Movate's leadership excellence program to foster the next generation of in-house leaders through a cohesive and immersive training experience.



SUM (Stepping up to Management) is a first-time lead training program that focuses on self, people & performance management anchored in Movate's core values & a people philosophy framework.

governance impact

AI literacy & digital fluency for the AI economy

the
movate
academy



iManage

iManage is a first-time managers program. This is Movate's flagship workshop and certification for holistic grooming of project managers across key functional competencies including metrics, operations, performance, stakeholder and P&L management.



iTrain

Movate's iTrain is a three-phase trainer development and certification program designed to enhance the functional capabilities of trainers for ensuring uniformity and consistency in training delivery & assessment methodology. This program is aligned to ATD (Association for Talent Development).



iResolve

iResolve is Movate's simulated training / sandbox environment, which helps in honing employee's tool knowledge, process mastery & performance through experiential learning that leads to improved speed to proficiency.



iAccelerate

iAccelerate is a Movate's career portal that democratizes continuous learning and career development with curated career tracks & learning journeys for career progression & growth.



iAuthor

iAuthor is Movate's AI-powered framework for rapid content development, enabling users to create, customize, and optimize training materials by simplifying the instructional design process through intelligent automation.

on esg what they say



Royston Joseph
Vice President &
Global Head – Facilities

At Movate, our commitment to ESG and CSR is the overarching banner under which we manage our workspaces and operations. Through sustainable facility practices, **energy-efficient infrastructure**, and eco-friendly initiatives, we create safe and people-friendly digital workplaces that prioritize the well-being of our Movators and the community. It's about building spaces that support both productivity and a sustainable future.



Gayatri Mohanakrishnan
Vice President – Delivery

In the **enterprise product services** arena, customer success is not just a function—it's a growth engine. Stellar enterprise customer support builds trust, but true customer success ensures that clients realize continuous value from our services. Loyalty is built by anticipating needs, driving outcomes, and aligning our success with that of our customers.



Mushtaq Ahmad
SVP & Chief
Information Officer

Today's eco-conscious customers are emerging as the 'sustainability generation' as they care more about environmental values and sustainable purchases than the brand itself. At Movate, ESG values are integral to how we shape **our brand and value proposition**. Translating values into action is how we seek to inspire trust and loyalty among customers, partners, and the community.



Vivian Gomes
SVP & Chief Marketing
Officer

The ongoing AI arms race compels enterprises to stay vigilant, constantly innovating to outpace cybercriminals. By leveraging GenAI to reinforce digital defenses, while embedding **ethical and safe AI practices**, organizations can overcome the emerging challenges of AI-driven cyberattacks. Investments in ethical practices and cutting-edge tech is pivotal for enterprise security.

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social responsibilities

Stewarding
our environment and supporting
our communities



social responsibilities

movate as a responsible corporate citizen

TAPF – MID-DAY MEAL PROGRAM FOR CHILDREN

Hyderabad
Telangana, India

April
2025



At Movate, we believe that a child’s potential should never be limited by hunger. That’s why we’re happy to share a heartwarming moment at the Narsingi Kitchen of The Akshaya Patra Foundation where we successfully deployed and flagged off two food distribution vans in partnership with TAPF as part of the Mid-Day Meal (MDM) Program. These dedicated vehicles will deliver hot, **nutritious meals every day to 5,000 children across 18 schools**. The vans will roll out over **1.1 million meals** in a single academic year.

INFRASTRUCTURE SUPPORT FOR A GOVERNMENT SCHOOL

Chennai
Tamil Nadu, India

March
2025



At Movate, we believe that every child deserves a supportive environment to learn and grow. As part of our ongoing ESG initiatives, we’ve taken meaningful steps to enhance educational infrastructure in government and local schools. This time, we’ve extended infrastructure support to a school in Chennai, India, providing them with better learning spaces, improved facilities, and the resources needed to foster holistic development.

social responsibilities

movate as a
responsible
corporate citizen

ENHANCING
LEARNING ABILITIES
OF CHILDREN


 **Bengaluru**
Karnataka, India

 **March**
2025



We believe that every child deserves the opportunity to learn in a nurturing and well-equipped environment. **Along with ActionAid India, we've extended infrastructure support** to a government school in Bangalore, India, enhancing its learning spaces, upgrading facilities, and providing essential resources to foster holistic student development.

ADVANCED GEN AI LAB
AT MOUNT CARMEL
COLLEGE

 **Bengaluru**
Karnataka, India

 **March**
2025



Movate has partnered with The Ma Foi Foundation, a non-profit organization dedicated to skill development and employability, to launch a state-of-the-art **Generative AI Lab at Mount Carmel College, Bangalore**. This initiative, introduced as part of Movate's CSR commitment, aims to bridge the gap between academic learning and real-world AI applications, ensuring that India's next-generation workforce is prepared for the rapidly evolving digital economy.

social responsibilities

movate as a responsible corporate citizen



"Partnering with The Ma Foi Foundation to bring the Generative AI Lab to Mount Carmel College, Bengaluru in India is an exciting step toward the future of AI talent. This initiative goes beyond just education--it's about giving students real-world experiences and access to expert mentors, and the skills they need to thrive in an AI-driven world."

Bridging academia and industry is the key to meaningful digital transformation.

I'm looking forward to seeing these young minds innovate and lead the way."

Sunil Mittal, CEO, Movate



social responsibilities

movate as a responsible corporate citizen

MOVATE SUPPORTS INCLUSIVE EYE CARE SERVICES FOR WOMEN



 **Hyderabad**
Telangana, India

 **March**
2025



International Women’s Day (IWD) on March 8th is a global occasion commemorating the social, economic, cultural, and political achievements of women. On the occasion of IWD 2025, Movate supported an inclusive eye screening camp held at Begumpet in Hyderabad, India, in collaboration with CBM India. Movate organized free eye screenings, consultations, and eyewear to those who otherwise might not have access to these services.

TRIBAL RESETTLEMENT INITIATIVE IN EUREKA GURUPURAM VILLAGE



 **Tamil Nadu**
India

 **March**
2025



Movate supported a tribal resettlement initiative in Eureka Gurupuram Village, Thiruvallur district, Tamil Nadu, India. The community support initiative centered around enhancing basic infrastructure. The **project improved basic living conditions for tribal Irular families** and reaffirmed Movate’s dedication to sustainable community development. The team **installed water tanks, constructed bathrooms, drainage canals** and set up solar lamps.

social responsibilities

movate as a responsible corporate citizen

INAUGURATION AND DEDICATION OF A BIOGAS PLANT (WASTE TO ENERGY)


 **Chennai**
Tamil Nadu, India

 **November**
2024



Supported by Movate, this facility processes **100 kg of food** and vegetable waste each day, producing 10 cubic meters of biogas. This solution effectively **substitutes 146 LPG cylinders** annually, which is equivalent to 1825 kg of LPG, thereby providing a renewable energy source for cooking and minimizing environmental impact.

VISION CAMPS: INCLUSIVE EYE CARE SERVICES

 **Hyderabad**
Telangana, India

 **November**
2024



As part of the inclusive health services program, the team of Movators and volunteers helped organize vision camps for members of the transgender and marginalized communities in Hyderabad. Movate aimed to reach around **2500 persons** or more from the vulnerable households, transgender community, and persons with disability through **10 vision camps** organized in and around the city.

social responsibilities

movate as a responsible corporate citizen

MAKING LEARNING EASIER AND FUN

 **Chennai**
Tamil Nadu, India

 **September**
2024



Movate contributed to the St. Anna School in Chennai, Tamil Nadu, by **providing nutritious meals, stitched uniforms, shoes, textbooks, bags, and other essential supplies** to the school children. Movators were encouraged to donate school kits and sports items.

MID-DAY MEAL PROGRAM - FACILITATING LEARNING

 **Bengaluru**
Karnataka, India

 **September**
2024



Movate collaborated with The Akshaya Patra Foundation (TAPF) to provide nutritious meals for the students of the GMPS Immadi Halli Middle School (GIHMS) in Bengaluru, India. Movators joined hands with the TAPF team to provide over **100,000 mid-day meals**.

social responsibilities

movate as a responsible corporate citizen

WORLD ENVIRONMENT DAY 2024: AWARENESS, ACTION & IMPACT

 India

 June 2024



In June 2024, against the backdrop of the World Environment Day 2024’s theme, “**Land Restoration: Combatting Desertification & Drought**,” Movate organized an awareness campaign at its offices. With the support of an independent global campaigning organization, Movate helped set up a one-on-one kiosk with employees to interact on climate change, the present environmental threat, and the necessary course of action.

INTERNATIONAL WOMEN’S DAY 2024

 Chennai
Tamil Nadu, India

 March 2024



On International Women’s Day (IWD), Movate organized a sapling plantation campaign along with Trust for Restoring Environment and Empowering Society (TREES) at the Aavin Milk Dairy in Sholinganallur, Chennai, India. Close to **3,300 saplings and 3,300 Vetiver** were planted. Movate thanks the 124+ incredible volunteers who participated in this initiative.

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industry accolades

For the fiscal period
April 2024 to April 2025



industry accolades



Movate recognized on the “**Inc.’s 2025 Regionals**” list of fastest growing private companies in the Southwest, USA.

April 2025



Movate wins the Gold Award for the “**Best Artificial Intelligence Technology Innovation**” for its Sales Agent Assist

April 2025



Movate wins Gold Stevie for the “**Customer Service Outsourcing Provider of the Year 2024**” at the 18th annual Stevie Awards for Sales & Customer Service

April 2024



Movate wins Gold Globee in the category “**Disruptive Service Innovation**” at the 4th Annual 2024 Globee Awards for Disruptors

May 2024



Movate named Platinum Winner in the category “**IT Service Provider of the Year – 2024**” by TITAN Business Awards

May 2024



**Analyst recognitions from 2019-2024. *Global awards from 2019-2024.*

industry accolades



Movate wins ‘**Best Outsourcing Provider of the Year 2024**’ by the International Customer Management Institute (ICMI)

May 2024



Movate wins ‘**Excellence in ESG Recognition Award**’ at the 1st edition of the Corporate Excellence Conference & Awards by iNFHRA

October 2024



Gold Award for **Excellence in ESG** at the 9th edition of the workplace excellence awards

March 2025



Movate recognized with the Golden Award for ‘**Excellence in Workplace Security**’ at the 1st edition of the Corporate Excellence Conference & Awards by iNFHRA

October 2024



Movate named among the **Top 100 Outsourcing Leaders** by OA500 2025

March 2025



Gold Award for **Excellence in Emergency Preparedness & Response**: 9th edition of the workplace excellence awards

March 2025

industry accolades



Positioned as a **‘Leader’** in NelsonHall’s Cognitive & Self-Healing IT Infrastructure Management Services – AI, NEAT Assessment Report

February 2025



Recognized as a **‘Disruptor’** i.e, Horizon 1 in HFS Salesforce Service Providers study

January 2025

analyst recognitions



Recognized as a **‘Enterprise Innovator’** i.e, Horizon 2 in HFS Generative Enterprise Services Providers study

January 2025



Ranked as a **‘Disruptor’** Avasant’s Intelligent Automation Services RadarView Report

November 2024

industry accolades



Positioned as a **‘Leader’** in Everest’s Digital Workplace Services PEAK Matrix® Assessment 2024: Mid-market Enterprises Report
October 2024



Positioned as a **‘Leader’** in NelsonHall’s Quality Engineering: Test Automation and GenAI Services NEAT report for GenAI Quadrant
October 2024



Positioned as a **‘Leader’** in NelsonHall’s CX Services-High Tech & Auto (Overall) NEAT Assessment Report
August 2024



Recognized as a global **‘Leader’** in the ISG’s Contact Center Provider Lens in the AI & Analytics and Intelligent Agent Experience Quadrants
August 2024



Positioned as a **‘Product Challenger’** in ISG Provider Lens Generative AI Services(Midsize Providers) in the Strategy and Consulting & Development and Deployment Quadrants
August 2024

analyst
recognition

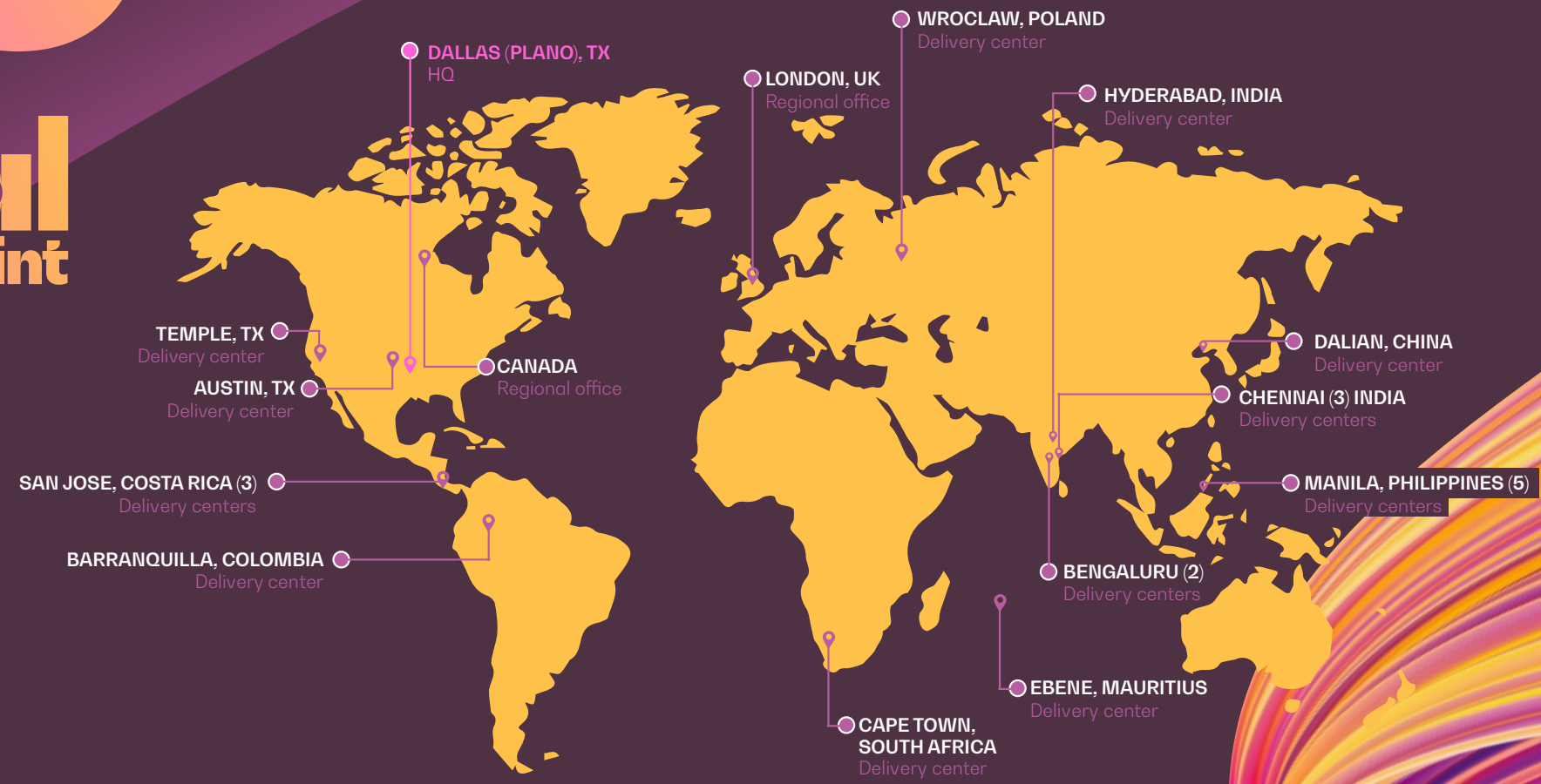
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global footprint

Over
12,000
Movators &

8,000+
Flex Experts

Across
5
Continents



- English
- Arabic
- Bahasa Indonesia
- Bahasa Malay
- Brazilian Portuguese
- Canadian French
- Cantonese
- Czech
- Dutch
- French
- German
- Hungarian
- Indian Languages
- Italian
- Japanese
- Korean
- Mandarin
- Polish
- Portuguese
- Russian
- Slovakian
- Spanish
- Tagalog
- Turkish
- Ukrainian

on esg what they say



Amardeep Juneja
Head of Europe Sales –
ITO

Embedding sustainability, ethical governance, and social responsibility into our operations helps us drive **meaningful impact for our clients**, partners, employees, and communities. By aligning innovation with ESG principles, we create long-term value while shaping a more sustainable digital future.



Vinuta Shankar,
Vice President – HR

"In today's era of generative and agentic AI, data literacy and AI fluency are no longer niche skills—they are foundational to every role. At Movate, we recognize that the future of work hinges on our ability to **continuously upskill our workforce**, empowering individuals to not just use AI, but to collaborate with it. Investing in AI and data literacy isn't just about staying competitive. It's about shaping a future where innovation, adaptability, and human potential thrive together.



Benedict Arokiasamy
SVP & Head of L&D,
Campus & Institutional
Alliances

Fostering an inclusive, diverse, and socially responsible workplace, we create an environment where our **employees feel valued, empowered**, and inspired to make a difference. Our commitment to these principles drives not just employee well-being, but sustainable growth for our business and communities across the Americas.

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appendix

GRI tables, UNGC, SDG,
Disclaimer



appendix

global reporting initiative (GRI)

GRI Standard Used: GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organization details	5, 49
	2-2 Entities included in the organization's sustainability reporting	53
	2-3 Reporting period, frequency and contact point	53
	2-6 Activities, value chain and other business relationships	6, 7, 8
	2-7 Employees	53
	2-8 Workers who are not employees	54
	2-21 Annual total compensation ratio	54
	2-22 Statement on sustainable development strategy	2, 13
	2-23 Policy commitments	54
	2-24 Embedding policy commitments	13, 30, 54

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	28
	3-2 List of material topics	28
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local supplies	54
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	54
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	54
GRI 302: Energy 2016	302-1 Energy consumption within the organization	14
	302-3 Energy intensity	14, 55
	302-4 Reduction of energy consumption	55
	304-2 Significant impacts of activities, products and services on biodiversity	41, 43
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	41, 43
	305-1 Direct (Scope 1) GHG emissions	14, 55
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) emissions	14, 55
	305-3 Other indirect (Scope 3) emissions	14, 55
	305-4 GHG emission intensity based on Scope 1, 2 & 3 emissions	14, 55
	305-5 Reduction of GHG emissions	55
	305-6 Emissions from Ozone Depleting Substances (ODS)	55
	306-4 Waste diverted from disposal	11
GRI 306: Waste 2020	401-1 New employee hires and employee turnover	55
GRI 401: Employment 2016	401-3 Parental leave	56
	403-1 Occupational health and safety management system	13, 28
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	13
	403-8 Workers covered by an occupational health and safety management system	13
	403-9 Work-related ill health	56
GRI 404: Training & Education 2016	404-1 Programs for upgrading employee skills and transition assistance programs	56
	404-3 Percentage/number of employees receiving regular performance and career development reviews	57
GRI 405: Diversity and Equal Opportunity 2016	405-1 DE&I Council Members	57
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessment and development programs	40, 41, 42, 43
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	57
GRI 418: Customer Privacy 2016	418-1 Breaches to customer	57

appendix

GRI

(GRI 2-2) Entities included in the organization's sustainability reporting

REQUIREMENT

Entities included in the organization's sustainability reporting

DISCLOSURE

Movate Technologies Private Limited / Movate INC

(GRI 2-7) Information on employees by gender

**Gender as specified by the employees.*

FEMALE MALE OTHER* NOT DISCLOSED TOTAL	Female	Male	Others*
Number of employees (head count / FTE)	6568	10860	-
Number of permanent employees (head count / FTE)	6417	10631	-
Number of temporary employees (head count / FTE)	148	227	-
Number of non-guaranteed hours employees (head count / FTE)	3	-	-
Number of full-time employees (head count / FTE)	-	-	-
Number of part-time employees (head count / FTE)	-	2	-
Global Percentage of women in top executive positions (excluding boards of directors) - JL 7 and above	13%	-	-
Global Percentage of women within the organization's board	0%	-	-
Average Percentage of women employed in the whole organization	36%	-	-

(GRI 2-7) Information on employees by region

REGION	China	Colombia	Costa Rica	India	Mauritius	Philippines	Poland	Other locations
Number of employees (head count / FTE)	214	379	2383	8744	95	4112	62	1439
Number of permanent employees (head count / FTE)	203	358	2380	8606	95	3989	60	1357
Number of temporary employees (head count / FTE)	11	21	3	138	-	123	2	77
Number of non-guaranteed hours employees (head count / FTE)	-	-	-	-	-	-	-	3
Number of full-time employees (head count / FTE)	-	-	-	-	-	-	-	-
Number of part-time employees (head count / FTE)	-	-	-	-	-	-	-	2

Facilities covered in the organization's sustainability reporting

REQUIREMENT	DISCLOSURE FY 25	FY 24	FY 18
Number of facilities covered	India - 6	India - 6	India - 6
	China - 1	China - 3	China - 1
	Mauritius - 1	Mauritius - 1	Mauritius - 1
	Philippines - 3	Philippines - 3	Philippines - 1
	Poland - 1	Poland - 1	Poland - 1
	Costa Rica - 3	Costa Rica - 3	Costa Rica - 1
	Colombia - 1	Colombia - 1	
	USA - 1	USA - 1	

(GRI 2-3) Reporting period, frequency and contact point

FINANCIAL REPORTING PERIOD	FREQUENCY	CONTACT POINT
1 April 2024 to 31 March 2025 (FY 25)	Annual	Shelton Victor P ESG.Global@movate.com (or) shelton.victor@movate.com
1 April 2023 to 31 March 2024 (FY 24)		
1 April 2017 to 31 March 2018 (FY 18)		

appendix



(GRI 2-8) Workers who are not employees

REQUIREMENT	FY 25
Average head count of non-full-time employees	144

(GRI 2-21) Annual total compensation ratio

REQUIREMENT	FY 25
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	116.5%

(GRI 2-23, 24) Policy

REQUIREMENT	REFERENCE
ESG	https://www.movate.com/about-us/environmental-social-governance/
CSR	https://www.movate.com/about-us/environmental-social-governance/
Anti Sexual Harassment	https://www.movate.com/about-us/anti-sexual-harassment-program-promoting-a-safe-work-environment/
Women Empowerment	https://www.movate.com/about-us/women-at-movate/

(GRI 204-1) Proportion of spending on local supplies

REQUIREMENT	FY 25
The percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).	98%

(GRI 205 – 3) Confirmed incidents of corruption & actions taken

REQUIREMENT	FY 25
Total number and nature of confirmed incidents of corruption.	NIL
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	NIL
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	NIL
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	NIL

(206-1) Legal actions for anti-competitive behavior, anti-trust & monopoly practices

REQUIREMENT	FY 25
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	NIL
Main outcomes of completed legal actions, including any decisions or judgements.	NIL

(GRI 302-1) Energy consumption within the organization

REQUIREMENT	FY 25	FY 24	FY 18
Global energy consumption (MWh)	11378	9273	9811

appendix

GRI

(GRI 302-3) Energy intensity

REQUIREMENT	FY 25	FY 24	FY 18
-------------	-------	-------	-------

Energy Intensity - MWh/Sq.ft	0.002	0.001	0.002
------------------------------	-------	-------	-------

(GRI 302-4) Reduction of energy consumption

REQUIREMENT	FY25 Vs FY18	FY25 Vs FY24	FY24 Vs FY18
-------------	--------------	--------------	--------------

Energy reduction (MWh)	(-) 1567	(-) 2105	538
------------------------	----------	----------	-----

(GRI 305-1) Direct (Scope 1) GHG emissions

REQUIREMENT	FY 25	FY 24	FY 18
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Direct (Scope 1) GHG emissions (tCO ₂)	2.0	18.9	15.6
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(GRI 305-2) Energy indirect (Scope 2) emissions

REQUIREMENT	FY 25	FY 24	FY 18
-------------	-------	-------	-------

Energy indirect (Scope 2) emissions (tCO ₂)	10739	8941	8490
---	-------	------	------

(GRI 305-3) Other indirect (Scope 3) emissions

REQUIREMENT	FY 25	FY 24	FY 18
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Other indirect (Scope 3) emissions (tCO ₂) - Upstream	542	556	2107
---	-----	-----	------

Other indirect (Scope 3) emissions (tCO ₂) - Downstream	0	0	0
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(GRI 305-4) GHG emission intensity based on Scope 1, 2 & 3 emissions

REQUIREMENT	FY 25	FY 24	FY 18
-------------	-------	-------	-------

Emission intensity (tCO ₂ / Sq.ft)	0.017	0.016	0.023
---	-------	-------	-------

(GRI 305-5) Reduction of GHG emissions

REQUIREMENT	FY25 Vs FY 18	FY25 Vs FY24	FY24 Vs FY18
-------------	---------------	--------------	--------------

Total CO ₂ emissions (tCO ₂)	(-) 671	(-) 1767	1096
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(GRI 305-6) Emissions from Ozone Depleting Substances (ODS)

REQUIREMENT	FY 25
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Total CO ₂ emissions (tCO ₂) from HCFC 22 refilling	205.53
--	--------

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

REQUIREMENT	FY 25
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Percentage of new suppliers that were screened using environmental criteria	100%
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(GRI 401-1) New employee hires and employee turnover

Gender-wise employee turnover – FY 25

Male	3522
------	------

Female	2456
--------	------

Employees with gender not disclosed	-
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Number of new employee hires by region – FY 25

China	40
-------	----

Colombia	169
----------	-----

Costa Rica	1009
------------	------

India	3117
-------	------

Mauritius	11
-----------	----

Philippines	2439
-------------	------

Poland	12
--------	----

Other regions	856
---------------	-----

Total	31.7%
--------------	--------------

appendix

GRI

(GRI 401) Number of employees by job category & age

CATEGORY		Age Group									
		<30		30-40		40-50		>50		Unknown - Age	
		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1	JL1	4,206	3,159	1,567	866	354	267	83	55	0	0
2	JL2	905	568	1,322	543	183	188	33	62	0	0
3	JL3	315	160	723	288	212	81	28	10	0	0
4	JL4	8	4	171	55	199	44	16	10	0	0
5	JL5	0	0	24	3	63	15	12	3	0	0
6	JL6	0	0	23	4	93	22	26	3	1	0
7	JL7	0	0	0	0	25	3	25	4	1	0
8	JL8	0	0	0	0	2	0	1	0	0	0
9	EC	0	0	0	0	5	0	5	0	0	0

(GRI 401-3, 405-1) Return to work and retention rates after parental leave, by gender

No. of employees, by gender, entitled to parental leave (Avg. HC)		No. of employees, by gender, taken parental leave		Total no. of employees that returned to work in the reporting period after parental leave ended by gender		No. of employees who returned to work after parental leave ended who were still employed twelve months after their return to work	
Male	Female	Male	Female	Male	Female	Male	Female
6,731	3,611	257	178	257	169	219	125

(GRI 403-9) Work related ill-health

REQUIREMENT	FY 25
The number of fatalities as a result of work-related ill health	Nil
The number of cases of recordable work-related ill health	Nil
The main types of work-related ill health	Not Applicable

(GRI 404-1) Programs for upgrading employee skills and transition assistance programs

REQUIREMENT	FY 25
Total number of training hours provided to employees	784851
Total number of employees - Average	10342
Average training hours per employee	76
Total number of training hours provided to female employees	313940
Total number of female employees	3233
Average training hours per female	97
Total number of training hours provided to male employees	470911
Total number of male employees	7109
Average training hours per male employee	66

REQUIREMENT	FY 25
Total workforce across all locations who received career-or skills-related training	77%

appendix

GRI

(GRI 404-3) Percentage/number of employees receiving regular performance and career development reviews

GRADE	FY 25
J11	9%
J12	10%
J13	13%
J14	12%
J15	17%
J16	11%
J17	7%
J18	0%

(GRI 405-1) DEI council members (FY 25)

Women › From the core leadership team - 5

Men › From the core leadership team - 6

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

REQUIREMENT

FY 25

Percentage of new suppliers that were screened using social criteria

100%

(GRI 418-1) Breaches to customer

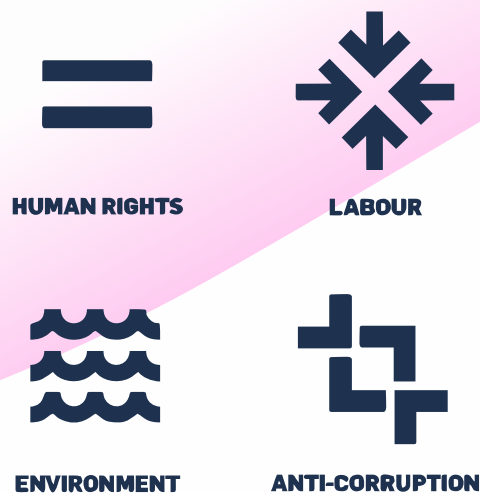
REQUIREMENT

FY 25

Substantial complaints concerning breaches of customer privacy and losses of customer data

0

appendix



PRINCIPLES	DISCLOSURE	LOCATION
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	25, 27
	Principle 2: Businesses should make sure that they are not complicit in abusing human rights	25
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	25
	Principle 4: The elimination of all forms of forced and compulsory labour	25, 27
	Principle 5: The effective abolition of child labour	27
	Principle 6: The elimination of discrimination with respect to employment and occupation	27
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges	2, 13
	Principle 8: Undertake initiatives to promote greater environmental responsibility	11, 13, 41, 43
	Principle 9: Encourage the development and discussion of environmentally friendly technologies	11, 13
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	25, 27, 54

appendix



GOALS	DISCLOSURE	LOCATION
1	No poverty	-
2	Zero hunger	42
3	Good health and well-being	41
4	Quality education	42
5	Gender Equality	22, 28, 53, 55, 56
6	Clean water and sanitation	40, 41
7	Affordable and clean energy	11
8	Decent work and economic growth	18, 19, 20, 27, 28, 31, 32, 33, 34, 54
9	Industry, innovation, and infrastructure	6, 7, 8
10	Sustainable cities and communities	37, 38, 39, 40, 41, 42, 43
11	Reduced inequality	-
12	Responsible consumption and production	-
13	Climate action	11
14	Life below the river	-
15	Life on land	-
16	Peace, justice, and strong institutions	-
17	Partnership for the goals	-

appendix

discretion statement by Movate technologies private limited (Movate) and Movate inc (Movate)

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