



ESGREPORT

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

Environment | Sustainability | Governance

Movate Technologies Pvt. Ltd.

Annual Progress

April 2025 to March 2026

Movate Inc.



Dear Stakeholders,

As we present Movate's ESG report **for the fiscal period April 2025–March 2026**, I reflect on a year defined by both acceleration and complexity. AI developments particularly, Generative and Agentic AI with shifting global economic, environmental, and geopolitical realities are reshaping the technology services and customer experiences landscape in profound ways.

We believe that AI **innovation and responsibility** must advance together. As AI transforms how enterprises operate and engage with customers, our focus remains clear: to balance technological progress with human-centered outcomes, ensuring that experience, trust, and sustainability remain at the core of everything we do.

We are also witnessing a broader shift in global energy systems, with decarbonization accelerating and software-led solutions emerging as critical enablers. At Movate, we recognize the role digital transformation plays in advancing sustainability whether through optimizing operations, enabling hybrid models, or supporting clients in reducing their environmental footprint.



On September 19th, 2026, Movate turns 30: a milestone that speaks to our resilience, our customer obsession, and above all, our people. Movators have never simply worked here; they have shaped, challenged, and continue to build the next phase of our growth.

Reimagining value in a changing world

Today's operating environment is marked by uncertainty from geopolitical disruptions to evolving supply chains that are increasingly becoming competitive battlegrounds. In this context, ESG is central to long-term corporate value creation. Climate risks are now financial risks, and organizations are being evaluated not only on performance but on resilience, transparency, and impact particularly across Scope 1-3 emissions.

Driving environmental responsibility

Our commitment to environmental stewardship continues to evolve alongside these global shifts. We remain focused on improving energy efficiency, increasing the use of renewable energy, and embedding sustainability into our operational fabric. At the same time, we are strengthening our approach to **measurement and accountability**, aligning with global ESG metrics and frameworks that emphasize transparency and comparability.

As the **circular economy** gains momentum, we are also exploring ways to minimize waste, extend asset lifecycles, and promote responsible consumption across our ecosystem.



Putting people at the center of AI & CX

The **fast and furious pace of AI developments** are redefining CX: enabling hyper-personalization, autonomous interactions, and new service models. However, we believe that the true potential of AI lies not in replacing human connection, but in enhancing it.

At Movate, we are committed to ensuring that **AI-driven innovation** complements our CX goals by empowering our people, improving outcomes for our clients, and delivering meaningful experiences for end users. This requires a deliberate focus on ethics, inclusivity, and workforce readiness.

Strengthening governance in an era of accountability

As ESG expectations mature, governance has become a defining factor in building trust. In a world shaped by data, AI, and **increasing regulatory scrutiny**, we have further strengthened our frameworks around AI governance, employee trainings around cybersecurity, and risk management.

We recognize that stakeholders today expect more than just good 'intent' as they are keen on tangible and measurable progress. Our governance practices are designed to ensure accountability, transparency, and alignment with global best practices, even as we navigate political and economic headwinds.

I would like to extend my thanks to our employees, clients, partners, and communities for their continued trust and support. Together, we will continue to shape a more sustainable, inclusive, and intelligent future.

Moving Forward

We remain committed to embedding ESG principles into every aspect of our operations, ensuring that our growth is not only profitable but also purposeful.

While the path forward will require **agility and resilience**, our direction remains firm. By placing people at the center, embracing responsible AI, and embedding ESG into our value creation models, we are building a future where business success and societal progress go hand in hand.

Sunil Mittal
Chief Executive Officer,
Movate

Movators don't just work here, they're building it. We continue to invest in building an inclusive, future-ready workforce through upskilling, leadership development, and well-being initiatives. By fostering a culture where diverse perspectives thrive, we enable innovation that is both responsible and impactful.

compliance with Microsoft
sustainability procurement
requirements



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We're Movate Your Applied AI Partner

Turning AI's promise into outcomes that measurably
move your business forward

Movate is an Applied AI services company that helps enterprises translate AI ambition into measurable business outcomes. With over 12,000 employees across 20 global locations, augmented by AI collaborator agents, it brings together human expertise and technology to help organizations rethink operating models for efficiency and growth. Powered by Mova iO, its intelligent outcomes platform, Movate delivers practical, scalable, and industry-contextualized solutions that address real business challenges.

25+ Years
of delivering
results

150+
Marquee
global
clients

12,000+
Full-time
employees

8,000+
Flex experts
across
45 countries

21
Global
delivery
locations

**Plano,
Texas**
Headquarters

300+
Analyst
recognitions
(2019-2024)

75+
International
awards
(2019-2024)

>50%
Outcome-
based
Revenue

100+ AI Accelerators
70+ AI Engagements
20+ AI Partnerships

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ABOUT MOVATE

AI-LED SERVICES PORTFOLIO: FROM STRATEGY TO BUSINESS OUTCOMES



AI-Native Engineering Services

- AI-led software development
- AI-led quality engineering
- AI-led application support
- AI-led app modernization
- AI-led product engineering



Data & Insights

- Data readiness
- Data engineering
- Data analytics & visualization



AI Services

- AI consulting
- AI readiness
- AI & ML
- Generative AI
- Agentic AI



Digital Customer Experience

- AI-powered CX strategy & roadmap
- Intelligent automation & agentic enablement
- Omnichannel journey orchestration
- CX data & AI analytics
- Digital contact center modernization
- AI-optimized CX process re-engineering



Enterprise Product Services

- Marketing-as-a-Service
- Product & technical support
- Customer success & renewals
- Customer care & entitlement operations

- Professional services
- Managed services
- Revenue acceleration with Movate SalesEdge



Enterprise Apps

- Microsoft
- Salesforce
- ServiceNow



AI-Powered Enterprise Ops

- Intelligent infra ops
- Digital workplace ops
- Cloud transformation ops
- AI-powered cybersecurity



Powered by Mova iO - The Intelligent Outcomes Platform | Backed by 50+ AI & tech partnerships

Mova iO

The Intelligent Outcomes Platform for Enterprise Transformation



Watch the video on Mova iO. [CLICK HERE.](#)

An AI-native, outcome-driven platform engineered for enterprise scale and seamlessly embedded in core systems.

CONTEXTUALIZE



Ground AI in enterprise knowledge with correlated knowledge graphs linking processes, systems, and ontologies.

CO-ENGINEER

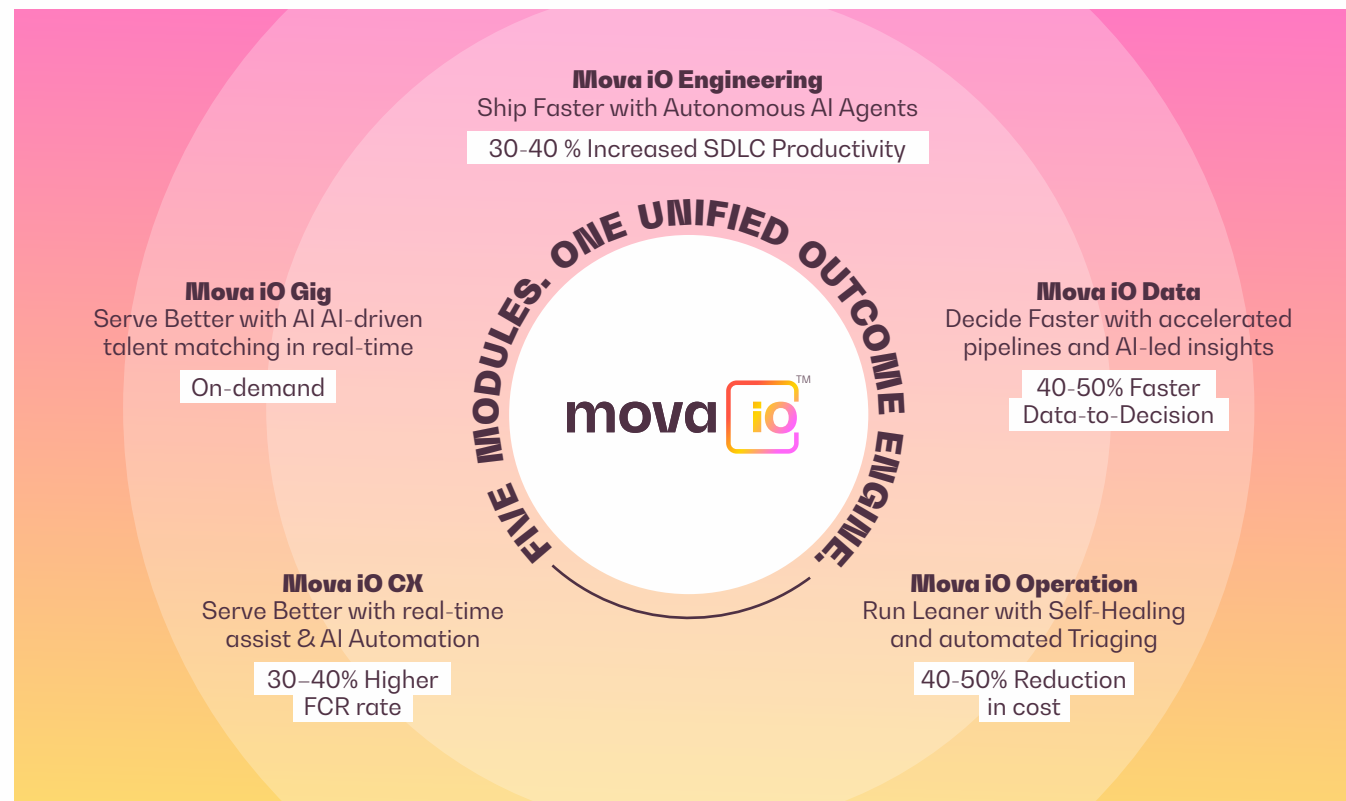


Build on your existing platforms and data to design AI agents and agentic workflows, responsibly and by design.

CO-DELIVER



Operationalize AI at scale through AI-native delivery models combining Movate experts with AI agents.



Frameworks adopted by Movate for ESG Reporting





Arvind J - EVP & Global CHRO

As the workplace evolves with AI and new ways of working, our responsibility to people, communities, and the environment becomes even more critical. By embedding sustainability, inclusion, and well-being into our people practices, we empower our workforce to deliver intelligent outcomes to clients with an eye on the community and our people; this approach drives operational excellence, builds a more equitable, resilient, and future-ready organization.

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SNAPSHOT

Highlights across the board

This section is a quick & powerful reflection of how our ESG commitments translate into real, measurable outcomes. It brings together the **numbers that define our progress**: whether it's improving energy efficiency, increasing renewable energy adoption, or ensuring responsible waste management across our operations. From achieving high LED adoption in our facilities to responsibly recycling paper and disposing of e-waste through authorized channels, each metric tells a story of conscious, data-driven action.

At the same time, these numbers highlight the **scale of our social impact**. Through multiple CSR initiatives, thousands of beneficiaries have been reached, supported by strong employee participation and volunteering efforts. This reflects not just organizational intent, but collective action driven by our people.

What stands out is how closely linked these outcomes are to our broader approach of leveraging **digital-first practices** to reduce paper usage, optimize energy consumption, and embed sustainability into everyday operations. This 'snapshot' section isn't just about reporting metrics; it's about demonstrating how small, consistent actions across the organization come together to create meaningful environmental and social impact, while keeping us aligned with our long-term ESG goals.

THE **NUMBERS** SPEAK

LED lighting
across facilities

98%



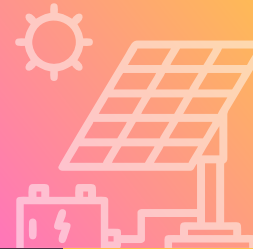
Paper waste
recycled

6.2 MT



Renewable energy
consumption

1,635
MWh



Hazardous e-waste
disposed responsibly through
authorized recyclers

23.9
MT



CDP
rating

B-



Beneficiaries
of CSR

5,179



CSR
initiatives

15



Volunteering
hours

2,648



ECOVADIS
rating

Bronze medal





Gayatri Mohanakrishnan - Vice President, Delivery

Enterprise product success today depends on continuous, intelligent value delivery. By integrating AI-driven insights across the product lifecycle, we enable faster innovation, improved performance, and proactive customer engagement. At the same time, our focus on responsible and sustainable delivery ensures that growth is aligned with broader ESG priorities—creating lasting value for clients and their ecosystems.

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ENVIRONMENT IMPACT

Stewardship | A breakup by the numbers

At Movate, environmental responsibility is **embedded into everyday operations**, with a clear focus on improving efficiency, reducing impact, and building long-term sustainability. Movate continuously monitors energy consumption to optimize usage across facilities. Initiatives such as energy-efficient lighting, optimized workspace utilization, and planned HVAC usage have helped improve overall energy performance while lowering consumption levels.

A strong shift toward **digital-first practices** has also enabled significant reduction in paper usage. Processes like digital signatures, e-resignations, and electronic documentation not only streamline operations but also minimize resource consumption. Alongside this, responsible recycling practices ensure that paper and electronic waste are managed in compliance with environmental standards.

Movate also places equal emphasis **on building safe and inclusive workplaces**, aligning environmental efforts with broader health and safety frameworks such as ISO 14001 and ISO 45001. Structured systems for risk assessment and environmental impact evaluation further strengthen this approach. Looking ahead, Movate is actively working toward a comprehensive decarbonization strategy, aligned with long-term climate goals and net-zero ambitions, ensuring that sustainability remains a core part of business growth.

ENVIRONMENT **IMPACT**

ENVIRONMENTAL STEWARDSHIP & OPERATIONAL SUSTAINABILITY

At Movate,
we are committed to continuously improving energy efficiency across our operations.

This includes closely monitoring energy consumption patterns, identifying opportunities for reduction to enhance efficiency. Our comprehensive sustainability policy ensures that environmental priorities are seamlessly embedded into everyday business processes.

We are equally focused on creating inclusive and responsible workplaces. Wherever feasible, our facilities are designed to be accessible to persons with disabilities, with features such as ramps and accessible washrooms. In parallel, Movate is progressing toward implementing ISO 14001 and ISO 45001 standards, strengthening our Environment, Health, and Safety (EHS) framework. This includes structured systems for Environmental Impact Assessment (EIA) and Hazard Identification and Risk Assessment (HIRA), tailored to our operational landscape.

As part of our long-term climate commitment, we are actively developing a robust decarbonization strategy. This roadmap will guide Movate’s journey toward achieving net-zero emissions across key areas of our value chain.

Energy Management

We have adopted multiple initiatives to optimize energy usage across our facilities. These include transitioning to energy-efficient lighting, optimizing floor space utilization, and implementing planned usage of HVAC systems. Together, these measures have contributed to improved energy performance and reduced overall consumption.



Waste Management and Recycling

Movate follows responsible waste management practices, with a strong focus on recycling and minimizing environmental impact. Electronic waste is disposed of through authorized recyclers, ensuring compliance with regulatory standards and environmental safety.



Business Travel Monitoring

We have established internal systems to track and monitor business travel across road, rail, and air. This enables better visibility into travel-related emissions and supports future sustainability initiatives aimed at reducing our carbon footprint.



Paper Reduction Initiatives

Our shift toward digital-first processes has significantly reduced paper consumption. Initiatives such as paperless performance management, digital signatures, e-resignations, and electronic payslips have streamlined operations while minimizing resource use. Additionally, the adoption of lower GSM paper and mobile bill digitization further supports this effort. Recycling of paper and paper-based products remains an integral part of our sustainability practices.



A BREAKUP BY THE NUMBERS

The consumption of renewable energy surged by 8.6%, the total emissions from Scope 1 & 2 have reduced by 5.2%.

The baseline shifted from FY' 18 to FY' 25 to be relevant to present challenges.

Description	FY 25	FY 26
Energy consumption from grid, excluding renewables & diesel generator (MWh)	10843	10398
Energy consumption from diesel generator (MWh)	39	45
Renewable energy consumption (MWh)	567	1635
Renewable energy consumption through Solar & Wind	5.0%	13.5%
Global energy consumption (MWh)	11450	12077
Floor space (Sq. Ft)	647227	767077
Energy Intensity (MWh / Sq.ft / Yr)	0.002	0.016
Energy Intensity (MWh / FTE)	0.919	1.121
Direct (Scope 1) GHG emissions (tCO ₂)	2.0	2.6
Energy indirect (Scope 2) GHG emissions (tCO ₂)	7047	6679
Direct (Scope 1) & Energy indirect (Scope 2) GHG emissions (tCO ₂)	7049	6682
Other indirect (Scope 3) emissions (tCO ₂)	1936	826
Total GHG emissions (tCO ₂)	8984	9029
Emission intensity (tCO ₂ / Sq.ft) - (Scope 1 & 2 Combined)	0.011	0.009
Emission intensity (tCO ₂ / FTE) - (Scope 1 & 2 Combined)	0.57	0.62
Emission intensity (tCO ₂ / Sq.ft) - (Scope 1, 2 & 3 Combined)	0.014	0.012
Emission intensity (tCO ₂ / FTE) - (Scope 1, 2 & 3 Combined)	0.721	0.838

*The year end headcount data (as on March 31st) has been used for the intensity calculations.



Mushtaq Ahmad - CVP & Chief Information Officer

In 2026, cybersecurity is no longer just a technical discipline, but a governance imperative. As the EU AI Act, DORA, and emerging agentic AI risks redefine accountability, the question is no longer whether to govern AI, but how responsibly we do so. At Movate, we are embedding transparency, human oversight, and ethical AI practices into the very architecture of our digital operations — because true resilience is built not just on technology, but on trust. That is our ESG commitment in action.

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SOCIAL IMPACT

Going by the people first, people always philosophy

At Movate, social impact is rooted in a **people-first philosophy** that prioritizes inclusion, equity, and a strong sense of belonging across the organization. Guided by core values such as integrity, respect, agility, and customer success, Movate fosters a culture where diverse perspectives are valued, and every individual is empowered to thrive.

A key focus area is building an **inclusive workplace through structured DEI initiatives**. From inclusive leadership training and diverse hiring practices to supplier diversity programs, Movate actively works to create equal opportunities for all, including women, people with disabilities, and under represented communities. Dedicated programs such as the Women's Initiative Network and leadership councils further support the growth, mentorship, and advancement of women across the organization.

Equally important is ensuring a **safe and respectful work environment**. Strong policies and awareness programs, including those addressing workplace safety and harassment prevention, reinforce a culture of trust and accountability. At the same time, Movate continues to celebrate and amplify voices that inspire inclusion, encouraging leadership and innovation at every level. Together, these efforts reflect a holistic approach to social impact, where people remain at the center of progress and long-term value creation.

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.

AGILITY IN
EVERYTHING WE DO

Agility

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

MAKE CUSTOMER SUCCESS
OUR TOP PRIORITY

Customer Success

We will be committed to consistently exceed customer expectations.

A DIVERSE WORKFORCE

Advancing DEI is central to how Movate operates. Across the organization, we have put in place a range of targeted programs that bring our commitment to diversity and inclusion to life:



A vibrant mix - from all backgrounds:

Diversity is a deliberate priority in our hiring practices. We actively attract candidates from underrepresented groups, including Persons with Disabilities (PWD) and LGBTQIA+ individuals; we consistently expanding women's representation across our workforce.



Initiatives that empower women:

Movate actively supports women through targeted development programs that identify, nurture, and elevate women leaders at every tier of the organization, reinforcing our commitment to equitable career growth.

Diverse ecosystem of suppliers:

Our supplier diversity initiative creates meaningful pathways for entrepreneurs with disabilities (PWD) and women-led enterprises to participate in our supply chain, translating our inclusion values into tangible economic opportunity.

Inclusivity awareness & training:

Our managers receive structured training designed to build skills in leading diverse, inclusive teams; cultivating a workplace where every individual feels a genuine sense of belonging and is treated with respect.

SOCIAL IMPACT

INCLUSION IN ACTION

At Movate, we witness every day how women leaders drive change, spark opportunity, and uplift entire communities around them.

“We’re not just working here, but building it.”

#IWD2026 #GiveToGain

Give to Gain.
Let’s **Grow Together**

This 2026 #InternationalWomensDay, we move from intent to impact. Because a future where every woman thrives isn’t just an aspiration, but it’s what happens when we choose to #GiveToGain.

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



Susan Acuna
Manager, Costa Rica

Being part of Movate has been a meaningful journey of growth and learning for me. Over the past four years, I’ve had the opportunity to take on new challenges, support diverse business needs, and contribute to building strong teams...



Bindu Murali
Assistant Manager, India

Being a Movator has been a meaningful part of my career growth. As part of the HR Onboarding team, I’ve had the opportunity to take on responsibilities around digitization while creating engaging experiences for employees joining Movate...

Read more on what they said in this blog post. [Click here.](#)

INSPIRING INCLUSION

Women are leading change, dismantling barriers, and reshaping what leadership looks like. But change of this magnitude doesn't happen on its own; it takes courage, intentionality, and shared accountability at every level.

Women voice their views

#IWD2026 #GiveToGain

Give to Gain.
Let's **Build Together**

At Movate, we see it every day: women leaders reshaping the status quo and creating possibilities that ripple far beyond the workplace.

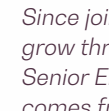
Read more on what they said in this blog post. [Click here.](#)

At Movate, we see it every day - women leaders reshaping the status quo and creating possibilities that ripple far beyond the workplace



Maria Biramontes
Senior Manager,
Costa Rica

Since joining in 2023 as a Training Manager, I've had the chance to expand my role across multiple programs, support L&D initiatives, and contribute to impactful projects, including AI enablement and client engagements...



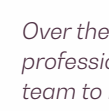
Maria Perez
Senior Engineer, Colombia

Since joining Movate, I've had the opportunity to grow through every challenge and experience. As a Senior Engineer today, I've learned that progress comes from continuously giving your best, staying curious, and being open to learning something new every day...



Gabriela Vega
Team Lead,
Costa Rica

Being part of Movate has given me the opportunity to grow as a leader while working with talented teams. I'm passionate about creating a positive and supportive environment where people feel encouraged to learn, collaborate, and bring their best to the table...



Angela Pumarejo
Project Manager, Colombia

Over the past four years at Movate, I've grown both professionally and personally. From leading a small team to now guiding a larger one, this journey has been shaped by dedication, teamwork, and a focus on excellence...

HER **SAFETY** MATTERS



Sexual harassment has no place here

Movate upholds full compliance with Prevention of Sexual Harassment (POSH) regulations through formally constituted Internal Committees (ICs) empowered to address concerns with diligence and confidentiality. We invest in ongoing awareness and sensitization programs to ensure employees understand what constitutes sexual harassment and how to report it effectively. Our leadership is unwavering in its commitment to maintaining a safe and respectful workplace: one where every employee is treated with dignity and feels genuinely valued.

SOCIAL IMPACT

WOMEN @MOVATE



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Her leadership.
Her impact.
Our greatest strength.

At Movate, leadership is a platform from which women rise and shine. We are resolute in building an inclusive culture that uplifts every individual and amplifies their potential. Harnessing the strengths of women is not merely the right thing to do; it is a strategic advantage that fuels innovation, accelerates excellence, and sharpens our competitive edge. As a committed equal opportunity employer, diversity and inclusion are woven into the fabric of who we are, ensuring that equitable access to opportunity enables every person to realize their true potential.



WOMEN'S INITIATIVE NETWORK (WIN)



Her Success
fuels ours.

At Movate, we recognize that our collective success is inseparable from helping women achieve their fullest potential. Gender equality is not an aspiration; it is central to how we grow and thrive. The Women's Initiative Network (WIN) Program is the direct expression of this conviction. WIN exists to cultivate an environment where women can grow without limits, redefine the future on their own terms, and be celebrated for their achievements. We equip them with the tools, confidence, and community to meet every challenge head-on.

Women don't just work here, they build it.

WOMEN'S INITIATIVE NETWORK

women leadership council

At Movate, we are committed to empowering women to reach new professional heights. To advance this vision, we established the Women Leadership Council: the apex body dedicated to identifying, nurturing, and championing women leaders across the organization. The council members for FY-26 bring exceptional breadth of perspective, outstanding leadership, and deep commitment to our shared vision. Together, they embody the collective ambition and strength of women at Movate.

Championing women leaders;
sparking change at every level

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



movate.com

Our mission is clear: to build a workplace where diversity flourishes, women are empowered to lead, and every career milestone is met with the right support, motivation, and opportunity.



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.

Your Applied AI Partner.



women advisory council

Her mentorship matters

Guided by senior women leaders at Movate, our mentorship program delivers a robust ecosystem of resources, role models, and peer support to accelerate women's professional growth. We are focused on advancing women at every level and equipping them to reach their fullest potential. The program is structured across three dimensions: goal setting, skill development, and personal growth.



The WINning view

The WINning View is a platform for authentic storytelling. We welcome leaders from every background to share their journeys: the triumphs, the setbacks, the lessons. This is possible via our women leadership talk series. Rooted in the spirit of #GiveToGain, the WINning View fosters meaningful connections and inspires career growth by making lived experience a catalyst for collective progress.

ESG Report



Sid Victor - CVP, Client Partnerships, Digital CX

In today's AI-led transformation economy, where customer outcomes matter more than ever, delivering impactful digital CX requires responsible innovation. At Movate, we integrate ESG principles into our delivery frameworks, ensuring that AI-led solutions are ethical, scalable, and aligned with environmental and social priorities. This approach enables us to help brands build trust, drive sustainable growth, and deliver intelligent outcomes at scale.

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GOVERNANCE **IMPACT**

Because doing the right thing matters most

At Movate, we see **governance as the backbone of our operations**, guiding every decision with integrity, accountability, and transparency. Our Code of Conduct sets the tone, reinforced by strong anti-corruption practices, ethical supply chain standards, and a safe whistleblower mechanism that encourages speaking up without fear. At the same time, we remain deeply committed to human rights, fair labor practices, and an inclusive, respectful workplace for everyone.

This is further strengthened by our **structured governance model**. With an independent Board and a cross-functional leadership team, we actively drive long-term value creation. Our ESG Steering and Core Committees ensure that sustainability goals are not only defined but also executed, measured, and continuously improved.

We also take a **forward-looking approach**: through materiality assessments, we continuously refine what matters most to our stakeholders and business. Governance today goes beyond policies; it extends into how we manage data, AI, and risk. Our investments in cybersecurity, global certifications, and AI governance frameworks ensure responsible, secure, and transparent digital operations.

Equally important is how we **equip Movators in the AI era**. Through continuous learning, AI-driven training, and leadership development, we are building a future-ready workforce that can thrive in an evolving, AI-led world.

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.

COMMITMENT TO ROBUST GOVERNANCE

Aspect (Within organization)	No. of cases registered	No. of cases closed
Child labour	Nil	Nil
Forced / involuntary labour	Nil	Nil
Sexual harassment	11	11
Discrimination at workplace	1	1
Wages	Nil	Nil
Corruption and bribery	Nil	Nil
Others, please specify	Nil	Nil

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

Key performance indicators (KPIs), metrics and objectives

Description	TARGET OR STATUS
Achieve / Sustain average 60 hours of reskilling per employee by FY 27	90%
Focus on AI capability building by FY 28	90%
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 to receive training on sustainable procurement	75%
Remuneration & 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	139.9%
Background verification of employees	100%
Child labour cases	Nil
Forced labour cases	Nil
Lawsuits pertaining to information security violations	Nil

GOAL:

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

TARGET 1:

Reduce combined Scope 1 & Scope 2 emissions by 45% from the base year (FY25) 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

MATURITY & MATERIALITY ASSESSMENT AT MOVATE

As part of our ESG journey, we have successfully completed both ESG Maturity and Materiality Assessments.

The assessment will be reviewed again in 2030.

Maturity Assessment

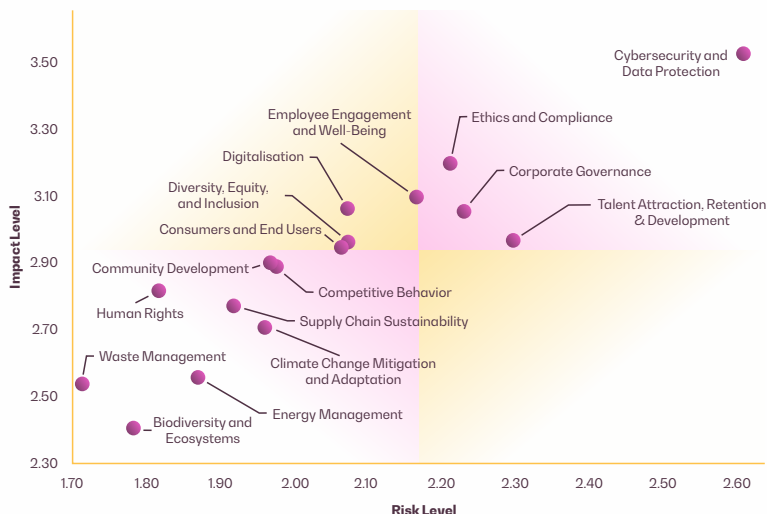
Evaluated Movate's current performance across key ESG topics and benchmarked our practices against industry peers.

Materiality Assessment

Identified the ESG topics that represent our most significant economic, environmental, and social impacts, as well as those that meaningfully influence stakeholder assessments and decision-making.

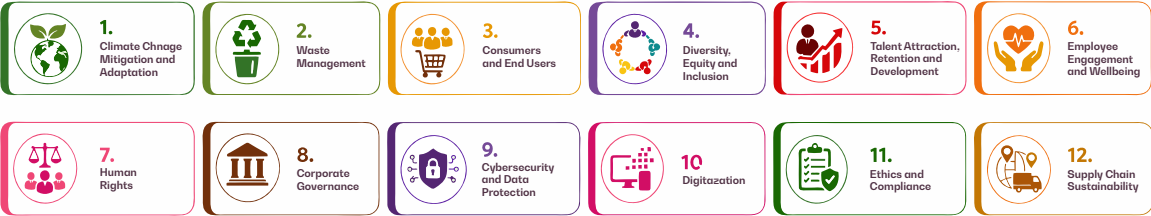


The assessment was conducted using a double materiality approach aligned with the Corporate Sustainability Reporting Directive (CSRD) framework.



Material Topics

Identified material topics based on the combined impact and risk assessment across all stakeholder groups, thereby integrating inputs from employees, suppliers, senior management and customers.



GOVERNANCE **IMPACT**

COMMITMENT TO INFORMATION **SECURITY** & **CYBERSECURITY**

Movate's ISO 27001:2022 & 22301:2019, PCI DSS 4.1, SOC 2 Type II certified offices include the ones in:

North America

Data Center in Utah, CA, IN
 San Jose – OnDemand for ISO 27001:2022

Mauritius

Office at Ebene in Mauritius

Latin America

Costa Rica: Offices at Heredia,
 Free Zone Park, Ulltrapark Lag;
 Terra Campus Corporativo in Cartago
 Facilities at Barranquilla Atlántico, Colombia

APAC

Ambit IT Park: Ground floor, 6th, 9th, 10th floor;
 Office at Gateway Office parks;
 & Office at MEPZ in Chennai, India
 Victor at Whitefield Road, Bengaluru, India
 Office at Sohini Tech Park in Hyderabad, India
 Facilities at Taguig City, Philippines – 4th, 5th, 6th Floor,
 McKinley, McKinley Hill Cyberpark
 Delivery center at 3rd & 4th Floor, East Gate Business Center,
 Antipolo
 Dalian in China
 Wroclaw in Poland



GOVERNANCE **IMPACT**

COMMITMENT TO INFORMATION **SECURITY & CYBERSECURITY**

AI Data Governance

We have adopted a **structured AI governance approach** to ensure ethical, secure, and responsible use of artificial intelligence across the organization. Our framework emphasizes transparency, human oversight, data privacy, risk management, and regulatory compliance, supporting sustainable and trustworthy AI adoption aligned with our ESG objectives.



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



The **ISO/IEC 42001** initiative formalizes our AI governance framework, embedding risk controls, accountability, and ethical safeguards into AI-enabled operations. This aligns responsible AI adoption with our ESG and long-term sustainability objectives.



GOVERNANCE **IMPACT**

SUSTAINABLE DIGITAL WORKPLACE

OUR COMMITMENT FOR 2025 – 2026:

Building future-ready talent that drives
business performance, leadership strength,
and internal mobility.

Programs executed

77

Employees benefitted globally

2,559

2026 initiatives by L&D

Leadership Development Programs:

AI Masterclass

High Impact Presentation

The Growth Mindset

Delivering impactful presentations

The Leadership Multiplier

Upskilling Programs:

Capability Building on AI Foundation

Contract Management

Training Tool implementation:

iPractice – Simulated Learning

New leadership development Programs

Programs for Senior Leadership Team

AI Masterclass, High Impact Presentation (HIP)

Leading with Growth Mindset

Leadership Multiplier

Equipping junior middle managers

Programs for Junior Middle Management

Stepping up to Management (SUM)

Delivering Impactful Presentation (DIP)

ELITE (Extraordinary - Leaders - Inspiring -
Transformation - Evolution)

Movate Certified Operations Lead (MCOL)

iTrain - Train the Trainer

Co-pilot Training

AI-READINESS FOR BUSINESS OUTCOMES



Vinuta Shankar - VP & Head of HR, North Americas

As AI accelerates the shift toward outcome-driven leadership, we are reimagining our talent strategy to build a workforce of agile, ethical, and digitally fluent leaders. By leveraging data-driven talent practices, we are strengthening our ability to deliver meaningful customer experience outcomes for our clients while ensuring that responsible innovation, employee well-being, and sustainable growth remain at the core of our ESG commitments.

Top courses

Python Basics
GenAI and Prompt Engineering
Agentic AI
Data Analytics
Stepping up to Management

Topmost wanted skills

Python
AI & ML Fundamentals
GenAI & Prompt Engineering
Cloud-Native AI services
Agentic AI
AI Productivity Tools
Cybersecurity

Various courses on Generative AI, LLM & prompt engineering for teams across projects

Launched new courses on cybersecurity

Enterprise
Firewall Essentials

Number of upskilling sessions or virtual sessions

120+
sessions

Service line-wise reskilling or training

26 reskilling
programs

How many Movators have benefited from Movate Academy?

8,456

AI SKILLING ON HIGH VELOCITY

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.



AI LITERACY & DIGITAL FLUENCY FOR THE AI ECONOMY

The Movate Academy



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.

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



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.



Jay Sahal - EVP & Chief Financial Officer

As ESG expectations evolve, the connection between sustainability and financial outcomes has never been clearer. Whether it's addressing climate risks, optimizing value chains, or enabling more efficient operations through digital solutions, ESG is central to how we create durable value; responsible growth is not just principled, but economically imperative.

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SOCIAL RESPONSIBILITIES

Stewarding our environment and supporting our communities

We see our role as going beyond business to actively **contribute to the communities** around us. Through our social responsibility initiatives, we focus on creating meaningful, long-term impact: whether it's improving access to education, enabling digital inclusion, or supporting underserved groups with essential infrastructure and healthcare. From building learning centers and providing assistive technologies to supporting children, persons with disabilities, and marginalized communities, our efforts are rooted in inclusivity and empowerment.

We also believe in enabling **AI fluency & future readiness**. By investing in digital literacy, AI awareness, and employment-linked skill development, we help individuals build capabilities that open up new opportunities. Our programs are designed not just to support, but to uplift to ensure that people can participate meaningfully in an increasingly digital world.

Equally important is **our culture of giving back to society**. Through employee volunteering and initiatives like mentorship, donations, and community engagement, our people play an active role in driving positive change. For Movators, social responsibility is not a one-time effort, but a continuous commitment to building stronger, more inclusive communities while creating lasting value for society.

SOCIAL RESPONSIBILITIES

MOVATE AS A
RESPONSIBLE CORPORATE **CITIZEN**

**DISABILITY INCLUSIVE
COMMUNITY WELLNESS
PROJECT**

This initiative helped children with club foot and provided eye care for marginalised people, LGBTQIA+, persons with disabilities etc.

IMPACT –

Eye screening	: 200 persons
General screening	: 677 persons
Cataract surgeries	: 61 persons
Spectacles distributed	: 800 persons
Corrective & assistive surgeries for club foot	: 25 children



Bengaluru
Karnataka, India
Hyderabad
Telangana, India



October2025 -
March2026

**INFRASTRUCTURE
DEVELOPMENT
AT TRIBAL VILLAGES**

Eureka Gurupuram village in Poondi Block, Tiruvallur, is home to 47 Irular families resettled in August 2024 from Vembedu Naiyakan Kulam, where they had lived for over 30 years, relying on MGNREGA work and woodcutting. In FY 2025-26, Movate focused on children's education and development through learning and play infrastructure. Interventions included a learning centre, playground, Smart TV, computers, and household washrooms.

IMPACT – 238 people, including 60 students, and supporting washroom construction for 10 families in Kottamedu, Chengelpet village (benefits across education, hygiene, and wellbeing.)



**Tiruvallur &
Chengelpet**
Tamil Nadu, India



October2025 -
March2026

SOCIAL RESPONSIBILITIES

MOVATE AS A RESPONSIBLE CORPORATE CITIZEN

SCRIBE FINDER MOBILE APPLICATION

Scribe Finder is a free app for students and volunteers or verified scribes which is available in Android and IOS platform to support person with disabilities.

IMPACT – Expected 300 students after first year of launch.



 Karnataka, India

 **October**2025 - **March**2026

STRENGTHENING HEARING & BUILDING SKILLS

The objective of this initiative is to enable **early identification, diagnosis, and timely intervention** for hearing loss and deafness among children from underserved communities in Karnataka.

The project focuses on preventing avoidable hearing impairment caused by disease, injury, or birth-related conditions, through the provision of approximately **200 assistive hearing aids**.

IMPACT – 200 hearing aids to children



 Bengaluru
Karnataka, India

 **October**2025 - **March**2026

SOCIAL RESPONSIBILITIES

MOVATE AS A
RESPONSIBLE CORPORATE CITIZEN

**BUILDING EMPLOYMENT-
BASED SKILLS**
ADAPTING FOR TOMORROW

Movate sponsored Persons With Disabilities (PWD) to participate in **digital literacy training programs** covering data management, the basics of AI, financial literacy, awareness of digital frauds, and assistance with enrollment into relevant social welfare schemes, thereby empowering participants with skills for greater independence and inclusion.

IMPACT – 170 Persons



Bengaluru
Karnataka, India



**February 2026 &
March 2026**

**PROVIDING SCHOLARSHIP
TO VISUALLY IMPAIRED
STUDENTS**

Supporting scholarship to visually impaired girl students who are pursuing college and competitive education.

IMPACT - 95 Students



Chennai
Tamil Nadu, India



**July 2025 -
August 2025**



MOVATE AS A RESPONSIBLE CORPORATE CITIZEN

#IVY2026: MOVATE'S SHINE THEME CASTS A BRIGHT SPOT ON VOLUNTEERISM



Movate **provided laptops** to MEPZ-SEZ TAP Region as part of digital inclusion campaign for the mobilisation of digital devices to gov school students.

Donation of **battery-operated vehicles** with helmet and accessories for the severely mobility challenged due to permanent physical disability, **smart vision glasses** for visually impaired persons and computers / tabs for school children.

IMPACT – 22 Persons and 7 students



Chennai
Tamil Nadu, India



**February 2026 &
March 2026**

SOCIAL RESPONSIBILITIES

MOVATE AS A
RESPONSIBLE CORPORATE CITIZEN

**DAAN UTSAV 2025:
MOVATE’S SPIRIT OF
GIVING IS IN THE AIR**

Every year, from October 2nd to 8th, India comes together to celebrate **#DaanUtsav**, the nation’s biggest festival of giving.

The contributions included food provisions such as rice, flour, and essential groceries; toiletries including bathing and washing soaps, toothbrushes, and toothpaste; over-the-counter medicines; and fabrics such as new or gently used clothes and bedsheets.

Other donated items comprised toys, storybooks, school books, school kits (including bags and pencil boxes), as well as sports kits.

IMPACT – Used clothes sent for upcycling



India offices



October 2025

**SPONSORING TOWARDS
CONSTRUCTION
OF ONE CLASSROOM**

Arpakkam is a village in Kanchipuram District of Tamil Nadu. It is located 15 km towards South from Kanchipuram and 75 km from Chennai where in Movate has supported towards construction of one classroom.

IMPACT – 30 Children



Kancheepuram
Tamil Nadu, India



July 2025 -
November 2025

MOVATE AS A RESPONSIBLE CORPORATE CITIZEN

NAANMUDHALVAN – A VOLUNTEER MENTORSHIP OPPORTUNITY

Naan Mudhalvan provides **free, employment-linked skill development training** to youth aged 18–35 across Tamil Nadu under various state and centrally sponsored schemes. These nationally certified programs are delivered through empanelled training partners across both urban and rural centers, covering 20+ sectors including Healthcare, Media & Entertainment, Green Jobs, Retail, Beauty, Construction, Electronics & Hardware, Food Processing, IT/ITES, Leather, Logistics, and more.

Movators volunteered to **mentor final-year Government College students** in Resume writing, Group discussion, and General aptitude.

IMPACT – 130 Students



**Chennai,
Kancheepuram &
Uthiramerur**
Tamil Nadu, India



**September 2025 -
February 2026**



Sandeep Singh - SVP, Procurement & Facilities

At Movate, we are reimagining workplaces to be sustainable, digital-first, and people-centric. By integrating energy-efficient infrastructure, reducing carbon emissions, and supporting AI-driven workplace optimization, we are building smarter, greener environments. Our focus on safe, inclusive, and women-friendly spaces ensures that our workplaces not only enhance productivity but also contribute meaningfully to employee well-being and long-term environmental impact.

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INDUSTRY ACCOLADES

For the fiscal period April 2025 to April 2026

Movate's journey is reflected not just in what we deliver, but also in how consistently we are recognized for it. Over the past year, our focus on **AI-led innovation**, customer experience, and digital transformation has earned us global recognition across leading industry platforms and analyst communities.

From international awards **in artificial intelligence and service innovation** to consistent acknowledgment as a leader and disruptor in analyst assessments, these accolades validate the impact we are creating for our clients and partners.

In this AI economy, what stands out is the recognition for **driving clients' business outcomes**. We are being recognized not only for technological innovation but also for our ability to deliver tangible business results, reimagine customer experiences, and lead in emerging areas such as generative and Agentic AI. Being positioned as a leader across multiple independent evaluations reflects the strength of our capabilities, the depth of our expertise, and the trust we've built in the market.

At the same time, these accolades are a reminder of our purpose: **"To keep innovating, stay ahead of industry shifts**, and continue delivering value in a way that is responsible, scalable, and future-ready."

INDUSTRY **ACCOLADES**

75+
 INTERNATIONAL AWARDS



Movate has been named a winner in the 2026 AI Excellence Awards, earning recognition in the **Agentic AI category** by the Business Intelligence Group.



Won the '**Best Company
 Outlook 2026**' recognition by
 Comparably



Won the '**Best Company for
 Diversity 2026**' recognition by
 Comparably



Won the '**Best Company for
 Women 2026**' recognition by
 Comparably



2025 Silver Globee Award
 Winner in the **AI for Sales –
 Technology category**

**International awards from 2021 - 2026.*

INDUSTRY **ACCOLADES**



Inc.'s 2025 Regionals list of **Fastest-growing Private Companies** in the Southwest



Gold Winner for Titan Innovation Awards 2025 for **Best Artificial Intelligence Technology Innovation**



Comparably **Best Company Happiness & Best Company Work-Life Balance 2025**



Movate has been honored with prestigious recognition: FMG Award for **Excellence in Facility Management** in 2025

**International awards from 2021 - 2026.*

INDUSTRY **ACCOLADES**

300⁺
ANALYST RECOGNITIONS



Digital Workplace Services

Positioned as a **'Leader'** in Everest's Digital Workplace Services PEAK Matrix® Assessment 2026: Mid-market Enterprises Report
January 2026



Salesforce Consulting Services

Mentioned in Forrester's **'The Salesforce Consulting Services Landscape, Q4 2025'**
December 2025



Salesforce Service

'With Agentforce ready, enterprises must step up to find a new breed of partner', a dedicated Highlight Report by HFS
November 2025



Quality Engineering Services

'Build trust at scale by making quality predictive, not reactive', a dedicated Highlight report by HFS
November 2025



CX Services in Travel & Hospitality

Positioned as a **'Leader'** in NelsonHall's CX Services in Travel & Hospitality NEAT Report across – Overall, CX Improvement, Revenue & Cost Quadrants
October 2025

**Analyst recognitions from 2021 - 2026.*

INDUSTRY ACCOLADES

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Future of Work Services

Recognized as a global **'Leader'** in ISG's Future of Work Services Lens in the Managed End-user Technology - Mid Market – UK & AI-Augmented Workforce UK Quadrants

October 2025



CX Transformation Services

Positioned as a **'Leader'** in NelsonHall's CX Services Transformation NEAT Assessment Report across – Overall, CX Improvement, Revenue & Cost Quadrants

October 2025



Contact Center CX Services

Recognized as a **'Leader'** in ISG's Contact Center Provider Lens in the AI & Analytics and Intelligent Agent Experience Quadrants across Global & Europe Geos

October 2025



Conversational Commerce Services

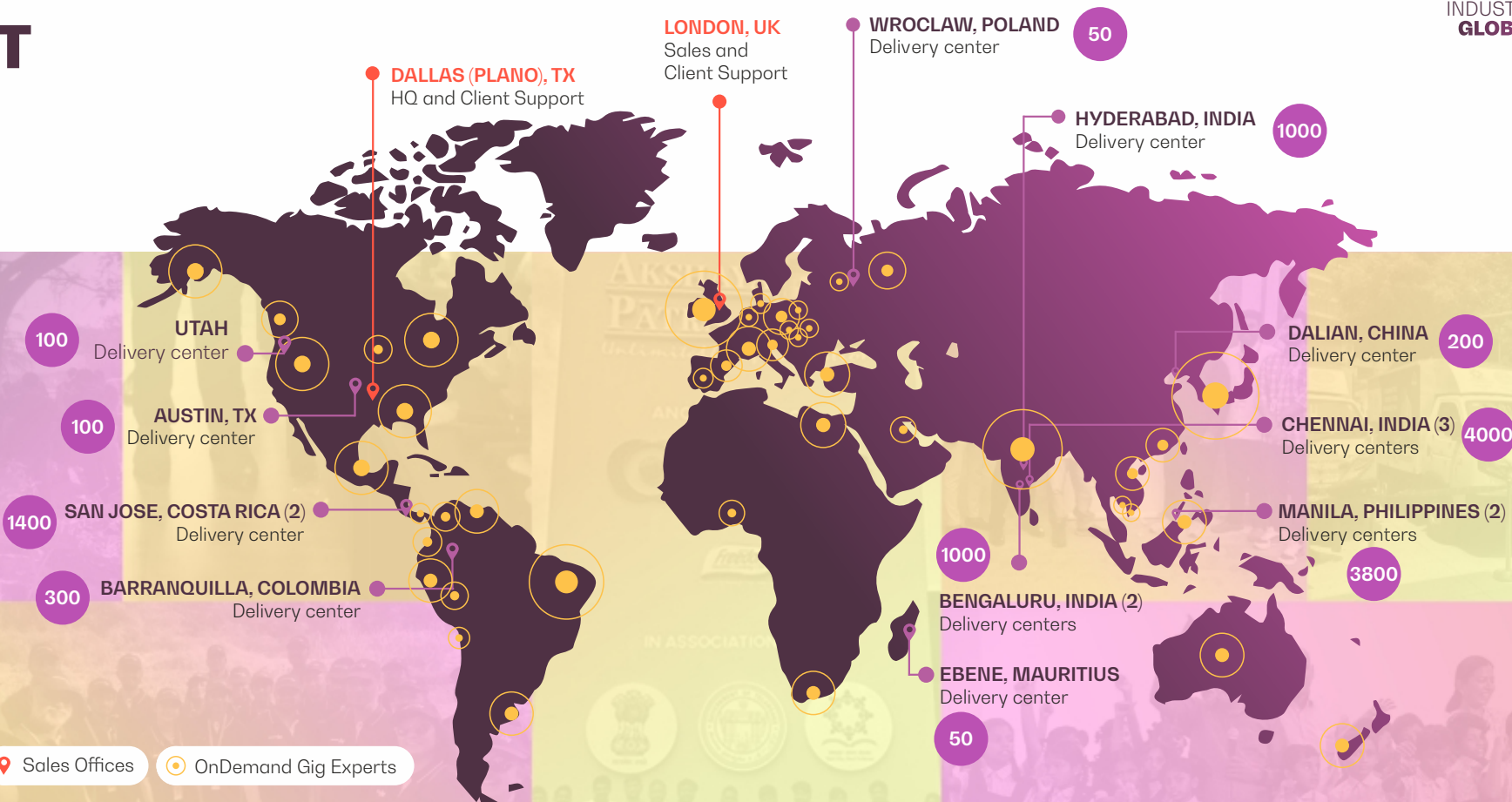
Positioned as a **'Leader'** in NelsonHall's Conversational Commerce NEAT, across Overall, Retention & Sales categories.

April 2025

**Analyst recognitions from 2021 - 2026.*

GLOBAL FOOTPRINT

Access 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



Josh Ashby - EVP & Chief Delivery Officer, Digital CX

Digital CX in the AI era is defined not just by speed and scale, but by trust and responsibility. At Movate, we embed ESG values into how we design and deliver customer experience solutions - ensuring that AI is used ethically and with purpose. This enables brands to create meaningful, human-centered interactions while advancing their sustainability and growth objectives.

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APPENDIX

GRI tables, UNGC, SDG, Disclaimer

In this section of the “appendix,” you will discover a transparent extension of our ESG journey, where our commitments are translated into measurable disclosures, structured data, and globally aligned reporting standards. Here, we bring together our **performance across key ESG metrics**, guided by frameworks such as the GRI and the UNGC, ensuring our approach remains consistent, comparable, and credible. From energy consumption and emissions to workforce diversity, training, and governance practices, every data point reflects our focus on accountability and continuous improvement.

What’s equally important is how we **track and report progress**. By detailing our material topics, supplier practices, anti-corruption measures, and employee-related metrics, we provide a clear view of how ESG is embedded into our operations. Our disclosures also highlight our efforts in areas such as health and safety, community engagement, and customer data privacy, reinforcing our commitment to responsible business practices.

At the same time, we acknowledge that **ESG reporting is an evolving space**. With dynamic methodologies, third-party data dependencies, and changing global standards, we remain committed to refining our approach. For us, this appendix is not just a record of performance, but a foundation for greater transparency, stronger governance, and more informed decision-making in the years ahead.

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, 46
	2-2 Entities included in the organization's sustainability reporting	49
	2-3 Reporting period, frequency and contact point	49
	2-6 Activities, value chain and other business relationships	6, 7
	2-7 Employees	49
	2-8 Workers who are not employees	50
	2-21 Annual total compensation ratio	50
	2-22 Statement on sustainable development strategy	2, 3, 11, 12
	2-23 Policy commitments	50
	2-24 Embedding policy commitments	12, 50

GRI STANDARD	DISCLOSURE	LOCATION
GRI 3: Material Topics 2021	3-1 Process to determine material topics	27
	3-2 List of material topics	27
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local supplies	50
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	50
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	50
GRI 302: Energy 2016	302-1 Energy consumption within the organization	13, 50
	302-3 Energy intensity	13, 50, 51
	302-4 Reduction of energy consumption	51
	305-1 Direct (Scope 1) GHG emissions	13, 51
	305-2 Energy indirect (Scope 2) emissions	13, 51
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) emissions	13, 51
	305-4 GHG emission intensity based on Scope 1, 2 & 3 emissions	13, 51
	305-5 Reduction of GHG emissions	51
	305-6 Emissions from Ozone Depleting Substances (ODS)	51
	306-4 Waste diverted from disposal	10
GRI 308-1 Supplier Environmental Assessment 2016	308-1 New supplier that were screened using environmental criteria	51
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	51
	401-3 Parental leave	52
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	11, 12
	403-2 Hazard identification, risk assessment, and incident investigation	12
	403-8 Workers covered by an occupational health and safety management system	12
	403-9 Work-related ill health	52
	404-1 Programs for upgrading employee skills and transition assistance programs	52
GRI 404: Training & Education 2016	404-3 Percentage/number of employees receiving regular performance and career development reviews	53
	405-1 DE&I Council Members	53
GRI 405: Diversity and Equal Opportunity 2016	405-1 DE&I Council Members	53
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessment and development programs	34-40
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	53
GRI 418: Customer Privacy 2016	418-1 Breaches to customer	53

(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 FY 25	FY 26	Male FY 25	FY 26	Others
Number of employees (head count / FTE)	6568	7443	10860	11894	-
Number of permanent employees (head count / FTE)	6417	7353	10631	11682	-
Number of temporary employees (head count / FTE)	148	64	227	191	-
Number of non-guaranteed hours employees (head count / FTE)	3	2	-	-	-
Number of full-time employees (head count / FTE)	4674	3862	7799	6911	-
Number of part-time employees (head count / FTE)	-	24	-	21	-
Global Percentage of women in top executive positions (excluding boards of directors) - JL 6 and above levels	16%	14%	-	-	-
Global Percentage of women within the organization's board	0%	0%	-	-	-
Average Percentage of women employed in the whole organization	36%	36%	-	-	-

(GRI 2-7) Information on employees by region

REGION	China FY 25	FY 26	Colombia FY 25	FY 26	Costa Rica FY 25	FY 26	India FY 25	FY 26	Mauritius FY 25	FY 26	Philippines FY 25	FY 26	Poland FY 25	FY 26	Other locations FY 25	FY 26
Number of employees (head count / FTE)	214	207	379	537	2383	2196	8744	9806	95	43	4112	5380	62	43	1439	1125
Number of permanent employees (head count / FTE)	203	196	358	508	2380	2196	8606	9613	95	43	3989	5376	60	39	1357	1064
Number of temporary employees (head count / FTE)	11	11	21	6	3	-	138	174	-	-	123	4	2	4	77	56
Number of non-guaranteed hours employees (head count / FTE)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	3	2
Number of full-time employees (head count / FTE)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Number of part-time employees (head count / FTE)	-	-	-	23	-	-	-	19	-	-	-	-	-	-	2	3

Facilities covered in the organization's sustainability reporting

REQUIREMENT	FY 25	FY 26
Number of facilities covered	India – 6	India – 6
	China – 1	China – 1
	Mauritius – 1	Mauritius – 1
	Philippines – 3	Philippines – 2
	Poland – 1	Poland – 1
	Costa Rica – 3	Costa Rica – 3
	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 2025 to 31 March 2026 (FY 26)	Annual	Shelton Victor P ESG.Global@movate.com (or) shelton.victor@movate.com
1 April 2024 to 31 March 2025 (FY 25)		

APPENDIX

GRI

(GRI 2-8) Workers who are not employees

REQUIREMENT	FY 25	FY 26
Average head count of non-full-time employees	145	159

(GRI 2-21) Annual total compensation ratio

REQUIREMENT	FY 25	FY 26
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	116.5%	139.9%

(GRI 2-23, 24) Policy

REQUIREMENT	REFERENCE
ESG	CLICK HERE
CSR	CLICK HERE
Anti-Sexual Harassment	CLICK HERE
Women Empowerment	CLICK HERE
EHS	CLICK HERE

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

REQUIREMENT	FY 26	FY 26
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%	99%

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

REQUIREMENT	FY 25	FY 26
Total number and nature of confirmed incidents of corruption.	NIL	NIL
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	NIL	NIL
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	NIL	NIL
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	NIL	NIL

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

REQUIREMENT	FY 25	FY 26
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	NIL
Main outcomes of completed legal actions, including any decisions or judgements.	NIL	NIL

(GRI 302-1) Energy consumption within the organization

REQUIREMENT	FY 25	FY 26
Global energy consumption (MWh)	11450	12077

(GRI 302-3) Energy intensity

REQUIREMENT	FY 25	FY 26
Energy Intensity (MWh/Sq.ft/Yr)	0.002	0.016

(GRI 302-4) Reduction of energy consumption

REQUIREMENT	FY26 Vs FY25
Energy reduction (MWh)	(-) 628

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

REQUIREMENT	FY 25	FY 26
Direct (Scope 1) GHG emissions (tCO ₂)	2.0	2.6

(GRI 305-2) Energy indirect (Scope 2) emissions

REQUIREMENT	FY 25	FY 26
Energy indirect (Scope 2) emissions (tCO ₂)	7047	6679

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

REQUIREMENT	FY 25	FY 26
Other indirect (Scope 3) emissions (tCO ₂) - Upstream	1936	826
Other indirect (Scope 3) emissions (tCO ₂) - Downstream	0	0

(GRI 305-4) GHG emission intensity based on Scope 1, 2 & 3 emissions

REQUIREMENT	FY 25	FY 26
Emission intensity (tCO ₂ / Sq.ft)	0.014	0.012

(GRI 305-5) Reduction of GHG emissions

REQUIREMENT	FY25 Vs FY26
Total CO ₂ emissions (tCO ₂)	(-) 45

(GRI 305-6) Emissions from Ozone Depleting Substances (ODS)

REQUIREMENT	FY 25	FY 26
Total CO ₂ emissions (tCO ₂) from HCFC, HFC & Fire Extinguisher refilling	18139	16038

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

REQUIREMENT	FY 25	FY 26
Percentage of new suppliers that were screened using environmental criteria	100%	100%

(GRI 401-1) Employee turnover and new employee hires by region

Gender-wise employee turnover	FY 25	FY 26
Male	3522	4771
Female	2456	3491
Employees with gender not disclosed	-	-

Number of new employee hires by region	FY 25	FY 26
China	40	21
Colombia	169	239
Costa Rica	1009	793
India	3117	3681
Mauritius	11	5
Philippines	3916	1670
Poland	12	6
Other regions	874	371
Total	9148	6786

(GRI 401-1) New employee hires and new employee turnover

Requirement	FY 25	FY 26	Requirement	FY 25	FY 26
New employee hires			Employee turnover		
< 30 Years	5749	4540	< 30 Years	3403	4559
30 - 50 years	3212	2126	30 - 50 years	2439	3493
> 50 years	187	120	> 50 years	136	210

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

Description	No. of employees by Gender Entitled to parental leave		No of employees by gender taken parental leave		Total No. of employee 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 we still employee twelve months after their return to work	
	Male	Female	Male	Female	Male	Female	Male	Female
FY 25	6731	3611	257	178	257	169	219	125
FY 26	6597	3449	223	192	223	183	158	77

(GRI 403-9) Work related ill-health

REQUIREMENT	FY 25	FY 26
The number of fatalities as a result of work-related ill health	Nil	Nil
The number of cases of recordable work-related ill health	Nil	Nil
The main types of work-related ill health	NA	NA

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

REQUIREMENT	FY 25	FY 26
Total number of training hours provided to employees	784851	947960
Total number of employees - Average	10342	6650
Average training hours per employee	76	56
Total number of training hours provided to female employees	313940	430662
Total number of female employees	3233	2435
Average training hours per female	97	69
Total number of training hours provided to male employees	470911	517298
Total number of male employees	7109	4215
Average training hours per male employee	66	49
Total work force received career or skill related training	77%	75%

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

GRADE	FY 25	FY 26
Jl1	9%	7%
Jl2	10%	7%
Jl3	13%	9%
Jl4	12%	9%
Jl5	17%	19%
Jl6	11%	11%
Jl7	7%	0%
Jl8	0%	0%

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

REQUIREMENT	FY 25	FY 26
Percentage of new suppliers that were screened using social criteria	100%	100%

(GRI 418-1) Breaches to customer

REQUIREMENT	FY 25	FY 26
Substantial complaints concerning breaches of customer privacy and losses of customer data	Nil	Nil

(GRI 405-1) Diversity of governance bodies and employees

REQUIREMENT: Diversity of governance bodies				
Gender	FY 25	FY 26	FY 25	FY 26
Male	114	125	88%	89%
Female	16	15	12%	11%
Total	130	140	100%	100%
Age	FY 25	FY 26	FY 25	FY 26
< 30 Years	0	1	0%	1%
30 - 50 years	83	80	65%	57%
> 50 years	45	59	35%	42%
Total	128	140	100%	100%

REQUIREMENT: Diversity of employees				
Gender	FY 25	FY 26	FY 25	FY 26
Male	10860	11682	62%	61%
Female	6568	7353	38%	39%
Total	17428	19035	100%	100%
Age	FY 25	FY 26	FY 25	FY 26
< 30 Years	9325	10332	55%	54%
30 - 50 years	7345	8215	43%	43%
> 50 years	376	486	2%	3%
Total	17046	19033	100%	100%

APPENDIX

UNGC PRINCIPLES



HUMAN RIGHTS



ENVIRONMENT



LABOUR



ANTI-CORRUPTION

PRINCIPLES	DISCLOSURE	LOCATION
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	24, 26
	Principle 2: Businesses should make sure that they are not complicit in abusing human rights	24
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	24
	Principle 4: The elimination of all forms of forced and compulsory labour	24, 26
	Principle 5: The effective abolition of child labour	26
	Principle 6: The elimination of discrimination with respect to employment and occupation	26
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges	2, 3, 12
	Principle 8: Undertake initiatives to promote greater environmental responsibility	10, 12, 13, 27, 39
	Principle 9: Encourage the development and discussion of environmentally friendly technologies	10, 12
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	24, 26, 50

APPENDIX

SDG INDEX



GOALS	DISCLOSURE	LOCATION
1	No poverty	37, 38
2	Zero hunger	35, 36
3	Good health and well-being	37, 39, 40
4	Quality education	-
5	Gender Equality	56
6	Clean water and sanitation	35
7	Affordable and clean energy	-
8	Decent work and economic growth	36
9	Industry, innovation, and infrastructure	7
10	Sustainable cities and communities	42
11	Reduced inequality	50
12	Responsible consumption and production	-
13	Climate action	10, 13, 39
14	Life below the river	-
15	Life on land	10
16	Peace, justice, and strong institutions	-
17	Partnership for the goals	-

APPENDIX

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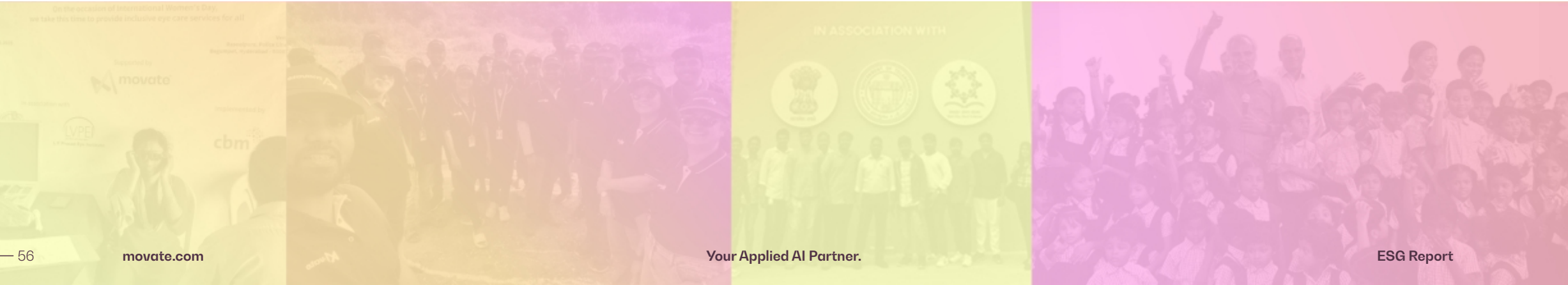
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CELEBRATING

30TH YEAR ANNIVERSARY

19th September 2026



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