ECO MOBILITY

SUSTAINABILITY REPORT

Every journey **matters.**

FY 2025–26

1 April 2025 – 31 March 2026

Ecos (India) Mobility & Hospitality Limited
and its subsidiaries
Reporting framework: GRI Standards 2021







ABOUT THIS REPORT

Presenting Our **Sustainability Report**

Ecos (India) Mobility & Hospitality Limited (GROUP) presents its Sustainability Report for FY 2025–26, providing an overview of the Group's approach, initiatives and performance across relevant environmental, social and governance matters.

The report has been prepared with the Global Reporting Initiative (GRI) Standards as the primary reporting framework. It brings together information on the Group's sustainability-related policies, management practices, initiatives and performance during the reporting period, drawing on information provided by the parent company and its subsidiaries, as applicable to the respective topics.

This report establishes a reporting baseline for FY 2025–26 and provides a foundation for strengthening the Group's sustainability disclosures, performance monitoring and reporting practices in subsequent years.

The information presented has been compiled from data and inputs provided by relevant functions of the Group entities and supported, where available, by organisational records, policies, management information and other relevant documentation. The scope and availability of information may vary by topic; relevant limitations and exclusions are to be disclosed transparently in the respective sections of the report.

REPORTING PERIOD

FY 2025–26

1 April 2025 – 31 March 2026

REPORTING CYCLE

Yearly

ECO MOBILITY GROUP HAS REPORTED WITH REFERENCE TO

Global Reporting Initiative (GRI) Standards 2021

ASSURANCE / REVIEW

Internal review

ESG REPORTING CONTACT

Shweta Bhardwaj

Company Secretary & Compliance Officer

ABOUT THIS REPORT

Reporting Scope and Boundary

This Sustainability Report presents the consolidated environmental, social and governance (ESG) performance of Ecos (India) Mobility & Hospitality Limited and all its subsidiaries for the financial year 1 April 2025 to 31 March 2026 (FY 2025–26). Collectively, these entities are referred to as the **ECO Mobility Group** throughout this report.

The disclosures in this report provide a Group-level account of the ECO Mobility Group's sustainability strategy, governance, policies, initiatives and performance across relevant ESG topics. Quantitative indicators, wherever reported, represent the consolidated performance of the Group entities within the reporting boundary, with relevant data aggregated at Group level. Accordingly, the report provides an integrated view of the Group's sustainability performance for FY 2025–26.

The reporting boundary encompasses the parent company and the following subsidiaries:





Ms. Deepali Dev
Chief Operating Officer
ECO Mobility

SUSTAINABILITY THROUGH THE LEADERSHIP LENS

“At ECO Mobility, we believe every journey matters—not only for the people we serve, but also for the world we leave behind.”

For us, sustainability is not a separate initiative or a reporting requirement. It is a responsibility. It is reflected in the choices we make every day, the way we care for our people, the trust we build with our customers and partners, and the respect we show towards our environment and communities.

Our values shape this commitment.

Customer First reminds us that exceptional service and responsible business must always go together.

Care for People is at the heart of who we are. We believe that when our people feel safe, respected, included, and empowered, they create extraordinary experiences for our customers and meaningful impact for society.

Taking Ownership inspires us to act with accountability—using resources thoughtfully, reducing our environmental footprint, strengthening safety, and making decisions that create lasting value.

Generating Trust guides us to lead with integrity, transparency, and strong governance in everything we do.

Clear Communication encourages us to listen with empathy, collaborate openly, and stay accountable to one another and to all our stakeholders.

As India’s mobility landscape continues to evolve, so does our responsibility. We remain committed to embedding Environmental, Social and Governance (ESG) principles into our strategy, embracing innovation, and continuously improving the way we operate.

Sustainability is not the responsibility of a few—it belongs to each one of us. Every thoughtful decision, every responsible action, and every journey delivered with care brings us one step closer to building a stronger organisation and a better future.

Together, let us continue creating mobility that is trusted, responsible, and driven by purpose.



01

About **ECO Mobility**

— Company Overview — At a Glance — Our Services — Operating Model — Our Presence
— Our Journey — Vision, Mission & Core Values — FY 2025–26 Key Highlights

COMPANY OVERVIEW

Bringing together people, vehicles, technology and service partners

ECO Mobility Group, comprising **Ecos (India) Mobility & Hospitality Limited and its four subsidiaries**—Ecreate Events Private Limited, Consulttrans Technology Solutions Private Limited, Eco Car Rental Services Private Limited and Ecos Fleet Management Services Private Limited—operates across mobility, transportation, hospitality, event management, fleet management and technology-enabled services. The Group brings together complementary service capabilities to address diverse corporate transportation and mobility requirements.

The Group's core mobility services include Chauffeured Car Rentals (CCR) and Employee Transportation Services (ETS), supported by car rental services, fleet management, event-related transportation and technology solutions. Through its integrated service capabilities, operating resources and network of chauffeurs, vendors and other partners, ECO Mobility Group coordinates transportation and related services for corporate customers across different markets.

The Group combines technology-enabled mobility management with human-led service delivery to support operational coordination, service reliability and customer requirements. Its operating model brings together people, vehicles, technology and service partners to facilitate mobility solutions across its areas of business.

ECO Mobility Group's business ecosystem extends across corporate customers, employees, chauffeurs, vendors, service partners and other stakeholders. These relationships also shape the Group's sustainability priorities, including customer and road safety, employee well-being, responsible resource use, greenhouse gas emissions management, data protection, ethical business conduct and responsible value-chain practices.

As ECO Mobility Group continues to strengthen its service capabilities and technology-enabled operations, it seeks to create value through dependable service delivery, operational efficiency and responsible engagement with stakeholders across the Group. Its sustainability approach considers the activities of the parent company and its subsidiaries, with the objective of progressively strengthening environmental, social and governance practices across the organisation.





FY 2025–26

ECO Mobility Group **at a Glance**

130+	30+	1,750+	19,500+	5.23 million+
Cities — Indian service presence	Countries — international reach through global vendor network	Corporate customers	Vehicles in fleet	Trips completed

PARTICULARS	FY 2025–26
Group Structure	Ecos (India) Mobility & Hospitality Limited and four subsidiaries
Sector	Mobility, Transportation, Event Management, Fleet Management and Technology-Enabled Services
Core Business Areas	Chauffeured Car Rentals (CCR), Employee Transportation Services (ETS), Event Management and Transportation, Car Rental Services, Fleet Management and Technology Solutions
Head Office	Malviya Nagar, New Delhi (Parent Company)

WHAT WE DO

Our Mobility and Related Services

ECO Mobility's service portfolio is designed to address diverse transportation requirements across **corporate mobility, employee transportation, business travel, events and specialised mobility needs**. The Group combines chauffeur-driven services, employee transportation, global mobility capabilities and technology-enabled solutions with complementary services in event management, mobility advisory, vehicle leasing and fleet management to address a broad range of customer requirements and markets.



01

Chauffeured Car Rentals

ECO Mobility provides **chauffeur-driven mobility solutions** for corporate and individual transportation requirements. Its services support business travel, airport transfers, executive transportation, intercity journeys and other mobility needs, with a fleet comprising different vehicle categories to suit varying requirements.

02

Employee Transportation Services

ECO Mobility provides **Employee Transportation Services (ETS)** to support organised home-office-home commuting for corporate employees, including transportation requirements associated with multi-shift operations. The service combines transportation resources, chauffeurs, technology and operational coordination to support the management of employee mobility requirements.

03

Corporate Mobility

The Company provides integrated corporate mobility solutions covering business travel, airport transfers, client and guest transportation, intercity travel, corporate events and other business-related transportation requirements. These services are designed to provide coordinated mobility support aligned with the requirements of corporate customers.

04

Global Mobility

ECO Mobility extends its mobility capabilities beyond India through a global network of vendor partners, enabling customers to access transportation services across international markets. The global offering includes chauffeured mobility as well as self-drive requirements, allowing the Company to support a broader range of international travel needs.

05

Self-Drive Mobility

Through its international mobility offering and partnership with SIXT, a global car rental company, ECO Mobility provides access to self-drive car rental services in international markets. This complements the Company's chauffeur-driven mobility portfolio and enables customers to address different transportation preferences within their travel requirements.

06

Conferences, Delegations & Events

ECO Mobility provides specialised transportation solutions for **conferences, corporate events, government events, VIP movements and delegations**. These services can involve coordinated airport transfers, hotel movements, venue shuttles, multi-stop itineraries and group transportation, supported by appropriate vehicle and chauffeur arrangements.

07

Travel Partners Program

Through its Travel Partners Program, ECO Mobility works with travel and hospitality ecosystem participants, including retail travel agents, corporate/business travel agents and Travel Management Companies (TMCs), Online Travel Agents (OTAs), leisure and specialised travel agents, destination specialists, tour operators, event planners, luxury travel agents, hospitality providers and other travel partners.

The programme enables partners to access ECO Mobility's ground transportation capabilities for their customers, supported by global reach, customised travel solutions, operational support, technology-enabled booking and coordination, and multiple payment options.

08

Wedding Car Rental

ECO Mobility provides **Wedding Car Rental** services designed to support the transportation needs of weddings and related celebrations. The service enables coordinated mobility for **brides and grooms, families and guests**, helping manage transportation requirements before, during and after the event.

Customers can schedule transportation in advance or make immediate bookings through the Company's booking platform. With suitable vehicle options and professional chauffeur services, ECO Mobility supports **comfortable, punctual and well-coordinated journeys** for wedding-related travel, allowing customers to focus on their celebrations while transportation logistics are managed by the Company.

09

Event Transportation Services

ECO Mobility provides **Event Transportation Services** for **corporate events, conferences, trade shows, concerts, festivals, sporting events, private parties and large-scale gatherings**. The Company coordinates guest movement across **airports, hotels, venues and other event locations** through scheduled transfers, shuttle services and coordinated group transportation.

Supported by a diverse fleet of **premium sedans, luxury vehicles, SUVs, Tempo Travellers, buses and coaches**, ECO Mobility combines **scheduling, routing, vehicle and chauffeur coordination** to facilitate smooth and timely guest movement throughout the event lifecycle.

10

Event Management and Creative Production

The Group's broader portfolio also encompasses event management and creative production services for corporate, institutional and individual requirements. These include exhibitions, brand launches and promotions, celebrity shows, speaker engagements, award ceremonies, installations, virtual events and corporate gifting. Complementary capabilities include creative branding, event production, audiovisual arrangements, décor and entertainment, supporting the delivery of events beyond transportation and guest movement.

11

Managed Mobility and Advisory Services

The Group's service portfolio extends to mobility management, consultancy and advisory services that help organisations plan, evaluate and optimise their transportation operations. These include transport helpdesk management, return-to-office planning, electric vehicle deployment advisory, transport policy and process improvement, technology selection, request-for-proposal management, command centre operations, benchmarking and cost optimisation. These capabilities support organisations in improving the planning, oversight and operational efficiency of their mobility programmes.

12

Vehicle Leasing and Fleet Management Solutions

The Group's related-services portfolio also includes vehicle leasing, fleet management and associated vehicle maintenance solutions for individuals and organisations. These services complement its existing transportation and rental offerings by addressing vehicle access, fleet utilisation, maintenance and ongoing fleet-related requirements.

A DIVERSIFIED MOBILITY AND RELATED-SERVICES PORTFOLIO

Across these service areas, ECO Mobility brings together **vehicles, chauffeurs, employees, technology and operating partners** to address mobility requirements of varying scale and complexity. Its portfolio spans everyday corporate transportation, employee commuting, international travel, specialised events and delegation movements, alongside complementary event management, advisory, vehicle leasing and fleet management capabilities. Together, these services reflect the Group's broader presence across the mobility and related-services value chain.



HOW WE WORK

Our Operating Model

ECO Mobility Group's operating model connects customer requirements, mobility resources, technology and operational coordination to deliver transportation and related services across its operating network.

The model brings together employees, chauffeurs, vehicles, technology, service capabilities and vendor relationships to support the coordination and delivery of mobility services. Across its broader portfolio, these capabilities also support event-related services, vehicle rental and leasing, fleet management and technology-enabled mobility solutions.

FROM REQUIREMENT TO SERVICE DELIVERY

01 CUSTOMER REQUIREMENTS

- Business travel
- Employee transportation
- Airport transfers
- Corporate mobility
- Intercity travel
- Events
- Conferences & delegations
- Global mobility
- Self-drive
- Vehicle rental and leasing
- Fleet management
- Event management and related services

02 MOBILITY AND SERVICE RESOURCES

- Vehicles
- Chauffeurs
- Employees
- Technology
- Vendor network
- Operational teams
- Service partners

03 SERVICE COORDINATION

- Booking
- Scheduling
- Vehicle allocation
- Route planning
- Tracking
- Transportation coordination
- Service planning

04 SERVICE MANAGEMENT

- Operational monitoring
- Customer support
- Trip management
- Centralised billing
- Feedback
- Service coordination

05 SERVICE DELIVERY

Coordinated mobility and related services aligned with customer requirements

Note: The operating model presented above is a high-level representation of the ECO Mobility Group's overall approach to service coordination and delivery. The specific processes, resources and technology systems used may vary across Group entities and according to the nature of the services provided.

OPERATING MODEL

Technology-Enabled **Coordination**

Technology supports the ECO Mobility Group's operating processes by enabling the management of bookings, scheduling, vehicle allocation, tracking and transportation coordination across its mobility services. These capabilities help connect customers, operational teams, chauffeurs and vendor partners throughout the service lifecycle.

The Group combines technology-enabled coordination with human-led service delivery to manage mobility requirements across diverse customer needs and operating locations. Technology and operational processes also support coordination across its wider portfolio of related services, according to the requirements of each service and operating activity.



WHERE WE OPERATE

Our **Presence**

ECO Mobility Group serves customers through its operating network and service partnerships, supporting mobility requirements across multiple locations in India and international markets. The Group's presence reflects a combination of physical locations, service-delivery capabilities and vendor relationships that enable it to address diverse customer requirements.

31 **locations across India**

combined physical footprint



27 locations — Ecos (India) Mobility & Hospitality Limited (parent company)

4 — subsidiaries

130+

cities in India — service reach

30+

countries through its global vendor network

In addition to its physical footprint, the Group's service reach extends to **130+ cities in India and 30+ countries** through its global vendor network. This network supports the coordination and delivery of mobility services across diverse geographical markets.

The Group's operating reach is supported by its mobility services, technology-enabled coordination and relationships with service partners. The physical locations of individual Group entities and the geographical reach of their respective services may vary.

SINCE 1996

Our Journey

ECO Mobility commenced operations in **1996** and has progressively expanded its mobility services, technology capabilities and operating network over the years. Alongside the growth of its core business, the Group has expanded its service portfolio through the incorporation of subsidiaries, strengthening its capabilities across mobility, transportation, event management, fleet management and technology-enabled services.

SELECTED MILESTONES

1996
ECO Mobility commenced operations.

2001
The Company entered into a transportation contract with a hotel in the National Capital Region.

2006
The Company was included on the panel of transporters of the Ministry of External Affairs.

2008
The Company developed exclusive software for its business operations.

2011
Ecreate Events Private Limited was incorporated, expanding the Group's presence in event-related services.

2012
The Company established a vendor network across India.

2015
Eco Car Rental Services Private Limited was incorporated, strengthening the Group's car rental service capabilities.

2017
The Company launched an online booking tool and integrated APIs to support digital reservations.

2019
The Company expanded its network outside India and introduced the ECO driver application.

2021
Consulttrans Technology Solutions Private Limited was incorporated, strengthening the Group's technology-enabled service capabilities.

2022–23
ECO Mobility was onboarded by the Ministry of External Affairs, Government of India, to provide chauffeured car rental services in connection with India's G20 Presidency. The Company deployed more than 1,000 vehicles across 130+ cities to support transportation requirements associated with G20 delegates.

2024
The Company was listed on the NSE and BSE.

2025
Ecos Fleet Management Services Private Limited was incorporated, further expanding the Group's fleet management capabilities.

FY 2025–26
ECO Mobility Group completed **5.23 million+ trips**, serving **1,750+ corporate customers** across its mobility network.

● Incorporation of a Group subsidiary

PURPOSE & PRINCIPLES

Vision, Mission & Core Values

ECO Mobility Group's Vision, Mission and Core Values reflect the Group's overall organisational direction, purpose and guiding principles.

VISION

To be the largest and most trusted brand in mobility services.

MISSION

To be a high-performing organization with happy stakeholders. To exceed customers' expectations for service and value through Hi Tech and Hi Touch.

CORE VALUES

01

Customer First

We put our customers at the centre of all we do – ensuring their needs, expectations, and experiences guide our decisions.

02

Care for People

We respect and support everyone in our ecosystem — employees, partners, and customers — recognizing that people are at the heart of our success.

03

Generating Trust

We build trust through integrity, transparency, and consistency — ensuring confidence in every relationship.

04

Taking Ownership

We take responsibility for our actions, outcomes, and impact — driving excellence through accountability.

05

Clear Communication

We communicate with clarity, honesty, and respect — enabling alignment, confidence, and trust across all relationships.

FY 2025–26 · KEY HIGHLIGHTS

Advancing Mobility, People and Responsible Growth

FY 2025–26 was a year of continued operational growth, capability building and progress across the environmental, social and governance dimensions of ECO Mobility Group's business. From delivering mobility services and strengthening customer relationships to investing in employee capability, chauffeur safety, health and well-being, inclusion, community engagement and responsible business practices, the year reflected the Group's focus on creating value for its stakeholders while strengthening the foundations for responsible growth.

01 Business & Market Reach

ECO Mobility continued to scale its mobility operations and serve a diverse corporate customer base during the reporting period.

5.23 million+

trips were delivered during FY 2025–26

70+	75+
Fortune 500 organisations served by the parent company	BSE 500 organisations served by the parent company

- A mobility network of **19,500+ vehicles** supported the delivery of transportation services across customer requirements.

02 Future-Ready People & Capability

Building a capable and future-ready workforce remained an important focus during FY 2025–26. ECO Mobility Group continued to support employee development, leadership capabilities, functional learning and career progression, with relevant initiatives undertaken according to the needs and applicability of individual Group entities.

1,315	675	90%
employees as of 31 March 2026	new employees onboarded	employees in at least one learning programme*

- **84 Individual Development Plans (IDPs)** were enabled through **Voice to Vision**, supporting employees in defining and progressing their development priorities.
- **14 employees** moved into new roles through **Aspire**, supporting internal mobility and career progression.
- Capability development was supported through programmes including **Saksham CLCM, Saksham ETS, Your Professional Presence, Collaboration Compass, Dare to Excel** and **Sales & Growth Meet**. These programmes and relevant learning interventions may be applied across Group entities according to business requirements, employee roles and organisational needs.
- Digital and AI awareness was strengthened through initiatives including **Hello ChatGPT** and other digital and AI capability-building interventions, as relevant to the respective business and employee requirements.

* As reported for the parent company.

03 Safety at the Heart of Mobility

Safety continued to be embedded across ECO Mobility Group's employee, chauffeur and operational practices during FY 2025–26. The Group focused on awareness, training, inspections and preventive interventions to reinforce a culture of safe working and responsible mobility.

36,442	18,536	Zero
health & safety training hours	participants	employee and contractor fatalities

- **1,804 safety training sessions and interventions** were conducted, representing a **49% increase year-on-year**.
- The Group conducted **69 health and safety inspections**, **55 fire drills** and **1,328 toolbox talks and safety briefings**.
- **100% of the workforce** was covered under the Occupational Health & Safety Management System (OHSMS).

FY 2025–26 · KEY HIGHLIGHTS

04 Road Safety & Chauffeur Excellence

As a mobility services organisation, ECO Mobility Group recognises the importance of road safety and the role of chauffeurs in delivering safe and reliable journeys. During FY 2025–26, the Group continued to support chauffeur capability, safety awareness and recognition through road-safety campaigns, safety-related contributions and chauffeur development initiatives.

- The **National Road Safety Campaign** was conducted across **9 locations**, engaging **970+ employees and 1,500+ chauffeurs**.
- **30 body-worn cameras and 3 docking stations** were donated to **Delhi Traffic Police Headquarters** to support road-safety efforts.
- Chauffeur capability and service standards were supported through initiatives including **White Glove Training, Defensive Driving, SMART Chauffeur Programme, Shandaar Chauffeur** and **Chai Pe Charcha**.

05 Health, Well-being & Care

ECO Mobility Group continued to place employee and chauffeur well-being within its broader people agenda during FY 2025–26, combining health awareness, preventive initiatives, wellness activities and access to healthcare support.

1,102
employees and chauffeurs in medical camps and health initiatives

200+
participants in yoga and wellness activities

- **ECO CARES FOR Y❤U** continued to support health and well-being across the workforce and chauffeur ecosystem.
- Digital healthcare and mental-wellness initiatives complemented the Group's broader approach to employee care.
- Safety and emergency preparedness were reinforced through interventions covering **First Aid & CPR, Fire Fighting** and related awareness programmes.

06 Inclusion, Belonging & Employee Experience

ECO Mobility Group continued to strengthen an inclusive workplace culture through awareness, employee development, engagement and recognition. The Group's approach brought together diversity and inclusion, employee experience, performance and opportunities for recognition.

- **100% of employees** were covered through training on **POSH, diversity, discrimination and harassment prevention**.
- **LeadHER Within** supported the Group's focus on women's development and inclusion.
- More than **60 PAN-India employee engagement programmes** were conducted during the year.
- **338 employees and 15 teams** were recognised through **WOW**, celebrating individual and team contributions.
- **92 high-performing employees** participated in the **Malaysia recognition trip**, with the experience receiving a **4.89/5 satisfaction score**.

07 Community & Environmental Action

ECO Mobility Group's employee and community initiatives extended beyond the workplace, with activities addressing social well-being, road-safety awareness and responsible use of resources.

- **ECO WRAP** supported clothing- and groceries-related community initiatives.
- **Quench Thirst, Save Birds** encouraged participation in supporting birds during the summer.
- **Lights Off, Impact On** promoted responsible energy use by encouraging employees to switch off non-essential lighting and equipment.
- Road-safety awareness was extended to the community through initiatives including a **school programme reaching 90+ participants**.

08 Ethics, Accountability & Responsible Business

Responsible business conduct remained an important element of ECO Mobility Group's governance approach during FY 2025–26. The Group continued to reinforce ethical behaviour, compliance, risk awareness and accountability through governance mechanisms and employee awareness initiatives.

100%
of business operations assessed for corruption risks

100%
of employees acknowledge Code of Conduct and Anti-Corruption

100%
of employees covered through Fair Competition training

100%
of operational sites covered through internal audit and risk assessment

- The Group's governance framework continued to support **ethical conduct, responsible decision-making, risk management, stakeholder accountability and compliance**.

RECOGNITION

Awards & Recognition

During and around FY 2025–26, ECO Mobility Group received recognition across mobility services, service delivery, learning and development, workplace practices and corporate social responsibility.

The Group's reported awards and recognitions include:

EEMA (Event & Entertainment Management Association) Awards 2025

Corporate Mobility Solution of the Year
India Fleet Excellence Awards 2025

Best Service Provider for FY 2025–26
Marsh McLennan

Top 50 Learning & Development Team Award
On conferences

Companies with Great Managers™ – 2025
People Business Consulting

Rotary India National CSR Award 2025

Women Achievers Award
HRAI (HR Association of India)

Best Learning Culture in an Organization Award
23rd L&D Summit & Awards

Best L&D Strategy Award 2026
12th Edition HR Tech Summit & Awards

The Group has also received National Awards conferred by the Government of India in **2013, 2014, 2015 and 2016**.

MANAGEMENT SYSTEMS

Certifications & Management Systems

ECO Mobility Group maintains management systems and certifications covering key areas of its business and operations. The Parent Company holds certifications across the following management areas:

ISO 27001
Information Security Management

ISO 9001
Quality Management

ISO 45001
Occupational Health & Safety Management

ISO 14001
Environmental Management

ISO 37001
Anti-Bribery Management

These certifications demonstrate ECO Mobility Group's commitment to maintaining structured management systems across key areas, including quality, information security, occupational health and safety, environmental management, and anti-bribery. They support a systematic approach to operational control, risk management, service quality, employee safety, and responsible business practices. Certification coverage varies across subsidiaries based on their respective operations and requirements.

ENGAGING OUR STAKEHOLDERS

Stakeholder Engagement

ECO Mobility Group engages with its stakeholders through channels appropriate to the nature of its business operations, stakeholder relationships and organisational requirements. The stakeholder groups and engagement mechanisms described below are applicable across the Group, as relevant to the business activities and operational context of each entity.

The key stakeholder groups identified within the Group's reporting framework include **Employees, Clients, Vendors, Investors and Chauffeurs**. The nature, frequency and mode of engagement may vary across Group entities depending on the relevance of each stakeholder group and the applicable engagement mechanisms.

These engagement channels facilitate communication, feedback and interaction with relevant stakeholders. Stakeholder priorities and their relevance to the Group's material sustainability topics are addressed in the materiality section of this report.

Employees

- Trainings, SPARSH Meetings, Engagement Sessions
- COO's Voice to Vision Individual Development Programmes
- Annual Business Meets – Growth, Sales, Operations, Employee Transportation Solutions (ETS), L&D
- Jashn-e-ECO – Team Time, World of Winners
- ECO Cares for You – Wellness Initiative
- Face-to-Face Open House with COO, One to One Meetings with Head HR/COO
- ECO Values Workshops
- Employee Surveys and Feedback Mechanisms
- Leadership Interaction and Employee Connects
- Performance and Milestone Celebrations
- Birthday & Work Anniversary Celebrations
- CSR Engagement

Clients

Feedback and regular meetings

Chauffeurs

Chai Pe Charcha, one-to-one meetings, trainings, Shandaar Chauffeur and Birthday Celebrations

Investors

Earnings calls

Vendors

Business and operational engagement

02

Sustainability at **ECO Mobility**

ECO Mobility Group views sustainability as an integral part of responsible business and long-term value creation. The Group's approach is shaped by the nature of its business operations and its relationships with employees, chauffeurs, customers, vendors, communities and other stakeholders.

During FY 2025–26, the Group continued to address sustainability considerations through its environmental practices, people-focused initiatives and governance mechanisms. The following sections provide a detailed account of ECO Mobility Group's approach, initiatives and performance across these areas, as relevant to the business activities and operational context of each Group entity.

— Our Materiality Assessment Process — Materiality Matrix — Contributing to the UN SDGs

MATERIALITY

Our Materiality Assessment Process

ECO Mobility Group undertook a structured process to identify, assess and prioritise sustainability matters relevant to its business and stakeholders. The process considered the Group's business activities, operating context, value chain, relevant sustainability considerations and stakeholder perspectives to establish a focused set of material priorities for the Group.

01

Business & Operating Context

The assessment began with an understanding of ECO Mobility Group's business model, operating activities, geographical presence, value chain and key stakeholder relationships across Ecos (India) Mobility & Hospitality Limited and its four subsidiaries. This helped identify areas where the Group's activities and business relationships may have significant environmental, social and business impacts.

02

Sustainability & Sector Review

Relevant sustainability considerations for the mobility, transportation, hospitality, event management, fleet management and technology-enabled services sectors were reviewed alongside applicable **GRI Standards**. This helped identify sustainability areas relevant to ECO Mobility Group's business activities and establish a comprehensive set of potential sustainability matters for assessment.

03

Identification of Sustainability Matters

Potential sustainability matters were identified and consolidated based on their relevance to ECO Mobility Group's operations, business relationships, stakeholders and potential impacts across the Group. The initial list was reviewed and refined to establish the sustainability matters taken forward for assessment.

04

Stakeholder Engagement & Survey

ECO Mobility Group sought stakeholder perspectives through a **structured online survey**. The survey enabled stakeholders to share their views on the relative importance of the identified sustainability matters and provided an important input into the Group-level materiality assessment.

The survey complemented the Group's broader stakeholder engagement approach and helped incorporate stakeholder expectations and priorities into the assessment process.

05

Impact Assessment & Prioritisation

Inputs received through the stakeholder survey were considered alongside an understanding of ECO Mobility Group's business and operating context. The identified sustainability matters were assessed across two dimensions: **Impact on Society & Environment** and **Impact on Business**.

This assessment enabled the relative significance of each matter to be evaluated and represented through the materiality matrix, helping establish the Group's sustainability priorities.

06

Finalisation & Reporting

The assessment results were consolidated to establish ECO Mobility Group's sustainability priorities for the reporting period. The resulting material matters inform the sustainability disclosures presented across the **Environment, Social and Governance** sections of this report, providing a Group-level view of the sustainability matters relevant to the parent company and its subsidiaries.

MATERIALITY

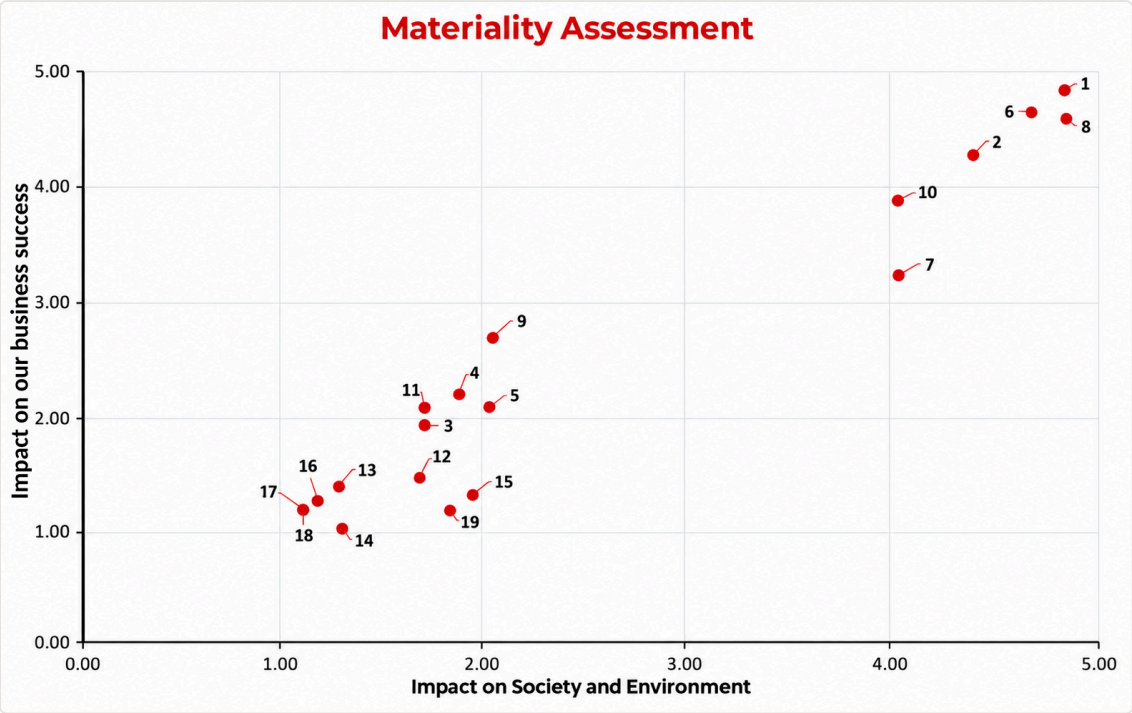
Materiality Matrix

Prioritising Our Sustainability Matters

The materiality matrix presents the outcome of ECO Mobility Group's assessment, positioning the identified sustainability matters according to their relative **Impact on Society & Environment** and **Impact on our Business Success**.

The matrix provides a visual representation of the Group's sustainability priorities and supports a focused approach to sustainability reporting, strategic decision-making and management attention across the parent company and its subsidiaries.

The material matters identified through the assessment are presented following the matrix and form the basis for the sustainability topics covered in this report.



MATERIAL TOPICS

1	Vehicle Emissions
2	Operational Energy Use
3	Water Management
4	Waste & Recycling
5	Hazardous Material Handling
6	Sustainable Procurement
7	Customer Safety & Vehicle Reliability
8	Customer Privacy & Data Security
9	Customer Experience & Accessibility
10	Diversity, Equity & Inclusion
11	Employee Health, Safety & Wellbeing
12	Fair Labour Practices
13	Human Rights in the Supply Chain
14	Community Engagement
15	Business Ethics & Integrity
16	Transparent Marketing & Pricing
17	Corporate Risk Management
18	Board Accountability & Diversity
19	Responsible Technology Use

GLOBAL GOALS

Contributing to the UN Sustainable Development Goals

ECO Mobility Group recognises the United Nations Sustainable Development Goals (SDGs) as a framework for addressing key environmental, social and economic priorities. The Group's activities and practices contribute to a number of SDGs relevant to its mobility operations, people, stakeholders, communities and environmental responsibilities.

For FY 2025–26, ECO Mobility Group has identified the SDGs that have a meaningful connection with its activities and operating practices. The following section presents how the Group's initiatives and business practices contribute to these global priorities, as relevant to the business activities and operational context of its entities.



SDG 1

No Poverty

ECO Mobility Group contributes to economic well-being through employment and livelihood opportunities across its operating ecosystem, including employees, chauffeurs, vendor partners and local service providers. The Group's mobility operations provide earning opportunities across its chauffeur and partner network, while training and capability-building initiatives support employability and job-related skills.

Employee support mechanisms, including staff loans and salary advances, together with healthcare and welfare provisions, support employees' financial resilience. Learning, performance management, career development and internal mobility also provide opportunities for employees to progress into higher responsibilities and build longer-term career prospects, as relevant to the business activities and practices of individual Group entities.



SDG 2

Zero Hunger

ECO Mobility Group contributed to efforts supporting access to nutritious food through its community engagement initiatives. As part of the **ECO WRAP** initiative, the Group donated essential groceries to **Avvai Home Orphanage for Girls**, supporting food access and the well-being of girls in need.



SDG 3

Good Health and Well-being

ECO Mobility Group supports health, safety and well-being through initiatives focused on **preventive healthcare, mental and emotional well-being and workplace safety**. The **ECO CARES FOR Y❤U** programme includes **health check-up camps, health awareness sessions and wellness sessions**, complemented by **medical insurance and digital healthcare access** for employees and chauffeurs.

The Group promotes employee and chauffeur well-being through **monthly engagement programmes, Birthday Celebrations, World of Winners Rewards and Recognition, Team Time – Jashn-e-ECO and International Trip support**. Workplace health and safety are further supported through **safety inspections, risk assessments, fire-safety mock drills and emergency preparedness**, as relevant to the activities of individual Group entities.

ECO Mobility also supports access to essential healthcare services in the community through **hospital ambulance donations**, contributing to healthcare access and community well-being.



SDG 4

Quality Education

ECO Mobility Group supports continuous learning, capability development and employability through structured learning and development programmes. Initiatives such as **Voice to Vision**, Individual Development Plans, functional and technical training, manager and leadership development, business and commercial learning, and AI and digital-skills programmes provide employees with opportunities to strengthen their capabilities. The **Leap** learning ecosystem supports continuous access to learning, while performance and talent processes connect development with career progression and future responsibilities.

Eco Mobility also contributed to education in the community through the donation of a school bus to **Aarohi Bal Sansar, Uttarakhand**, during FY 2025–26 and contributed to **Isha Vidhya** through the provision of stationery for schoolchildren.



SDG 5

Gender Equality

ECO Mobility Group promotes gender equality through **equal opportunity, non-discrimination and initiatives supporting women's participation and career development**, supported by **gender-neutral policies and talent practices**. The Group's talent and performance practices seek to provide equitable access to **recruitment, development, recognition and career progression**.

The Group's **Prevention of Sexual Harassment (POSH)** framework and **Internal Committee** support a safe, respectful and inclusive workplace. **Women-Centric Awareness Campaigns**, including initiatives around **Women's Day and beyond**, reinforce the message that **"Women's Day is not one day—it's every day."**

Flagship training programmes, including **LeadHER Within** and **Together in Diversity**, along with employee engagement and workplace communication initiatives, further reinforce an environment based on **dignity, respect and inclusion**.

The Group also promotes awareness among chauffeurs regarding the **safety and respectful treatment of women passengers**, supporting a more respectful and inclusive mobility experience.



SDG 6

Clean Water and Sanitation

ECO Mobility Group promotes responsible water stewardship through water-consumption monitoring, conservation initiatives and responsible management of water resources across its offices and operational locations. The Group tracks water consumption across branches to improve visibility of usage and identify opportunities for conservation, supported by the **Save Water** initiative and employee awareness.

At applicable facilities, rainwater harvesting and groundwater recharge practices support the conservation of water resources. The Group also focuses on preventing leakage and avoidable water wastage, while responsible wastewater management and access to safe water and hygienic sanitation facilities support responsible water and sanitation practices across its operations.



SDG 7

Affordable and Clean Energy

ECO Mobility Group is advancing responsible energy consumption through energy-efficiency measures, renewable-energy installations, electric-mobility infrastructure and employee engagement. Solar panels have been installed at the **Kapashera and Gurugram branch offices**, while EV charging stations have been established at branch locations in support of the Group's electric-vehicle mobility offering.

The Group also undertook electricity-consumption monitoring and corrective action. A faulty meter in Mumbai location was replaced, improving the accuracy of electricity data. Employee participation in energy-conservation initiatives, including the pan-India **"Lights Off, Impact On"** campaign, further supports awareness and the responsible use of electricity.



SDG 8

Decent Work and Economic Growth

ECO Mobility Group supports decent work through **fair employment practices, employee welfare, safe working conditions, learning and development, career progression and employee engagement**. The Group promotes **equal opportunity and non-discrimination** and supports employee development through **structured performance management, Individual Development Plans, learning programmes and internal mobility**.

The Group also supports employee well-being and financial resilience through **staff loans and salary advances, healthcare and welfare initiatives**. Its wider mobility ecosystem provides **livelihood opportunities for chauffeurs, vehicle owners and service partners**, contributing to employment and economic participation across the value chain.



SDG 9

Industry, Innovation and Infrastructure

Technology and digitalisation are integrated into ECO Mobility Group's operating model to support mobility management, operational efficiency and service delivery. Technology-enabled processes support trip planning, vehicle allocation, tracking and transportation coordination, while data-driven decision-making helps monitor performance and improve resource utilisation.

The Group also uses **digital platforms across departments**, with **AI-enabled tools and automation** being applied across processes. These capabilities support operational coordination, process efficiency and the delivery of scalable, technology-enabled mobility services across its multi-city operations.



SDG 10

Reduced Inequalities

ECO Mobility Group promotes inclusion and equal opportunity by seeking to provide equitable access to employment, development, recognition and career progression. The Group's people practices emphasise non-discrimination, dignity and fair treatment, supported by its **Prevention of Sexual Harassment (POSH) framework** and mechanisms for employee participation and communication. Learning and development programmes, Individual Development Plans, performance and talent processes, and internal mobility provide employees with opportunities to build capabilities and progress in their careers. Initiatives such as **Voice to Vision** provide employees with opportunities to express aspirations, share perspectives and engage with leadership. The Group promotes its values of **Care for People, Generating Trust and Clear Communication**, reinforcing dignity, respect and inclusion in everyday interactions.



SDG 11

Sustainable Cities and Communities

ECO Mobility Group contributes to organised and shared urban transportation through its Employee Transportation Solutions and broader mobility services. Shared employee transportation enables multiple passengers to travel together, supporting more efficient vehicle utilisation and reducing reliance on individual commuting arrangements. Route planning, vehicle allocation and operational monitoring support efficient transportation management and help identify opportunities to reduce unnecessary kilometres and improve vehicle utilisation. Through its technology-enabled mobility model and presence across multiple cities, the Group supports more coordinated and efficient transportation solutions for organisations and their employees.



SDG 12

Responsible Consumption and Production

ECO Mobility Group promotes responsible consumption and resource management through its approach to waste management, resource efficiency and operational monitoring. Its waste-management practices include segregation at source, responsible disposal and monitoring of waste-related data to improve visibility and accountability. The **Reduce, Reuse and Recycle** approach supports more responsible material management, while the digitalisation of HR processes, communication and workflows, along with digital signing of documents and agreements, helps reduce dependence on paper. The Group also monitors electricity, water and fuel consumption, with operational practices focused on improving resource efficiency and reducing avoidable consumption. Employee awareness initiatives further encourage the responsible use of resources in day-to-day operations.



SDG 13

Climate Action

ECO Mobility Group addresses climate-related impacts through greenhouse gas emissions measurement, energy and fuel monitoring, energy-efficiency initiatives and improvements in mobility efficiency. The Group undertakes **GHG emissions calculations** to quantify and monitor emissions associated with its operations and mobility activities, providing a basis for understanding its emissions profile and supporting climate-related decision-making. Energy and fuel consumption are also monitored to identify efficiency opportunities. Solar installations, electricity-conservation initiatives, route and vehicle optimisation, and shared employee transportation support efforts to reduce avoidable energy use and emissions. The Group's environmental awareness initiatives, including the **"Lights Off, Impact On"** campaign, further encourage responsible energy consumption and climate-conscious behaviour.



SDG 14

Life Below Water

ECO Mobility Group's contribution to SDG 14 is primarily linked to preventing water pollution through responsible environmental management. Its wastewater-management practices and responsible disposal of liquids, chemicals and other materials help reduce the potential for pollutants to enter drainage systems and water bodies. Efforts to reduce unnecessary single-use plastics and promote responsible disposal also support the broader objective of reducing plastic and other pollutants that may reach aquatic environments. Through water-pollution awareness and responsible environmental practices across its facilities, the Group supports the broader objective of protecting water quality and aquatic ecosystems.



SDG 15

Life on Land

ECO Mobility Group promotes environmental stewardship through **tree plantation, employee engagement and environmental-awareness activities**, while encouraging the responsible use of natural resources and the protection of local ecosystems.

As part of its **Earth Day** engagement, the Group conducted the **Quench Thirst, Save Birds** initiative, under which branches placed **water bowls at safe locations for birds**. Employees participated by decorating the bowls and ensuring that they were regularly refilled during the summer heat.

The Group also promotes **clean and green workplaces, resource conservation and responsible waste management**, contributing to environmental awareness and the protection of local ecosystems and biodiversity.



SDG 16

Peace, Justice and Strong Institutions

ECO Mobility Group supports ethical, transparent and accountable business conduct through its governance framework and established mechanisms for responsible decision-making. The Group's **Code of Conduct** establishes expectations relating to integrity, professionalism, accountability and ethical behaviour, while anti-corruption principles, conflict-of-interest controls and related governance processes support responsible business conduct.

Whistleblower and grievance mechanisms provide channels for raising concerns, while the **Prevention of Sexual Harassment (POSH) framework** supports a respectful workplace. Responsible information management, compliance processes, defined governance responsibilities and leadership oversight further reinforce transparency and accountability across the Group.



SDG 17

Partnerships for the Goals

ECO Mobility Group's sustainability approach involves collaboration across its stakeholder ecosystem, including customers, employees, chauffeurs, vendors, business partners and community stakeholders. Customer and business-partner relationships support the delivery of organised mobility solutions, while engagement with chauffeurs and service providers supports safety, service quality and responsible operations.

Employees participate in sustainability and awareness initiatives, while branch and operational teams contribute to the collection and consolidation of environmental and ESG information. The Group also engages with external and community institutions through initiatives supporting areas such as healthcare and road safety. These relationships support the integration of sustainability considerations across ECO Mobility Group's wider ecosystem.



03

Environment

— Environmental Management & Stewardship — Energy Management — GHG Emissions & Climate Action — Vehicle Emissions
— Environmental Initiatives & Stewardship — Water Stewardship — Materials & Resource Efficiency — Waste Management & Circularity
— Biodiversity & Nature — Environmental Responsibility in the Supply Chain

ENVIRONMENT

Environmental Management & Stewardship

0	0	100%	40%
instances of non-compliance with environmental laws or regulations	financial or non-financial penalties related to environmental non-compliance	of operational sites assessed for specific environmental risks	of operational sites with an environmental certification

Our Approach to Environmental Responsibility

ECO Mobility Group's environmental practices are designed to address the environmental aspects relevant to its business model. Across its mobility operations, this includes consideration of fuel and energy efficiency, responsible vehicle use and maintenance, reduction of avoidable emissions, and practices that support more efficient mobility.

Across the Group's offices and facilities, environmental management includes the responsible use of resources and measures aimed at reducing unnecessary consumption and environmental impacts. The Group also considers environmental aspects within relevant supplier and service-partner relationships as part of its broader responsible business approach.

The Group's documented environmental framework addresses areas such as pollution prevention, responsible resource management and environmental compliance. These practices provide a basis for identifying relevant environmental aspects and supporting their management across the Group's operations, in accordance with the applicable governance arrangements of its respective entities.

Environmental Scope & Boundary

The environmental information presented in this Sustainability Report relates to FY 2025–26 and covers ECO Mobility Group, comprising Ecos (India) Mobility & Hospitality Limited and its four subsidiaries: Ecreate Events Private Limited, Consulttrans Technology Solutions Private Limited, Eco Car Rental Services Private Limited and Ecos Fleet Management Services Private Limited.

The reporting boundary encompasses the Group's offices, facilities and activities across the locations of the parent company and its subsidiaries, to the extent covered by the defined reporting boundary and supported by available environmental data for the reporting period. Environmental aspects associated with activities under the Group's operational control are considered within the direct operational boundary.

Given ECO Mobility Group's asset-light business model, vehicles and certain services are also sourced through external vendors. Environmental impacts arising from activities outside the Group's direct operational control are considered separately as

relevant value-chain impacts and are not included within the direct operational environmental boundary unless attributable data is available.

This approach enables ECO Mobility Group to report its environmental performance within the defined Group boundary while recognising opportunities to strengthen environmental data coverage and visibility across its operations and broader value chain.

Environmental Compliance

ECO Mobility Group seeks to conduct its operations in accordance with applicable environmental laws, regulations and requirements. Compliance with relevant environmental requirements forms part of the Group's approach to environmental management across its parent company and subsidiaries.

During FY 2025–26, **no instances of non-compliance with environmental laws or regulations were reported**, and **no financial or non-financial penalties related to environmental non-compliance were reported** across the Group.

The Group's environmental assessment also identified opportunities to strengthen formal environmental compliance monitoring and periodic environmental review mechanisms. These improvements can support more systematic oversight of environmental performance and help strengthen environmental management practices across ECO Mobility Group's operations.

Strengthening Environmental Stewardship

ECO Mobility Group continues to strengthen its approach to environmental stewardship through an increased focus on environmental data, operational practices and management processes across its parent company and subsidiaries. Improving the consistency and coverage of environmental information can support a better understanding of the Group's environmental footprint and enable more effective monitoring of environmental performance.

Through this approach, ECO Mobility Group seeks to integrate environmental considerations into its operations while progressively strengthening the systems and practices that support responsible resource use, environmental compliance and continual improvement across the Group.

ENVIRONMENT

Energy Management

83,775.62 GJ	45 kW	31,510.50 kWh	103.08 GJ / ₹ crore
total energy consumption	combined installed solar capacity	solar electricity generated	energy intensity

Managing Energy Use

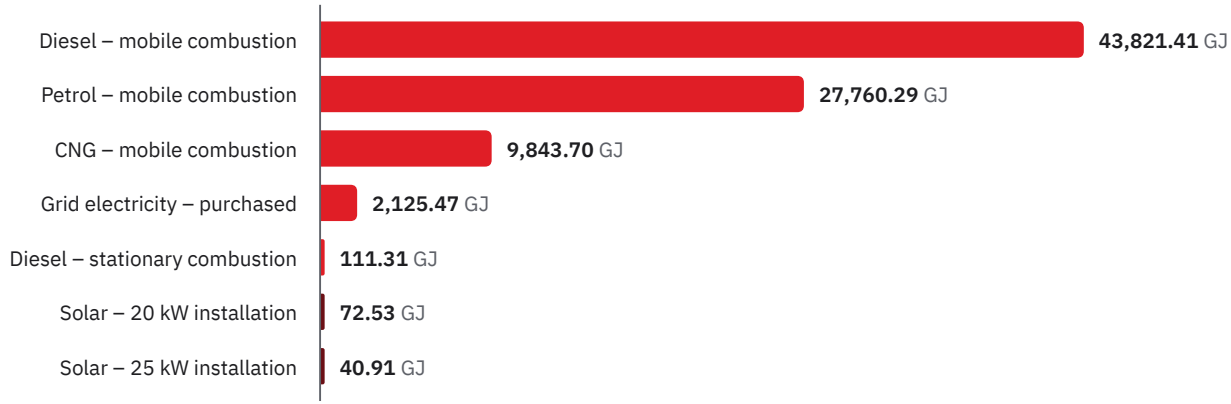
Energy is an important resource across ECO Mobility Group's operations, with consumption primarily associated with mobility activities, stationary fuel use and electricity requirements at offices and operational facilities. The Group tracks energy use across different sources to understand its overall energy consumption and renewable energy generation.

During FY 2025–26, ECO Mobility Group recorded **83,775.62 GJ of total energy consumption** across the reported energy sources. Fuel consumption associated with mobility operations constituted the largest component of the Group's overall energy use, reflecting the nature of its mobility-focused business.

Energy Consumption

During the reporting year, the Group's energy profile comprised diesel, petrol and CNG used in operations, together with purchased grid electricity and electricity generated through solar installations.

ENERGY CONSUMPTION BY SOURCE, FY 2025–26 (GJ)



ENERGY SOURCE	APPLICATION / TYPE	ACTIVITY DATA	ENERGY CONSUMPTION (GJ)
Diesel	Stationary combustion	3,110 litres	111.31
Diesel	Mobile combustion	1,224,353 litres	43,821.41
Petrol	Mobile combustion	846,814.91 litres	27,760.29
CNG	Mobile combustion	205,077 kg	9,843.70
Grid Electricity	Purchased electricity	590,408 kWh	2,125.47
Solar	20 kW installation	20,148 kWh	72.53
Solar	25 kW installation	11,362.50 kWh	40.91
Total Energy Consumption	–	–	**83,775.62 GJ**

> **Note:** Energy consumption has been converted into gigajoules (GJ) using the applicable conversion factors based on the reported fuel and electricity activity data. The conversion factors are aligned with the factors used in the Group's GHG emissions calculations, with relevant IPCC reference values applied where applicable.

Renewable Energy

ECO Mobility Group is integrating renewable energy into its operational footprint through rooftop solar installations. During FY 2025–26, solar power systems were operational at two locations, supporting the generation and use of renewable electricity within the Group's operations.

The two installations, located in **Gurugram, Haryana, and Kapashera, Delhi**, have a combined installed capacity of **45 kW**. During the reporting year, these installations generated a combined **31,510.50 kWh** of electricity, equivalent to **114 GJ** of energy.

SOLAR INSTALLATION	LOCATION	INSTALLED CAPACITY	CONSUMPTION	ENERGY EQUIVALENT
Solar	Gurugram, Haryana	20 kW	20,148 kWh	73 GJ
Solar	Kapashera, Delhi	25 kW	11,362.50 kWh	41 GJ
Total	–	**45 kW**	**31,510.50 kWh**	**114 GJ**

The solar installations contribute to ECO Mobility Group's renewable electricity profile and support the use of renewable energy across its operational locations. Integrating on-site solar generation forms part of the Group's broader approach to responsible

energy management and resource efficiency.

During FY 2025–26, renewable electricity generated from these installations contributed to the Group's overall energy profile. ECO Mobility Group will continue to strengthen its energy management practices and explore opportunities to increase the use of renewable energy wherever feasible.





Energy Intensity

ECO Mobility Group monitors energy intensity to understand energy consumption relative to the scale of its operations. The indicator provides a normalized measure of energy use and will support the Group in tracking energy performance over time.

INDICATOR	FY 2025–26	UNIT
Energy Intensity	**103.08**	GJ / ₹ crore

Energy Data and Reporting Approach

ECO Mobility Group's energy data for FY 2025–26 has been compiled from available fuel and electricity consumption records. Fuel consumption is recorded in litres or kilograms, as applicable, while electricity generation and consumption are recorded in kilowatt-hours. These activity data have been converted into gigajoules (GJ) to provide a common unit for reporting total energy consumption.

The Group will continue to strengthen the consistency and completeness of energy data across its entities and operational locations, supporting improved monitoring of its energy profile and the assessment of opportunities to increase renewable energy use.

ENVIRONMENT

GHG Emissions & Climate Action

11,899.16 tCO_2e	5,825.41 tCO_2e	419.19 tCO_2e	5,654.57 tCO_2e	14.64 tCO_2e / ₹ crore
total reported GHG emissions	Scope 1	Scope 2	Scope 3	total GHG intensity

Our Approach to GHG Accounting

ECO Mobility Group recognises the importance of understanding and managing greenhouse gas (GHG) emissions associated with its operations and value chain. During FY 2025–26, the Group undertook its first comprehensive GHG emissions inventory, covering Scope 1, Scope 2 and selected applicable Scope 3 emissions.

The GHG inventory was prepared in accordance with the **GHG Protocol Corporate Accounting and Reporting Standard**, with reference to **ISO 14064-1:2018**. The assessment provides a consolidated view of emissions associated with the Group's defined organisational and operational boundaries.

Organisational Boundary and Calculation Approach

The GHG inventory follows the Operational Control Approach. Under this approach, emissions from operations, facilities and activities over which ECO Mobility Group has operational control are included within the organisational boundary.

For FY 2025–26, the reporting boundary covers ECO Mobility Group, comprising Ecos (India) Mobility & Hospitality Limited and its all four subsidiaries: Ecreate Events Private Limited, Consulttrans Technology Solutions Private Limited, Eco Car Rental Services Private Limited and Ecos Fleet Management Services Private Limited. The inventory considers emissions associated with activities within the defined organisational and operational boundaries, with Scope 1, Scope 2 and applicable Scope 3 emissions classified according to their sources.

The inventory applies an activity data × applicable emission factor approach for relevant emission sources. Depending on the availability and nature of data, Scope 3 emissions were calculated using spend-based and activity-based methodologies. Emission factors were sourced from recognised sources, including DEFRA, the Central Electricity Authority (CEA) and USEEIO 2024.

GHG Emissions Profile

During FY2025–26, ECO Mobility Group's total reported GHG emissions were **11,899.16 tCO_2e**.

SHARE OF TOTAL REPORTED GHG EMISSIONS, FY 2025–26



Scope 1 **5,825.41 tCO_2e** Scope 3 **5,654.57 tCO_2e** Scope 2 **419.19 tCO_2e**

Total: 11,899.16 tCO_2e

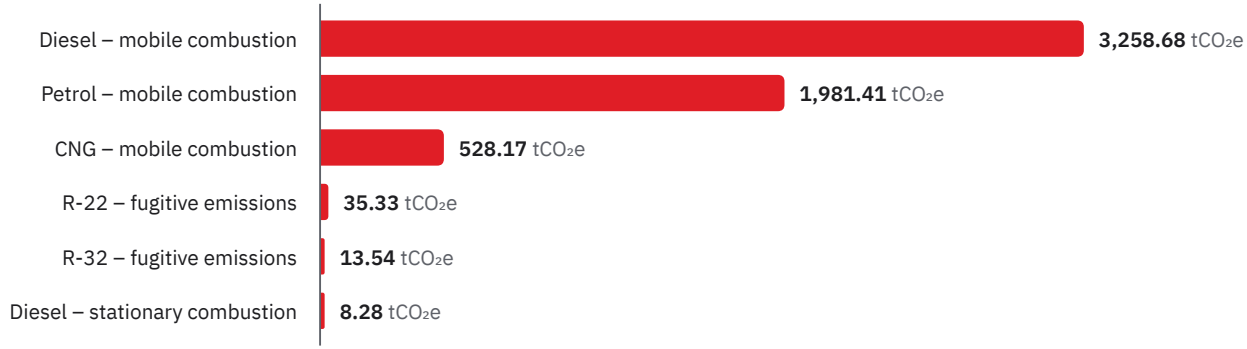
EMISSION SCOPE	FY2025–26 EMISSIONS (TCO_2E)
Scope 1	5,825.41
Scope 2	419.19
Scope 3	5,654.57
Total GHG Emissions	**11,899.16**

Scope 1 emissions represented the largest component of the Group's reported GHG footprint, followed by Scope 3 and Scope 2 emissions.

Scope 1 – Direct GHG Emissions

Scope 1 emissions comprise direct greenhouse gas emissions from sources under ECO Mobility Group's operational control. For FY 2025–26, the identified emission sources included mobile and stationary fuel combustion and fugitive emissions from refrigerants.

SCOPE 1 EMISSIONS BY SOURCE (TCO_2E)



SCOPE 1 EMISSION SOURCE	EMISSIONS (tCO_2E)
Diesel – Stationary Combustion	8.28
R-22 – Fugitive Emissions	35.33
R-32 – Fugitive Emissions	13.54
Diesel – Mobile Combustion	3,258.68
Petrol – Mobile Combustion	1,981.41
CNG – Mobile Combustion	528.17
Total Scope 1	**5,825.41**

Mobile fuel combustion was the principal contributor to Scope 1 emissions, primarily due to diesel and petrol consumption associated with the Group's operations.

Scope 2 – Indirect Emissions from Purchased Electricity

Scope 2 emissions represent indirect greenhouse gas emissions associated with the generation of electricity purchased and consumed by ECO Mobility Group. The Group reports Scope 2 emissions using both the **location-based** and **market-based** methods.

During FY 2025–26, the Group consumed **590,408 kWh of purchased grid electricity**, resulting in **419.19 tCO_2e** of Scope 2 emissions.

SCOPE 2 REPORTING METHOD	EMISSIONS (tCO_2E)
Location-Based	**419.190**
Market-Based	**419.190**

Under the **location-based method**, emissions are calculated using the average emission factor of the electricity grid (CEA) from which the purchased electricity is consumed.

Under the **market-based method**, the Group's purchased grid electricity is assessed using the applicable grid-average emission factor. ECO Mobility Group's renewable electricity is generated through its **own rooftop solar installations** and is accounted for separately from purchased grid electricity. As the Group does not have other contractual renewable electricity arrangements for its purchased electricity, market-based Scope 2 emissions are **419.190 tCO_2e**, the same as the location-based result.

Scope 3 – Other Indirect Emissions

Scope 3 emissions represent indirect greenhouse gas emissions arising from activities across ECO Mobility Group's value chain that are not included within Scope 1 or Scope 2.

As FY 2025–26 represents ECO Mobility Group's **first comprehensive GHG inventory**, the Group assessed the Scope 3 categories considered applicable based on the nature of its operations and the availability of relevant data. The categories included **Purchased Goods and Services, Capital Goods, Business Travel and Waste Generated in Operations**.

SCOPE 3 CATEGORY	EMISSIONS (tCO_2E)
Purchased Goods and Services	5,586.29
Capital Goods	15.28
Business Travel	40.18
Waste Generated in Operations	12.81
Total Scope 3	**5654.57**

Purchased Goods and Services was the predominant contributor to ECO Mobility Group's Scope 3 emissions, primarily driven by expenditure associated with car rentals.

Purchased Goods and Services, Capital Goods and Business Travel were assessed using a **spend-based methodology**, while Waste Generated in Operations was assessed using an **activity-based methodology** based on waste quantities and applicable emission factors.

As the Group's GHG accounting practices mature, ECO Mobility Group will continue to strengthen its data collection and monitoring processes and assess additional relevant Scope 3 categories for inclusion in future reporting periods. This will support progressively more comprehensive measurement of emissions across the Group's value chain.

GHG Emissions Intensity

ECO Mobility Group monitors GHG emissions intensity to assess its emissions relative to the scale of its operations. During FY 2025–26, the Group reported Scope 1, Scope 2 and applicable Scope 3 emissions as part of its GHG inventory. Revenue is used as the activity metric to calculate emissions intensity.

INDICATOR	FY 2025–26	UNIT
Scope 1 & Scope 2 GHG Emissions Intensity	**7.68**	tCO_2e / ₹ crore revenue

INDICATOR	FY 2025–26	UNIT
Scope 3 GHG Emissions Intensity	**6.95**	tCO_2e / ₹ crore revenue
Total GHG Intensity	**14.64**	**tCO_2e / ₹ crore revenue**

Potential Avoided Emissions from Solar Energy

ECO Mobility Group's solar installations generated **31,510.5 kWh of renewable electricity during FY 2025–26**. Based on this renewable electricity generation, the Group estimates that **22.372 tCO_2e of potential emissions were avoided** during the reporting period.

This estimated reduction reflects the contribution of on-site solar generation towards reducing reliance on conventional grid electricity and supporting ECO Mobility Group's transition towards cleaner energy.

Improving GHG Data and Coverage

FY 2025–26 marks ECO Mobility Group's first comprehensive GHG emissions inventory. The inventory has been prepared using the best available activity data, with estimation approaches applied where complete data was unavailable.

Going forward, the Group will continue to improve the completeness, consistency and quality of primary activity data across its entities and operations. As its GHG accounting and data collection practices develop, ECO Mobility Group will evaluate additional relevant emission sources and Scope 3 categories for inclusion, where reliable data and appropriate methodologies are available. These efforts will support more comprehensive emissions reporting and help the Group identify opportunities for emissions reduction over time.

ENVIRONMENT

Vehicle Emissions

Vehicle emissions are an important environmental consideration for ECO Mobility Group, given the nature of its mobility-focused operations. The Group's emissions profile is influenced by fuel consumption associated with its mobility activities, including diesel, petrol and compressed natural gas (CNG) used across relevant operations. Monitoring fuel consumption and associated greenhouse gas emissions supports the Group's understanding and management of its environmental footprint.

During FY 2025–26, emissions from mobile combustion were accounted for within the Scope 1 greenhouse gas inventory. The inventory included emissions associated with diesel, petrol and CNG consumption, alongside emissions from stationary combustion and refrigerants. The Group is also supporting the transition towards lower-emission mobility through the presence of electric vehicles within the company-owned fleet and the installation of charging infrastructure at branch locations.

ECO Mobility Group will continue to evaluate opportunities to improve vehicle efficiency, increase the adoption of lower-emission mobility solutions and strengthen the availability and quality of vehicle-related emissions data.

ENVIRONMENT

Environmental Initiatives & Stewardship

ECO Mobility Group continues to integrate environmental considerations into its operations through initiatives focused on **lower-emission mobility, renewable energy, energy efficiency and employee engagement**. These initiatives support the Group's broader approach to managing energy consumption and environmental impacts, while translating environmental priorities into practical actions across the operational locations of the parent company and its subsidiaries.

ECO Mobility Group is strengthening the presence of electric mobility within its company-owned fleet. As of FY 2025–26, the Parent Company's company-owned motor car fleet comprised **1,025 vehicles, including 181 electric vehicles**, representing approximately **17.66% of the total company-owned fleet**. Additionally, electric vehicles accounted for **5.49% of the fleet reported by the subsidiaries**, further contributing to the Group's transition towards lower-emission mobility solutions.

The Company has also established **EV charging Points at branch locations** in support of its electric vehicle mobility offering. The combination of an expanding electric vehicle fleet and supporting charging infrastructure provides a foundation for increasing the use of electric mobility within the Company's operations.

ECO Mobility will continue to evaluate opportunities to strengthen lower-emission mobility solutions in line with operational requirements and the availability of supporting infrastructure.

181	17.66%	5.49%	45 kW
electric vehicles in the Parent Company's company-owned fleet of 1,025	of the Parent Company's company-owned fleet is electric	of the fleet reported by the subsidiaries is electric	solar capacity at Kapashera and Gurugram

Increasing the Use of Renewable Energy

ECO Mobility has installed solar power systems at two branch locations — **Kapashera and Gurugram** — as part of its efforts to increase the use of renewable energy within its operations. During FY2025–26, the two installations had a combined capacity of **45 kW** and generated **31,510.50 kWh** of electricity.

The solar installations contribute to the Company's renewable electricity profile and support the integration of on-site renewable energy into its operational infrastructure.

Employee Engagement for Energy Conservation

ECO Mobility complements its operational initiatives with employee engagement activities that encourage practical action on energy conservation.

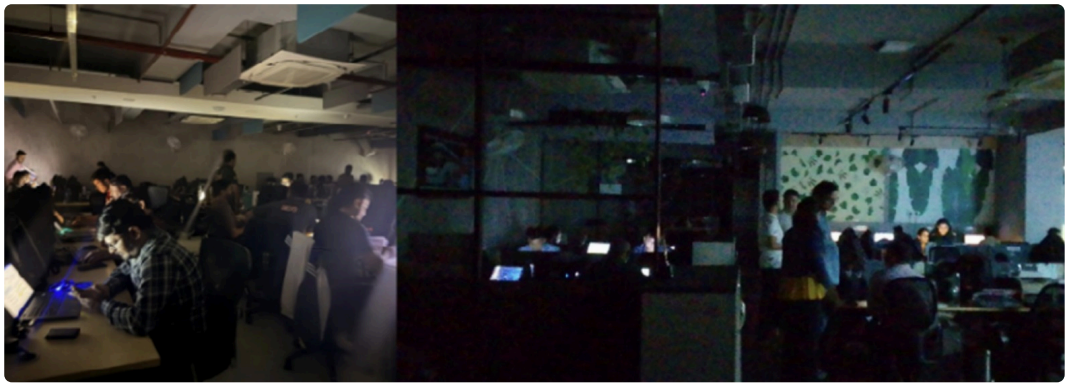
On **27 March 2026**, the Company conducted a pan-India **"Lights Off, Impact On"** activity across its branches. The 15-minute activity, conducted from **11:00 a.m. to 11:15 a.m.**, encouraged participating locations to switch off lights as part of an organisation-wide effort to promote conscious energy use. Participation recorded in the closing communication included **35 participants from East, 439 from North, 178 from West and 307 from South**.

The initiative connected everyday workplace practices with environmental responsibility and encouraged employees to recognise the importance of avoiding unnecessary energy use.

Earth Day Energy-Conservation Initiative

As part of its Earth Day activities during FY2025–26, ECO Mobility conducted an **"ECOS Power Off"** initiative on **22 April 2025**, under which electricity was switched off at branches for five minutes at **1:00 p.m.** The initiative encouraged employees and branch teams to participate in a simple, visible action focused on energy conservation.

The activity complemented the Company's broader employee engagement efforts by bringing energy conservation into routine workplace practices and reinforcing awareness of responsible energy use.



Continuing Our Environmental Stewardship

ECO Mobility will continue to build on its environmental initiatives by strengthening energy efficiency, supporting lower-emission mobility, increasing the use of renewable energy where feasible and encouraging employee participation in practical environmental actions. The Company will continue to develop these initiatives in line with its operational requirements and evolving understanding of relevant environmental impacts.

ENVIRONMENT

Water Stewardship

17,719.06 m³	14,767.89 m³	2,951.17 m³	5,315.72 m³
total water withdrawal	underground water	municipal water	reclaimed / reused water (indicative estimate)

Responsible Water Management

At ECO Mobility Group, responsible water management is an important part of environmental stewardship. As a mobility and hospitality services group, water is used across offices and operational locations for activities such as drinking, sanitation, housekeeping and relevant vehicle-related operations.

During FY 2025–26, the Group consolidated available water information from its operational water tracker, municipal water-board records and branch-level water-efficiency surveys. This exercise provided a consolidated view of water withdrawal across the tracked operations and helped identify opportunities to strengthen the completeness and accuracy of water-related data.

Water Withdrawal Across Our Operations

During FY 2025–26, ECO Mobility Group's reported water withdrawal was **17,719.06 m³** across its tracked operations in India. Of this, **14,767.89 m³** was sourced from underground water, while **2,951.17 m³** was obtained from municipal supplies.

WATER WITHDRAWAL BY SOURCE, FY 2025–26



Underground water **14,767.89 m³** Municipal water **2,951.17 m³**

Total: 17,719.06 m³

WATER WITHDRAWAL	FY2025–26
Total water withdrawal	**17,719.06 m³**
Underground water	14,767.89 m³
Municipal water	2,951.17 m³

The reported water withdrawal figure was consolidated from available location-level records for ECO Mobility Group. Metered municipal water-board bills were available for selected locations, Head Office (Building A and Building B) and Bangalore CCR. At locations where separate municipal billing information was unavailable, drinking-water information recorded in the operational water tracker was used as a proxy. Underground water volumes were based on groundwater information recorded through the operational tracker.

The consolidated FY 2025–26 figure includes one explicitly disclosed location-level assumption. For Bhubaneswar, where water data was unavailable, consumption was assumed at 5 litres per day, equivalent to 1.825 m^3 per year. This amount has been included in the reported water withdrawal figure and is treated as an assumption rather than directly reported data.

Water Consumption, Discharge and Reuse

In addition to water withdrawal, ECO Mobility Group has derived **indicative estimates** of water consumption, discharge and reclaimed/reused water for FY 2025–26 using the available withdrawal data and a disclosed estimation methodology. These estimates provide an indicative view of water use across the Group's tracked operations and should be interpreted in light of the availability and coverage of underlying data.

WATER INDICATOR	FY2025–26
Total water withdrawal	**17,719.06 m^3**
Total water consumption	**5,315.72 m^3**
Total water discharge	**12,403.34 m^3**
Reclaimed / reused water	5,315.72 m^3

> **Note:** Water consumption, discharge and reclaimed/reused water were not separately metered across ECO Mobility Group's tracked operations. Accordingly, these indicators have been derived from available water withdrawal data using a **30% reclaimed/reused-water assumption**. The resulting figures are indicative estimates rather than directly measured quantities.

Estimation Methodology

The methodology applied for FY2025–26 is:

Reclaimed / Reused Water = Total Water Withdrawal × 30%

Water Discharge = Total Water Withdrawal × 70%

Water Consumption = Total Water Withdrawal – Water Discharge

Based on the total water withdrawal of **17,719.06 m^3**:

- Reclaimed / reused water = **5,315.72 m^3**

- Water discharge = **12,403.34 m³**
- Water consumption = **5,315.72 m³**

The 30% assumption was informed by reuse rates of approximately 20–30% reported through selected branch-level water-efficiency surveys. It was subsequently applied uniformly across the consolidated withdrawal figure and therefore represents a portfolio-wide estimation assumption rather than a directly measured Group-wide reuse rate.

Water Conservation in Our Operations

Available FY2025–26 branch-level submissions indicate the use of water-saving practices at selected operational locations.

At the **Kapashera Hub**, bucket-based vehicle washing was reported, together with reuse of approximately **30%** of water used for washing. The location also reported the seasonal use of rainwater for vehicle washing, estimated at approximately **400–500 litres per month** during the relevant season. Reused water was also reported for tyre cleaning.

At **Noida**, bucket-based vehicle washing and reuse of approximately **20–30%** of water were reported, along with awareness around water conservation.

Water Data Quality and Limitations

ECO Mobility Group recognises that reliable water data is important for effective environmental performance measurement. The FY 2025–26 water assessment therefore distinguishes between directly reported information, stated assumptions and formula-derived estimates.

Water withdrawal information was available from operational records and, at selected locations, metered municipal water-board bills. However, complete direct metering was not available across all locations. In particular, water consumption, discharge and reclaimed/reused water were not separately measured at the branches.

Accordingly, the consumption, discharge and reclaimed/reused water figures presented in this report should be understood as formula-derived estimates rather than independently measured results. The methodology also results in water consumption and reclaimed/reused water being numerically equal because both are derived using the same 30% assumption. This does not represent independent measurement of the two indicators.

ECO Mobility Group discloses these assumptions and limitations to provide transparency regarding the basis and quality of the water information reported for FY 2025–26.

Strengthening Water Data Management

ECO Mobility Group aims to progressively improve the quality, consistency and traceability of its water-related information. The FY 2025–26 assessment has highlighted opportunities to strengthen location-level reporting, standardise data collection practices and increase the availability of directly recorded water data across the Group.

In future reporting cycles, the Group will work towards replacing assumptions and formula-derived values with directly recorded and verifiable data wherever feasible. This includes strengthening location-level reporting processes and evaluating opportunities for improved measurement of water discharge and return flows at relevant higher-consumption locations.

These improvements will support more accurate and consistent water reporting, strengthen year-on-year comparability and help ECO Mobility Group identify opportunities for water efficiency across its operations.

ENVIRONMENT

Materials & Resource Efficiency

Responsible Use of Materials

ECO Mobility Group's material use is primarily associated with office consumables and resources required to support its day-to-day business operations. Unlike manufacturing businesses, the Group does not have significant production-related raw material requirements.

Accordingly, the Group's approach to material management focuses on avoiding unnecessary consumption and promoting efficient use of resources across the operations of its parent company and subsidiaries.

Reducing Unnecessary Material Consumption

ECO Mobility Group promotes digital documentation and communication to reduce reliance on physical records and unnecessary printing. These practices support more efficient use of office materials and help minimise avoidable resource consumption in day-to-day operations.

The Group also considers opportunities to reuse and recover materials where appropriate, supporting more efficient resource use across its offices and operational activities.

Responsible Management of Materials and Chemicals

ECO Mobility Group's environmental procedures provide direction for the responsible handling and management of materials and chemicals used in relevant operational activities. This includes appropriate storage and handling practices, prevention of spills and unnecessary use, and consideration of reuse and recovery where feasible.

These practices support the Group's broader approach to managing environmental aspects associated with its operations responsibly.

Resource Efficiency in Daily Operations

Resource efficiency is incorporated into routine operational practices through measures that encourage the thoughtful use of materials and avoidance of unnecessary consumption. Digital ways of working, responsible use of office consumables and appropriate management of materials help integrate resource-efficiency considerations into everyday activities.

ECO Mobility Group will continue to strengthen these practices in line with the environmental aspects relevant to its mobility-focused business model.

ENVIRONMENT

Waste Management & Circularity

14,274 kg	1,688.87 kg	11,035 kg
total non-hazardous waste	total hazardous waste (used oil)	organic / food waste

Responsible Waste Management

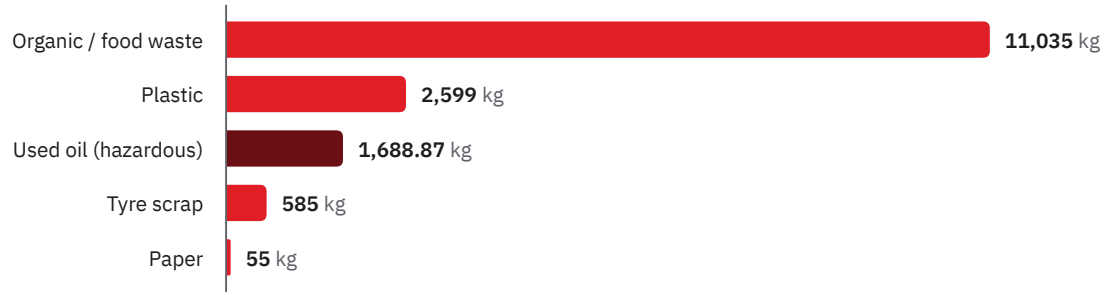
ECO Mobility Group recognises responsible waste management as an important part of reducing the environmental impacts associated with its operations. As a mobility and hospitality services group, its waste streams may arise from office activities, facilities and mobility-related operations, including organic waste, plastic, paper, tyre scrap and used oil, where applicable.

The Group's approach focuses on **segregation, responsible handling, recycling and recovery** of waste wherever suitable channels are available. Waste is managed according to its characteristics, with materials requiring specialised treatment handled separately and routed through appropriate third-party service providers and recycling partners, where applicable.

Waste Generation

During FY 2025–26, ECO Mobility Group recorded the following waste quantities across its reporting boundary.

WASTE GENERATED BY CATEGORY, FY 2025–26 (KG)



Darker bar indicates hazardous waste.

WASTE CATEGORY	CLASSIFICATION	QUANTITY (KG)
Organic / Food Waste	Non-Hazardous	11,035
Plastic	Non-Hazardous	2,599
Tyre Scrap	Non-Hazardous	585
Paper	Non-Hazardous	55
Used Oil	Hazardous	1688.87

WASTE CATEGORY	QUANTITY (KG)
Total Hazardous Waste	**1,688.87**
Total Non-Hazardous Waste	**14,274 kg**

Waste Segregation and Handling

ECO Mobility Group's approach to waste management focuses on segregation according to waste characteristics to support appropriate handling, treatment and disposal. Recyclable materials such as paper and plastic can be directed towards suitable recycling channels, while organic waste can be managed through appropriate recovery or composting arrangements, where available.

Waste arising from mobility-related activities that requires specialised treatment is handled separately, where applicable. Waste streams such as used oil, automotive batteries and tyre scrap may require dedicated recycling or recovery arrangements, depending on the nature of the waste and applicable disposal requirements. These practices support the recovery of usable materials and help prevent recyclable or recoverable waste from being mixed with general waste.





ECO Mobility Group engages relevant third-party vendors and recycling partners for the responsible management of specific waste streams. These arrangements support the transfer of waste requiring specialised treatment to parties with appropriate recycling or recovery capabilities.

For **used oil**, the Group's reported recycling arrangement involves a recycling partner receiving scrap oil for recycling at its plant. This provides a dedicated recovery pathway for used oil generated through relevant mobility-related activities rather than treating it as general waste.

For **automotive batteries**, scrap batteries are routed through an authorised vendor, which confirms their transfer to **authorised battery recycling facilities for recycling**. This supports the recovery of materials from used automotive batteries.

Used tyres are also directed through dedicated recycling arrangements with third-party partners. These arrangements support material recovery from tyre scrap and help reduce reliance on disposal as the primary end-of-life pathway.

Managing Hazardous and Specialised Waste

ECO Mobility Group recognises that certain waste streams associated with mobility-related activities require additional care because of their characteristics and potential environmental impacts. Used oil and automotive batteries are managed separately from general waste and channelled through appropriate third-party recycling arrangements, where applicable.

The Group also considers the responsible handling of other materials requiring specialised management, including relevant e-waste and waste containing chemicals or oils. Such materials should be routed through suitable authorised or designated channels, as applicable, rather than mixed with general waste.

Resource Recovery and Circularity

ECO Mobility Group's waste-management approach supports the **Reduce, Reuse and Recycle** principle by prioritising responsible handling and recovery of materials wherever suitable options are available. Recycling mobility-related waste, such as used oil, automotive batteries and tyres, can support material recovery and reduce reliance on direct disposal.

The approach also covers routine office waste, where recyclable materials such as paper and plastic can be separated for recovery. Organic waste can be managed through suitable recovery or composting arrangements, where available.

Through engagement with third-party recycling and recovery partners, ECO Mobility Group seeks to support appropriate management of relevant waste streams and retain materials within the resource cycle wherever practicable.

Strengthening Waste Management

ECO Mobility Group continues to strengthen its waste-management practices through improved monitoring of waste quantities and treatment pathways. Maintaining clear records of waste generated, recycled, recovered and disposed of will support greater visibility of material flows across the Group's operations.

Going forward, the Group will continue to strengthen engagement with relevant waste-management and recycling partners and improve the consistency of waste data collection across its entities and locations. These efforts will support more comprehensive measurement of recycling and recovery outcomes and further strengthen ECO Mobility Group's approach to circular resource management.

ENVIRONMENT

Biodiversity & Nature

Protecting Biodiversity Through Responsible Operations

ECO Mobility Group recognises the importance of protecting natural ecosystems and considers biodiversity among the environmental aspects relevant to its operations. Given the Group's mobility-focused and asset-light business model, its direct interaction with biodiversity is primarily associated with its offices, operational locations and related facilities.

Managing Biodiversity Considerations

ECO Mobility Group seeks to manage its operational footprint in a manner that avoids unnecessary disturbance to surrounding natural areas. Relevant environmental considerations include the responsible management of green areas and minimising potential impacts, such as pollution or disturbance arising from operational activities and facility-related changes.

During FY 2025–26, the Group's operations were not reported to be located in or near areas identified as having high biodiversity value or ecological sensitivity. This provides a basis for focusing biodiversity efforts on the responsible management of existing operational locations and considering potential biodiversity impacts where relevant to future activities.

Looking Ahead

As ECO Mobility Group continues to develop its operations, biodiversity considerations will remain part of its broader environmental management approach. The Group will continue to consider potential impacts on natural ecosystems where relevant to its operational footprint and environmental planning.

ENVIRONMENT

Environmental Responsibility in the Supply Chain

Integrating Environmental Considerations into Supplier Engagement

ECO Mobility Group recognises that responsible environmental practices extend beyond its direct operations and are also relevant to its relationships with suppliers and service partners. The Group considers environmental aspects within its supplier engagement and due-diligence approach.

During FY 2025–26, environmental considerations were introduced into the assessment of new suppliers, providing a basis for incorporating environmental expectations into supplier relationships.

Supplier Environmental Expectations

ECO Mobility Group communicates environmental expectations to suppliers through its **Supplier Code of Conduct**. Suppliers are required to acknowledge and sign the Code, establishing environmental considerations as part of the Group's expectations for responsible business conduct.

This approach provides a common set of expectations for suppliers and supports the Group's efforts to encourage responsible environmental practices across relevant business relationships.

Strengthening Environmental Due Diligence

ECO Mobility Group is progressively strengthening the integration of environmental considerations within its supplier-management processes. Improving the consistency and coverage of environmental assessments can support a better understanding of environmental practices across the supply chain and help identify areas for further engagement.

The Group will continue to develop its supplier environmental assessment practices in line with the nature of its supply chain and the environmental aspects relevant to its business.

Group-Level Environmental KPIs

GROUP-LEVEL ENVIRONMENTAL KPI	FY 2025–26
Percentage of employees trained on specific environmental issues	23.12%
Percentage of operational sites assessed for specific environmental risks	100%
Percentage of operational sites with an environmental certification	40%
Percentage of total energy consumption from renewable sources	0.14%



04

Social

People, Responsibility & Positive Impact

— Our People & Workforce — Employee Well-being & Working Conditions — Learning, Development & Career Growth
— Health, Safety & Well-being — Diversity, Inclusion & Equal Opportunity — Human & Labour Rights — Responsible Supply Chain
— Communities & Social Impact — Customer Responsibility — Customer Health & Safety
— Responsible Service Information & Communication — Customer Privacy & Data Protection — Labour & Social Performance – Key Indicators

SOCIAL

Our People & Workforce



The people of ECO Mobility Group are at the heart of its ability to deliver dependable and customer-focused mobility and related services. Across corporate, operational and service-delivery functions, employees contribute to day-to-day activities and support the Group's continued growth and evolution.

The Group seeks to foster a professional work environment where people can contribute effectively, develop their capabilities and grow with the organisation. Its approach to people management focuses on maintaining appropriate employment practices, supporting employee engagement and creating an environment founded on fairness, respect and equal opportunity.

ECO Mobility Group's workforce comprises employees at different stages of their careers, with varied skills and experience across its business activities. Understanding the composition and movement of this workforce helps the Group plan its people requirements, support employee development and respond to evolving organisational priorities.

1,315	675	338	25.70%
permanent employees	new hires	employee turnovers	employee turnover rate

Workforce Profile

WORKFORCE CATEGORY	MALE	FEMALE	OTHER	TOTAL
Permanent Employees	1,212	103	0	**1,315**

Employee Composition by Age Group

PERMANENT EMPLOYEES BY AGE GROUP AND GENDER



AGE GROUP	MALE	FEMALE	OTHER	TOTAL
Below 30 years	455	55	0	**510**
30–50 years	726	48	0	**774**
Above 50 years	31	0	0	**31**
Total	**1,212**	**103**	**0**	**1,315**

The workforce is predominantly represented by employees in the **30–50 years** age group, followed by employees below 30 years. ECO Mobility Group continues to support an employment environment where workforce participation and career opportunities are guided by organisational requirements, individual capabilities and objective employment practices.

Workforce Movement

ECO Mobility Group continued to recruit and retain talent in line with its evolving workforce requirements during the reporting period. During FY 2025–26, the Group recorded **675 new hires** and **338 employee turnovers**.

WORKFORCE MOVEMENT	MALE	FEMALE	OTHER	TOTAL
New Hires	621	54	0	**675**
Employee Turnover	318	20	0	**338**
Employee Turnover Rate*	—	—	—	**25.70%**

Employee turnover rate is calculated as the total number of employees who left during FY2025–26 divided by the total number of employees at the end of the reporting period.

New Hires by Age Group

AGE GROUP	MALE	FEMALE	OTHER	TOTAL
Below 30 years	294	31	0	**325**
30–50 years	314	22	0	**336**
Above 50 years	13	1	0	**14**
Total	**621**	**54**	**0**	**675**

Employee Turnover by Age Group

AGE GROUP	MALE	FEMALE	OTHER	TOTAL
Below 30 years	127	7	0	**134**
30–50 years	179	12	0	**191**
Above 50 years	12	1	0	**13**
Total	**318**	**20**	**0**	**338**

ECO Mobility Group's approach to workforce management extends beyond recruitment to include employee development, performance management, career progression and internal mobility. The Group's career management framework supports continuous skills development through training, performance feedback and development planning. Career progression and internal mobility are guided by factors such as performance, capability, readiness, role requirements and suitability, as relevant to the business activities of each Group entity.

The Group also maintains mechanisms for employees to raise workplace concerns and seek support. Employee feedback and grievances can be raised through designated management and HR channels, including the People Hotline and other established reporting mechanisms, where applicable. These channels are supported by a commitment to confidentiality, fair consideration of concerns and protection against retaliation.

SOCIAL

Employee Well-being & Working Conditions

ECO Mobility Group recognises that employee well-being is closely connected with a positive workplace experience and sustainable workforce performance. The Group's approach to working conditions encompasses employee benefits, leave provisions, employee voice, fair treatment and mechanisms for addressing workplace concerns.

The Group provides employment-related and social protection benefits to eligible employees, supported by leave provisions and applicable workplace requirements. Its approach to working conditions also emphasises respectful employment practices, freedom of association and employee representation, non-discrimination, prevention of harassment and access to grievance mechanisms, as relevant to the business activities and operational context of each Group entity.

Employee Benefits & Social Protection

ECO Mobility Group's employee benefits framework for FY 2025–26 covers social security, healthcare, leave and workplace support provisions for employees. The applicability of individual benefits may vary across Group entities depending on their business activities, operational requirements, workforce strength, employee category, applicable statutory requirements and eligibility conditions under relevant company policies.

The Group's approach is to provide employment-related benefits and social protection in accordance with applicable legal requirements and established employment policies. The benefits reported below reflect the available data for permanent and contractual employees, as applicable. Where benefit applicability differs across entities or employee categories, the Group considers the relevant operational and employment context.

BENEFIT / PROVISION	PERMANENT EMPLOYEES	CONTRACTUAL EMPLOYEES
Provident Fund (PF)	Yes	Yes
Gratuity	Yes	Yes
Employee State Insurance (ESI)	Yes	Yes
Health Insurance	Yes	Yes
Maternity / Paternity Leave	Yes	Yes
Paid / Earned / Casual Leave	Yes	Yes
Uniform / Safety Gear	Yes	Yes

These provisions form part of ECO Mobility Group's broader employment framework and are intended to support employee well-being, social protection and workplace safety. Their implementation and coverage are considered in the context of each Group entity's operations, workforce composition and applicable eligibility requirements.

Parental Leave

ECO Mobility Group provides maternity and paternity leave provisions to eligible employees as part of its employee benefits framework. The Group recognises the importance of supporting employees during significant family and caregiving responsibilities, with leave provisions governed by applicable statutory requirements and the relevant internal policies of each Group entity.

The Group's approach to parental leave forms part of its broader commitment to employee well-being and support at different stages of working life. It aims to enable eligible employees to balance their professional responsibilities with family and caregiving needs, taking into account applicable eligibility criteria and employment policies.

PARENTAL LEAVE INDICATOR	MALE	FEMALE	EMPLOYEES WITH DISABILITIES (PWD)
Employees entitled to parental leave	100%	100%	100%
Employees who availed parental leave	29	2	0
Employees who returned to work after parental leave	29	2	0
Employees still employed 12 months after returning	25	2	0
Retention rate after parental leave	86.21%	100%	-

> **Note:** Data relates to the current reporting period. The 12-month retention indicator may include a one-year lag. The retention rate is calculated based on employees still employed 12 months after returning to work divided by the number of employees who returned from parental leave. The retention rate for employees with disabilities (PwD) is not calculated where no employee in the reported group availed parental leave during the reporting period.

Employee Voice, Social Dialogue & Grievance Management

ECO Mobility Group seeks to maintain an environment in which employees can raise concerns, provide feedback and seek resolution through established channels. Employees may approach their manager or supervisor, functional leadership or Human Resources. They may also use the concern-specific channels outlined in the **ECO Code of Conduct (COC)**, including the ECO People Hotline, Whistleblower Committee, POSH Internal Committee and designated email mechanisms, as applicable. These channels provide avenues for reporting workplace, ethical, safety and other concerns according to their nature.

The Group's working conditions framework supports:

- Employee voice and constructive dialogue;
- Freedom of association and employee representation;
- Fair and respectful working conditions;
- Prevention of discrimination, harassment and bullying;
- Objective and consistent employment practices;
- Accessible mechanisms for raising and resolving workplace concerns; and
- Protection against retaliation for raising concerns in good faith.

Workplace concerns are expected to be addressed through appropriate internal processes, with relevant records maintained to support follow-up and continuous improvement.

ECO Mobility Group also communicates expectations relating to appropriate working conditions and responsible employment practices to relevant suppliers and service partners. These expectations support the promotion of fair treatment and responsible labour practices across the broader value chain.

Supporting a Respectful Workplace

ECO Mobility Group seeks to foster a workplace where employees are treated with dignity and respect. Employment decisions relating to recruitment, onboarding, training, compensation, performance management and career progression are guided by objective considerations and are intended to promote equal opportunity.

The Group's approach to working conditions is supported by its broader people-management practices, including employee development, performance feedback, grievance mechanisms and workplace safeguards. Together, these practices provide a foundation for a professional, respectful and supportive working environment across the Group, taking into account the business activities and operational context of each entity.

Employee Well-being Initiatives

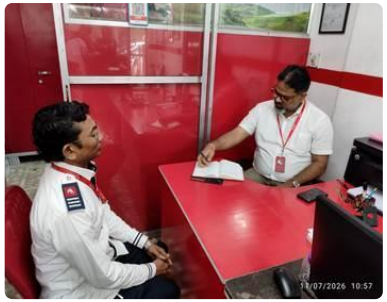
ECO Mobility Group recognises that employee well-being extends beyond the immediate workplace environment and includes opportunities for employees to connect, participate and maintain their overall well-being. The Group complements its employment benefits and working-condition practices with employee engagement and well-being initiatives intended to foster a positive, inclusive and connected workplace culture.

Employee Engagement and Workplace Connect

Initiatives such as **Chai Pe Charcha, birthday celebrations and festival celebrations** provide informal opportunities for employees to interact, celebrate together and build workplace connections. These activities contribute to employee engagement and create opportunities for colleagues to connect beyond their day-to-day responsibilities.







Recreation and Team Bonding



The Group also undertakes recreational and employee engagement initiatives that provide opportunities for employees to connect beyond their routine work environment. During FY 2025–26, these included **group engagement activities and a recognition trip to Malaysia for 92 high performing employees**, offering opportunities for interaction, recreation and team bonding. Such initiatives are intended to strengthen workplace relationships and foster a sense of connection and belonging among employees.

Physical Health and Wellness

ECO Mobility Group recognises the importance of supporting employees' physical well-being, particularly in work environments involving extended periods of desk-based, screen-based or other work activities. The Group undertakes **health and eye check-up initiatives** to promote health awareness and encourage employees to pay attention to their personal well-being.

The Group also conducts **workplace yoga activities** as part of its employee wellness initiatives. These activities provide opportunities for employees to incorporate movement and stretching into the workday, supporting physical relaxation and encouraging greater awareness of posture and movement during routine work.

These initiatives complement the Group's focus on **workplace ergonomics and employee comfort** by encouraging employees to remain attentive to their physical well-being during working hours. Collectively, the activities form part of the Group's broader approach to promoting employee wellness and a supportive workplace environment, as relevant to the operations of each Group entity.









Mental Health and Well-being



ECO Mobility Group recognises the importance of mental well-being as part of a supportive and respectful workplace environment. The Group conducts mental health sessions to promote awareness of mental wellness and provide employees with opportunities to engage with mental health-related topics in the workplace. These initiatives complement the Group's broader focus on employee well-being and fostering a supportive work environment, as relevant to the activities of each Group entity.

Awareness and Interactive Initiatives

ECO Mobility Group uses interactive and participatory formats to promote awareness and encourage engagement around topics relevant to employees and communities. These initiatives include activities such as **street plays (Nukkad Natak) on road safety and responsible road behaviour**, awareness sessions, community campaigns and other interactive activities designed to make key messages accessible and engaging for participants.

Through these initiatives, the Group creates opportunities to engage with employees and community members beyond routine communication channels and encourages greater awareness of issues relevant to everyday life and responsible mobility. These activities complement the Group's broader efforts to promote awareness and encourage responsible practices among its stakeholders.





SOCIAL

Learning, Development & Career Growth

10,094	1,092	9.24 hours
training hours	employees trained	average training hours per employee

Developing Capability for Sustainable Growth

ECO Mobility Group recognises that its ability to deliver consistent, high-quality mobility and related services depends on the knowledge, skills and capabilities of its people. Learning and development therefore form an important part of the Group's approach to building a capable and adaptable workforce.

The Group's approach to learning and development considers role requirements, employee performance, business needs and individual development aspirations. Training needs may be identified through onboarding, role-specific requirements, performance discussions, individual development needs and changes in business processes or organisational priorities.

Learning and development may be supported through a combination of internal and external programmes, on-the-job learning, workshops and digital learning formats, depending on the requirements and practices of the relevant Group entity.

Learning & Development

ECO Mobility Group supports employee learning and development through training programmes covering technical and job-specific capabilities, health and safety, ESG and environmental awareness, ethical conduct, human and labour rights, information security and other learning areas.

During FY 2025–26, **ECO Mobility Group recorded 10,094 training hours, with 1,092 employees trained** across the Group. Learning programmes use internal and external training formats, as relevant to employee roles, business requirements and the operational context of each Group entity. These programmes support functional capability development and awareness of workplace and organisational responsibilities.

Learning & Development Performance

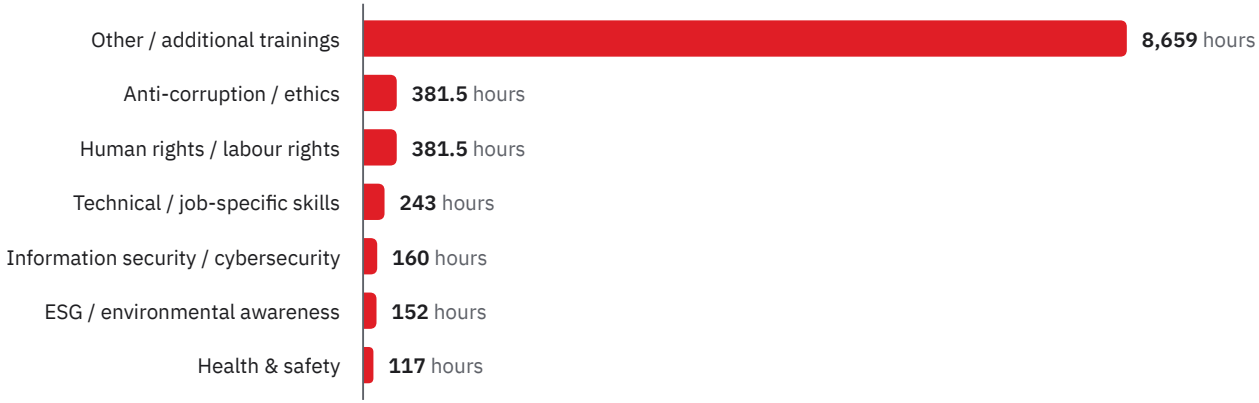
LEARNING & DEVELOPMENT INDICATOR	FY2025–26
Total training hours	**10,094 hours**

LEARNING & DEVELOPMENT INDICATOR	FY2025–26
Employees trained	1,092
Average training hours per employee	9.24 hours

Training Areas Covered

During FY 2025–26, ECO Mobility Group's training programmes covered a range of technical, safety, sustainability, ethical, human rights and digital capability areas. Training programmes are undertaken based on role-specific requirements, operational functions, business activities and the applicability of each training area to the relevant Group entity. Accordingly, the training areas, delivery modes and participation may vary across entities.

TRAINING HOURS BY AREA, FY 2025–26



TRAINING AREA	TRAINING HOURS	PARTICIPANTS	FREQUENCY	MODE OF TRAINING
Technical / Job-specific Skills	243	27	Annual	External
Health & Safety	117	38	Annual	Internal
ESG / Environmental Awareness	152	304	Annual	Internal
Anti-Corruption / Ethics	381.5	763	Annual	Internal
Human Rights / Labour Rights	381.5	763	Annual	Internal

TRAINING AREA	TRAINING HOURS	PARTICIPANTS	FREQUENCY	MODE OF TRAINING
Information Security / Cybersecurity	160	321	Annual	Internal
Other / Additional Trainings (Knowledge Skills & Abilities)	8,659	1,054	Annual	Internal & External
Total Training Hours	**10,094**	—	—	—

Compliance & Responsible Business Awareness

ECO Mobility Group's learning and development activities cover responsible business topics, including anti-corruption and ethics, human rights and labour rights, and information security and cybersecurity. These programmes support awareness of ethical conduct, fundamental workplace rights and the responsible handling and protection of information.

The parent company's anti-corruption training framework provides for mandatory training at the commencement of employment and annual refresher training, with enhanced risk-based training for employees in high-risk functions and governance-level training for Directors and Key Managerial Personnel. Training arrangements across subsidiaries may vary according to their business activities, operational functions and applicable requirements.

Performance & Development

Performance management supports employee development by providing opportunities to review objectives, assess progress, identify development needs and discuss future career planning.

ECO Mobility Group's approach to employee development may include performance feedback, development planning, capability building and relevant learning interventions, depending on the practices and requirements of each Group entity. These activities support employees in strengthening their skills and aligning their development with role requirements and organisational priorities.

Career Progression & Internal Mobility

ECO Mobility Group recognises the importance of career progression in supporting employee development and organisational capability. Career opportunities and internal mobility may be guided by factors such as performance, capability, readiness, role requirements and suitability, as applicable to the relevant Group entity.

These practices are intended to support employees in developing their skills and experience while helping the Group respond to evolving business requirements. The specific career progression and internal mobility arrangements may differ across entities based on their organisational structures and operational needs.





Building a Culture of Continuous Learning

Learning and development at ECO Mobility Group extend beyond formal training programmes. On-the-job learning, performance feedback, knowledge sharing and development planning can contribute to employees' continuous growth, depending on the practices and requirements of each Group entity.

Through these activities, the Group seeks to support employees in strengthening their capabilities, adapting to changing requirements and contributing effectively to organisational priorities and long-term growth.

SOCIAL

Health, Safety & Well-being

0	0	0	2,658,736
work-related injuries	fatalities due to work-related injuries	work-related ill-health cases	hours worked

Creating a Safe and Healthy Workplace

At ECO Mobility Group, the health, safety and well-being of people are integral to responsible business operations. As a mobility services group, it recognises that safety extends beyond conventional workplace environments to include driving activities, fleet operations, employee travel, customer transportation and other work-related activities, as relevant to the business activities of each Group entity.

The Group's approach focuses on preventing harm through risk identification, assessment and control, safety awareness, emergency preparedness, incident reporting and continuous improvement. The framework covers employees, chauffeurs and drivers, contractual personnel, contractors and other relevant workers across the Group's operations, as applicable.

Occupational Health & Safety Management

ECO Mobility Group follows a preventive and risk-based approach to occupational health and safety. Key risks considered within its operations include road and traffic incidents, unsafe driving, driver fatigue, vehicle-related hazards, adverse weather and route conditions, fire and electrical risks, slips and trips, ergonomic risks, emergency situations and workplace well-being.

Risk assessments help identify potential hazards and determine appropriate controls. These may include engineering or physical controls, administrative measures, safe work practices, training, personal protective equipment and regular monitoring, depending on the nature of the activity and the operating environment.

Health and safety training is undertaken based on the operational functions, business activities and applicable risks of each Group entity. Accordingly, training topics and delivery approaches may vary across ECO Mobility Group entities to reflect their respective operating environments and workforce requirements.

Health and safety responsibilities are shared across the organisation. Leadership provides oversight and resources, while managers and supervisors are responsible for implementing safe work practices, supporting risk assessments and investigating incidents. Employees and other workers are expected to follow applicable safety procedures, report hazards and incidents, and participate in relevant safety activities.

Road, Driver & Vehicle Safety



Road safety is a critical aspect of ECO Mobility Group's mobility-related operations. Safety practices focus on defensive and responsible driving, seat-belt use, compliance with traffic requirements, fatigue management, avoidance of mobile-phone use while driving, vehicle defect reporting and emergency response, as applicable to the relevant operations.

Vehicle safety is supported through inspection and preventive maintenance of key safety components and emergency equipment, along with roadside assistance and responses to safety incidents and customer transportation-related concerns.

As part of its community outreach, ECO Mobility conducts nationwide Road Safety Campaigns during National Road Safety Month in January, promoting responsible driving, defensive driving techniques and compliance with road safety regulations among chauffeurs, employees and the wider community. Activities include Nukkad Natak (street plays) demonstrating safe road behaviour, awareness sessions by Traffic Police and Regional Transport Office (RTO) officials, eye health check-up camps for chauffeurs and Road Safety Pledge ceremonies.

During National Road Safety Month 2026, ECO Mobility organised a Road Safety Awareness Drive at KIIT Global School, Pitampura, Delhi, reaching more than 90 students, parents and school van drivers. The initiative focused on safe road behaviour, responsible commuting and awareness of traffic rules, extending road safety education beyond the workforce and supporting a safer mobility ecosystem.

Incident Reporting & Emergency Preparedness

ECO Mobility Group encourages employees and other relevant workers to report accidents, incidents, near misses and hazards at the earliest opportunity, as applicable to their roles and work activities. A no-blame approach supports open reporting and helps identify underlying causes and opportunities for corrective and preventive action.

Emergency preparedness considers foreseeable situations such as road accidents, fire, medical emergencies, evacuation, vehicle breakdowns, security-related situations and adverse weather, depending on the operational context of each Group entity. Emergency equipment and response arrangements are maintained, as applicable, and may be supported by relevant training and drills.

Employees can also raise safety and workplace concerns through established channels, including employee grievance and safety reporting mechanisms, where applicable.

Health & Safety Training

Health and safety training is planned according to the operational functions, business activities, workforce requirements and applicable risks of each Group entity. Training topics and delivery methods may therefore vary across the Group.

Safety competence may be supported through induction training, role-specific training, refresher training and emergency-response training. Relevant topics include:

- Health and safety awareness;
- First aid and CPR;

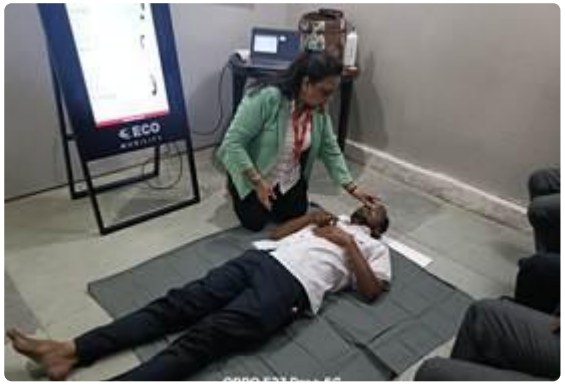
- Emergency response;
- Defensive and responsible driving; and
- Road safety, fatigue management, vehicle safety, hazard identification and incident reporting.

Where applicable, safety training may be complemented by practical preparedness activities, such as emergency drills and first-aid awareness, to help employees and other relevant workers understand appropriate responses to workplace and operational emergencies.









FY2025–26 Health & Safety Performance

ECO Mobility Group recorded the following occupational health and safety performance during FY2025–26.

HEALTH & SAFETY INDICATOR	FY2025–26
Work-related injuries	0
Fatalities due to work-related injuries	0
Work-related ill-health cases	0
Fatalities due to work-related ill-health	0
Fatality rate	0
Occupational disease rate	0
Percentage of operational sites for which an employee health and safety risk assessment has been conducted	100%

ECO Mobility Group continues to focus on maintaining a safe and healthy working environment through appropriate health and safety practices, risk identification and awareness initiatives, in line with the operational requirements of each Group entity.

SOCIAL

Diversity, Inclusion & Equal Opportunity

7.83%	40%	50%	0
women in the whole organisation	women at top management level	women within the Board	identified discrimination or harassment incidents requiring corrective action

Fostering an Inclusive Workplace

ECO Mobility Group recognises that a respectful and inclusive workplace enables individuals to contribute their capabilities, perspectives and experiences effectively. The Group is committed to promoting equal opportunity and fostering a work environment where individuals are treated with dignity, fairness and respect.

The principles of equal opportunity and non-discrimination extend across recruitment, onboarding, training and development, compensation, performance management, career progression and internal mobility, as applicable to the business activities of each Group entity. Employment and career-related decisions are guided by objective considerations, including capability, performance, experience, role requirements and suitability.

These principles are supported by the Group's Code of Conduct, equal employment opportunity commitments and measures intended to promote a respectful, inclusive and discrimination-free workplace across ECO Mobility Group.

Workforce Diversity

At the end of FY 2025–26, ECO Mobility Group had **1,315 permanent employees**, comprising 1,212 male employees and 103 female employees across the parent company and its subsidiaries. Women represented **7.83% of the total workforce**.

WORKFORCE PROFILE	MALE	FEMALE	OTHER	TOTAL
Permanent Employees	1,212	103	0	**1,315**

The Group's workforce comprised employees across different age groups, with **510 employees below 30 years, 774 employees between 30 and 50 years, and 31 employees above 50 years**.

AGE GROUP	MALE	FEMALE	OTHER	TOTAL
Below 30 years	455	55	0	**510**
30–50 years	726	48	0	**774**
Above 50 years	31	0	0	**31**
Total	**1,212**	**103**	**0**	**1,315**

ECO Mobility Group also monitors representation across different levels of the organisation to understand the participation of women in leadership and management positions. This provides a broader view of diversity beyond overall workforce representation and supports the Group's efforts to strengthen women's participation across career levels.

GENDER REPRESENTATION INDICATOR	FY2025–26
Women in whole organisation	**7.83%**
Women at top management level	**40%**
Women within the Board	**50%**

Equal Opportunity & Non-Discrimination

ECO Mobility Group is committed to promoting equal opportunity and preventing discrimination and harassment in the workplace. Its approach emphasises fair treatment, dignity and respect throughout the employee lifecycle, in line with the applicable policies and practices of each Group entity.

The Group’s equal opportunity principles extend to recruitment and selection, career development, promotion, performance management and other employment-related decisions. These decisions are intended to be guided by objective considerations, including qualifications, experience, capabilities and role requirements.

ECO Mobility Group seeks to promote fair and equitable employment practices through appropriate recruitment processes and consistent consideration of candidates against role requirements. The Group’s approach also aims to support an inclusive workplace in which employees have opportunities to develop their capabilities and progress based on merit.

Employees can raise concerns relating to discrimination, harassment, unfair treatment and other workplace matters through established reporting and grievance mechanisms, as applicable. Such concerns are addressed through appropriate internal processes, with investigation and corrective action undertaken where warranted. The Group also seeks to protect individuals from retaliation for raising concerns in good faith.

During FY 2025–26, the reported data recorded **zero identified discrimination or harassment incidents requiring corrective action**.

NON-DISCRIMINATION & HARASSMENT INDICATOR	FY2025–26
Identified discrimination or harassment incidents requiring corrective action	0

ECO Mobility Group also communicates expectations relating to responsible and respectful conduct to relevant external stakeholders, including suppliers, contractors and vendors, where applicable. These expectations support the promotion of fair treatment and non-discrimination across the Group's business relationships.

Gender Pay Gap

ECO Mobility Group monitors gender-related remuneration indicators as part of its commitment to equal opportunity and transparency. As of 31 March 2026, the Group reported an **unadjusted gender pay gap of -48%**.

The negative value indicates that, based on the unadjusted calculation, average remuneration for female employees was higher than that of male employees. The unadjusted measure does not account for differences in role, seniority, function, experience or other workforce characteristics that may influence remuneration.

The Group will continue to monitor gender representation and remuneration indicators as part of its broader focus on equitable employment practices.

ECO Mobility Group recognises the importance of creating opportunities for women to develop their capabilities and progress in their careers. During FY 2025–26, the Group introduced **LeadHER Within**, an initiative focused on supporting female employees through leadership coaching, financial-wellness learning and holistic well-being support.

The initiative complements the Group's broader focus on equal opportunity, career development and women's participation across the organisation, with an emphasis on strengthening capabilities and supporting women's professional growth.

Awareness & Respectful Workplace

ECO Mobility Group supports awareness of diversity, inclusion, equal opportunity and respectful workplace behaviour through employee communication and training. Its broader learning and workplace practices include awareness of discrimination and harassment prevention, **Prevention of Sexual Harassment (POSH)**, human and labour rights, dignity and ethical conduct.

These efforts are intended to reinforce a workplace culture in which employees understand their responsibilities, respect the rights of others and have accessible channels to raise concerns. The Group's POSH mechanism provides a dedicated channel for addressing concerns relating to sexual harassment in the workplace, supported by established reporting and grievance mechanisms, as applicable to the business activities and operational context of each Group entity.

SOCIAL

Human & Labour Rights

763	58.02%	0	0
employees received human rights and labour rights training	of the total Group workforce trained	child labour incidents reported	forced or bonded labour cases reported

Respecting Human and Labour Rights

ECO Mobility Group recognises respect for human and labour rights as an important foundation of responsible employment and business practices. The Group's approach is guided by principles of dignity, equality, non-discrimination, freedom, fair treatment and protection from practices that may adversely affect workers and other stakeholders.

The Group's human rights approach extends across its workforce and relevant business relationships, including contractors, suppliers, service providers and other external stakeholders, as applicable to the business activities of each Group entity.

ECO Mobility Group seeks to identify, prevent and address human rights risks through relevant policies, employee awareness initiatives, grievance mechanisms, responsible employment practices and applicable third-party controls. These measures are intended to support respect for human and labour rights across the Group's operations and relevant business relationships.

Human Rights Awareness

Human rights awareness forms part of ECO Mobility Group's employee learning and awareness framework. During FY 2025–26, **763 employees received human rights and labour rights training**, representing **58.02% of the total Group workforce**. The Group also reinforces awareness of human rights through its Code of Conduct (COC), which communicates expectations relating to responsible conduct and respect for human and labour rights.

HUMAN RIGHTS TRAINING INDICATOR	FY2025–26
Employees trained on human rights	**763**
Percentage of employees trained	**58.02%**

Training covers areas relevant to human and labour rights, including non-discrimination, labour rights, workplace dignity and related responsible business practices.

Freedom of Association & Social Dialogue

ECO Mobility Group recognises the importance of open and respectful communication between employees and management. The Group's approach to social dialogue supports employee voice and provides avenues for employees to share feedback and raise workplace concerns, as applicable to the business activities of each Group entity.

Employees can communicate their views and raise concerns relating to working conditions, workplace relationships, unfair treatment, health and safety, harassment, discrimination and other workplace matters through established management, Human Resources and designated reporting channels, where applicable. These mechanisms are intended to support constructive dialogue, fair consideration of concerns and a respectful working environment.

Prevention of Child Labour

ECO Mobility Group is committed to maintaining a workplace and business environment free from child labour. The Group seeks to prevent the employment or engagement of children in violation of applicable minimum-age requirements and supports responsible employment practices across its operations.

Age verification forms part of the Group's recruitment controls, while relevant expectations relating to the prevention of child labour are communicated to suppliers and business partners through applicable supplier requirements.

During FY 2025–26, **no child labour incidents were reported in the Group's own operations**.

CHILD LABOUR INDICATOR	FY2025–26
Child labour incidents reported	0

The Group also recognises the importance of addressing child labour risks across its supply chain. Relevant expectations are communicated through supplier requirements, including the Supplier Code of Conduct, as applicable. Supplier screening and assessment processes provide an opportunity to strengthen the identification and management of social risks within the Group's business relationships.

Prevention of Forced Labour & Human Trafficking

ECO Mobility Group is committed to preventing forced, bonded, trafficked and involuntary labour across its operations and relevant business relationships.

The Group's approach emphasises responsible recruitment and employment practices, respect for employee freedom and dignity, and controls intended to prevent practices that could restrict workers' freedom of movement or create conditions of forced labour. Relevant expectations are also communicated to suppliers and service providers through applicable supplier requirements and contractual arrangements.

During FY 2025–26, **no forced or bonded labour cases were reported across ECO Mobility Group's operations**, based on the reported data for the parent company and subsidiaries.

FORCED LABOUR INDICATOR	FY2025–26
Forced or bonded labour cases reported	0

ECO Mobility Group recognises that respect for human rights extends beyond its direct workforce to relevant business relationships. Expectations relating to responsible employment, non-discrimination, prevention of child and forced labour, dignity and fair treatment are communicated through applicable supplier requirements, including the Supplier Code of Conduct.

The Group seeks to promote responsible business practices across its value chain through supplier requirements, contractual arrangements and engagement practices, as applicable to the business activities of each Group entity. These measures provide a basis for communicating expectations relating to labour and human rights to relevant suppliers, contractors and service providers.

ECO Mobility Group also recognises the importance of respecting the rights and interests of Indigenous and tribal communities. During FY 2025–26, no complaints, disputes or incidents relating to such communities were reported across the Group's operations, based on the information available. A formal assessment of potential impacts on these communities has not been conducted.

ECO Mobility Group provides multiple channels through which employees and other relevant stakeholders can raise concerns, report grievances and seek resolution in good faith. As outlined in the Code of Conduct (COC), concerns may be raised through the Reporting Manager, Functional Head or Human Resources, as well as through designated mechanisms such as the ECO People Hotline, POSH Internal Committee, Whistleblower Committee and designated email channels, depending on the nature of the concern and the applicable arrangements within each Group entity. Confidential or anonymous reporting is available where provided for under the applicable mechanisms.

Concerns raised through these channels are addressed through appropriate internal processes in accordance with the applicable policies and procedures. The Group's approach aims to support fair consideration of concerns, appropriate resolution and corrective action where warranted, while maintaining confidentiality and protecting individuals who raise concerns in good faith from retaliation or adverse treatment.

Through these grievance and reporting mechanisms, ECO Mobility Group seeks to provide accessible avenues for employees and relevant stakeholders to speak up, strengthen trust and support respect for human and labour rights across its operations and relevant business relationships.

SOCIAL

Responsible Supply Chain

ECO Mobility Group recognises that responsible business practices extend across its supply chain. The Group communicates social, environmental and ethical expectations to suppliers and relevant business partners through applicable supplier requirements, including the Supplier Code of Conduct. These expectations cover areas such as labour practices, human rights, ethical conduct and responsible workplace practices.

During FY 2025–26, the parent company initiated a structured sustainability screening process, under which 10 suppliers completed a sustainability assessment/checklist. This was an initial implementation during the latter part of the reporting period and had not yet been extended across the entire Group's supplier base. Supplier sustainability screening and audits were not reported as conducted across the subsidiaries during the reporting period.

Going forward, ECO Mobility Group intends to progressively strengthen the integration of sustainability considerations into supplier onboarding and engagement, supporting more consistent consideration of social, environmental and ethical factors in supplier management across its entities.

Yes	10	0
Supplier Code of Conduct / social requirements in place	suppliers screened using sustainability criteria (Parent company)	suppliers audited on sustainability criteria

Social Supply Chain Performance

INDICATOR	FY2025–26
Supplier Code of Conduct / social requirements in place	**Yes**
Suppliers screened using sustainability criteria	**10 suppliers (Parent company)**
Suppliers audited on sustainability criteria	**0**
Suppliers with corrective action plans	**0**

The initial supplier sustainability screening provides a starting point for strengthening responsible procurement practices. ECO Mobility Group intends to progressively develop its approach to supplier assessment and monitoring, with a view to improving the identification and management of social and other sustainability risks across its supply chain.

Human Rights and Labour Standards in the Value Chain

ECO Mobility Group communicates expectations relating to human rights and labour practices to suppliers and relevant business partners through applicable supplier requirements, including the Supplier Code of Conduct. Key areas of expectation include the prevention of child labour and forced labour, non-discrimination, respectful working conditions and adherence to applicable employment requirements.

These expectations complement the Group's commitment to responsible employment practices and provide a basis for promoting respect for human and labour rights across its business relationships.

Supplier Due Diligence & Continuous Improvement

ECO Mobility Group is progressively developing its approach to supplier sustainability assessment and responsible procurement. During FY 2025–26, the parent company initiated a structured sustainability screening process, under which 10 suppliers completed a sustainability assessment/checklist.

The Group intends to strengthen its supplier assessment processes over time, with greater emphasis on structured screening against defined social and sustainability criteria. This will support the gradual improvement of supplier-risk visibility and the integration of responsible business considerations into supplier engagement and management.

SOCIAL

Communities & Social Impact

₹1,60,52,260	3	No
total CSR spend	focus areas: healthcare, education and child development, and road safety	significant negative social impacts on local communities identified

Creating Meaningful Value for Communities

ECO Mobility Group recognises the importance of contributing to the well-being of communities connected with its business activities. During FY 2025–26, the parent company, Ecos (India) Mobility & Hospitality Limited, undertook Corporate Social Responsibility (CSR) initiatives focused on healthcare, education and child development, and road safety.

These initiatives reflect the parent company's commitment to supporting community development and addressing social needs in areas relevant to its broader business context.

Healthcare & Community Well-being

Healthcare support was an important area of the parent company's CSR engagement during FY 2025–26. Ecos (India) Mobility & Hospitality Limited supported healthcare infrastructure and access through contributions towards ambulances, medical equipment and paediatric heart surgeries for underprivileged children.

The initiatives included ambulance support for BGS Global Institute of Medical Sciences & Hospital in Bengaluru and J.J. Hospital in Mumbai, ventilators for GB Pant Hospital in Delhi, ambulance-related support for AIIMS, and financial assistance for paediatric heart surgeries through the Rotary Project.

These initiatives aimed to strengthen access to essential healthcare services and support communities and beneficiaries with critical healthcare needs.







Education & Child Development

ECO Mobility's CSR initiatives during FY 2025–26 also focused on supporting children and promoting access to education. The parent company supported schoolchildren in Kolkata by providing stationery and contributed a school bus to a school operated by the Aarohi Foundation in Uttarakhand.

These initiatives aimed to support educational access, address practical needs and contribute to the well-being and development of children and their communities.





Road Safety

Road safety represents an area of particular relevance to ECO Mobility's business and its wider social contribution. During FY2025–26, the parent company supported a road safety initiative for the Delhi Traffic Police Headquarters involving **30 body-worn cameras and three docking stations**.



The initiative complements ECO Mobility's broader focus on safe and responsible mobility and reflects the parent company's contribution towards strengthening road safety practices.

CSR Initiatives During FY2025–26

CSR INITIATIVE	LOCATION	AMOUNT (₹)	NATURE OF CONTRIBUTION
School Children Stationery	Kolkata	6,00,000	Direct
Ambulance to Bangalore Hospital	Bangalore	27,92,000	Indirect
Paediatric Heart Surgeries for Underprivileged Children – Rotary Project	—	5,00,000	Direct
School Bus – Aarohi Foundation	Uttarakhand	21,32,700	Direct
Road Safety Project – 30 Body-Worn Cameras and Three Docking Stations for Delhi Traffic Police Headquarters	Delhi	13,13,340	Direct
Ventilators to GB Pant Hospital – Four Ventilators	Delhi	60,00,000	Direct
Ambulance to Grant Government Medical College & Sir J.J. Group of Hospitals	Mumbai	26,43,420	Indirect
AIIMS Hospital Ambulance – Spare Parts	—	70,800	—
Total CSR Spend	**–**	**1,60,52,260**	**–**

Community Engagement & Impacts

ECO Mobility's community engagement during FY2025–26 was primarily reflected through its CSR initiatives. The parent company reported that its operations have direct interaction with or impact on local communities.

The parent company also reported that **no significant negative social impacts on local communities were identified** during FY2025–26.

Community Performance

INDICATOR	FY2025–26
Operations with direct interaction with or impact on local communities	Yes
Significant negative social impacts on local communities identified	No

Strengthening Community Impact

ECO Mobility's CSR initiatives demonstrate its contribution across essential areas including healthcare, education and road safety. Going forward, strengthening structured community engagement and linking CSR interventions more closely with identified community needs can further enhance the parent company's ability to understand, measure and communicate the outcomes of its social investments.

SOCIAL

Customer Responsibility

Safe, Responsible and Trusted Mobility

Customer trust is fundamental to ECO Mobility's service model. As a provider of ground transportation services, the parent company recognises that responsible customer engagement extends beyond service delivery to include **customer health and safety, responsible communication, data privacy and timely response to customer concerns**.

ECO Mobility integrates these priorities into its operational processes through vehicle safety and maintenance practices, journey monitoring, incident management, customer feedback mechanisms and information-security controls. The parent company's approach is designed to support safe and dependable journeys while strengthening transparency, responsiveness and trust throughout the customer experience.

SOCIAL

Customer Health & Safety

730,983	4,325,671	99.98%	100%	61.8%
CCR trips	ETS trips	CCR trips ending without a reported safety-related issue	GPS tracking of monitored fleet	of company-owned fleet NCAP-rated

Building Trust Through Safety

Customer health and safety are central to the delivery of reliable mobility services. This chapter presents the customer safety approach, initiatives and performance of Ecos (India) Mobility & Hospitality Limited, with a focus on its ground transportation services, including Chauffeur-Driven Car Rental (CCR) and Employee Transportation Services (ETS).

The Company's approach focuses on preventive safety controls, journey monitoring, vehicle inspections, driver practices, incident management and customer feedback to support safer and more reliable customer journeys.

Customer health and safety are fundamental to Company's approach to responsible mobility. The Company assesses the health and safety impacts associated with its transportation services and maintains operational controls intended to support safe and

reliable customer journeys.

These measures include preventive vehicle maintenance, periodic vehicle inspections, driver and service-partner safety requirements, journey monitoring, emergency assistance, incident reporting and investigation, and timely action on manufacturer-issued vehicle recalls. The Company also uses customer feedback and incident information to identify opportunities for continuous improvement.

During FY2025–26, **Ground Transportation Services** was identified as the Company's significant service segment for customer health and safety assessment. The Company confirmed that the health and safety impacts of this service are assessed through its operational safety processes.

The Company's Customer Health & Safety Policy and related procedures provide direction for managing customer safety risks. These practices are supported by the Company's **ISO 45001-certified Occupational Health and Safety Management System**, which provides a structured approach to identifying risks, implementing controls and monitoring safety performance.

Customer Health & Safety Performance

INDICATOR	FY2025–26
Significant service segment	**Ground Transportation Services**
Health & safety impacts of service assessed	**Yes**
Customer safety incidents recorded – CCR	**79**
Incidents of non-compliance with product/service health & safety laws or regulations	**0**
Incidents of non-compliance with voluntary health & safety codes or standards	**0**
Product recalls	**0**

CCR: Chauffeur-Driven Car Rental.

The Company intends to strengthen the comprehensiveness of its safety reporting by expanding incident classification and tracking across both CCR and ETS operations from the next financial year.

Safety Across the Customer Journey

The Company takes a preventive approach to customer safety, combining vehicle-level controls with journey monitoring, driver practices and incident-response mechanisms. During FY2025–26, the Company reported **100% GPS tracking of its monitored fleet**, supporting journey visibility and operational oversight.

The Company's safety controls include:

- **Vehicle inspections:** Vehicles are subject to a defined **14-day inspection cycle** through the DaYtrack system.
- **Journey monitoring:** GPS-enabled systems support real-time monitoring and visibility of customer journeys.
- **Maximum driving hours:** Drivers are required to operate within defined daily driving-hour limits.
- **Speed monitoring:** Speed alerts support monitoring of driving behaviour and compliance with applicable speed requirements.
- **24/7 incident support:** Customer support mechanisms provide assistance for incidents and safety-related concerns.
- **Emergency assistance:** Emergency-support mechanisms, including panic-button functionality, support response during critical situations.
- **Customer feedback:** Customers are invited to rate their experience after each trip on a **0–5 scale**, enabling the Company to monitor service quality and customer concerns.
- **Driver safety monitoring:** Driver behaviour information is used to support safer driving practices and identify areas requiring attention.

During FY2025–26, **69 health and safety inspections** were conducted. The Company uses inspection and incident information to identify gaps, assign corrective actions and strengthen preventive controls.

Customer Feedback and Continuous Improvement

Customer feedback forms an important part of Company's approach to service quality and safety. Following each trip, customers are invited to provide a rating on a **0–5 scale**, while concerns raised through the Company's customer-service mechanisms are recorded and addressed through the applicable resolution process.

This feedback provides an additional source of information for understanding the customer experience and identifying opportunities to improve service delivery. Safety-related concerns and incidents are reviewed alongside operational information to support corrective and preventive action.

Customer Experience & Safety Indicator

INDICATOR	FY2025–26
CCR trips	**730,983**
ETS trips	**4,325,671**
CCR trips ending without a reported safety-related issue	**99.98%**

INDICATOR	FY2025–26
Customer safety incidents – CCR	79

*CCR – Chauffeur-Driven Car Rental

*ETS – Employee Transportation Services

The Company's reported **99.98% of CCR trips ending without a reported safety-related issue** reflects the safety performance captured through the current incident-tracking system. The Company recognises that comprehensive incident coverage across all service segments is important for meaningful performance monitoring and is therefore strengthening its reporting systems.

Case Study | Strengthening Driver Safety Through Incident Learning

During FY2025–26, a road accident occurred during a customer journey following unsafe driving practices and non-adherence to the prescribed incident-response protocol. The customer sustained a minor injury. The Company supported the affected customer and initiated a **Root Cause Analysis (RCA)** to understand the circumstances and contributing factors.

The review identified gaps relating to driver behaviour, adherence to safe-driving practices and compliance with established Standard Operating Procedures (SOPs). In response, the Company conducted defensive-driving and safety refresher training, reinforced emergency communication protocols and re-issued relevant SOP requirements to drivers and service partners. Compliance monitoring and driver performance assessments were also strengthened.

The incident reinforced the importance of learning from safety events and using identified gaps to strengthen preventive controls across customer journeys.

Fleet Safety

A safe and roadworthy fleet is central to the delivery of reliable mobility services. The Company maintains its fleet through preventive maintenance, periodic inspections and monitoring of vehicle safety requirements. The Company also has a vehicle recall process for the timely assessment and resolution of manufacturer-issued recall notifications.

During FY2025–26, **637 of 1,025 company-owned vehicles were NCAP-rated, representing 61.8% of the company-owned fleet**. The Company continues to evaluate vehicle safety features and fleet-safety considerations in line with operational requirements.

NCAP-Rated Company-Owned Fleet

NCAP RATING	VEHICLES	% OF FLEET
5-star – Global NCAP / Bharat NCAP / ANCAP / Euro NCAP	86	8.3%

NCAP RATING	VEHICLES	% OF FLEET
4-star – Global NCAP	111	10.8%

**175 vehicles have 3 star rating and 265 vehicles has 2 star rating.*

The Company recorded **zero product recalls during FY2025–26**. The same zero-recall figure was reported for FY2024–25 and FY2023–24.

Passenger Protection & Inclusive Safety

The Company recognises that customer safety includes not only protection from physical risks, but also **dignity, respectful conduct and a secure travel experience**.

As part of this approach, the Company launched the **Safety365 – For Her, For All** campaign as a six-month initiative focused on women's safety, respectful conduct, gender sensitivity and the role of chauffeurs in creating safe and inclusive mobility experiences. The campaign included interactive learning sessions, safety pledges, awareness activities and branch-level engagement.

The Company also supports passenger protection through practical safety measures. Vehicles are equipped with **seat-belt reminder tags**, while **child seats and booster seats are made available upon request** to provide additional protection for younger passengers.

These measures complement Company’s broader focus on creating mobility experiences in which safety, dignity and respect are considered throughout the customer journey.

Customer Safety Performance: Continuous Improvement

The Company's safety performance is monitored through incident reporting, customer feedback, vehicle inspections, journey monitoring and corrective-action processes. Based on the available CCR data, the **reported road safety incident rate per trip decreased by approximately 13% during FY2025–26 compared with FY2024–25**.

The Company recognises that the quality and coverage of safety data are important to effective performance management. Accordingly, ECO Mobility is working towards expanding its incident classification and tracking mechanisms so that safety-related information can be captured more comprehensively across its **Chauffeur-Driven Car Rental (CCR)** and **Employee Transportation Services (ETS)** operations from the next financial year.

SOCIAL

Responsible Service Information & Communication

Clear and relevant service information supports effective customer coordination and helps customers understand the transportation service being provided. As a ground transportation service provider, ECO Mobility's customer communication is primarily focused on operational and service-related information rather than conventional product labelling.

Depending on the service and customer requirements, information provided during the customer journey may include the **vehicle number, driver name and other relevant trip details**. During client onboarding and service engagement, customers may also request relevant certifications and management information.

The Company seeks to provide information that supports customer coordination, service transparency and informed interaction while maintaining appropriate controls over customer and operational information.

RESPONSIBLE COMMUNICATION PERFORMANCE

INDICATOR	FY2025–26
Core service segment	**Ground Transportation Services**
Vehicle number provided to customers	**Yes**
Driver name provided to customers	**Yes**
Product/service categories covered by information disclosures	**100%**
Incidents of non-compliance with marketing communication regulations	**0**
Incidents of non-compliance with product/service labelling requirements	**0**
Fines, warnings or penalties relating to marketing communication non-compliance	**0**

SOCIAL

Customer Privacy & Data Protection

Protecting customer information is important to maintaining trust across ECO Mobility Group's operations. The Group collects and stores customer and user information as part of its service activities and recognises the importance of responsible data handling, privacy protection and information security.

The Group's privacy and information security framework is supported by its Privacy Policy, IT Data Protection Policy, Information Security Policy and related information security guidance. These policies provide a foundation for managing customer information and supporting responsible data protection practices. The implementation of formal data breach incident response processes across all Group entities remains an area for further strengthening.

0	0	No
substantiated privacy complaints	identified leaks, thefts or losses of customer data	legal or regulatory action relating to data breaches

Customer Privacy Performance

INDICATOR	FY2025–26
Customer / user data collected or stored	Yes
Formal data privacy and protection framework	Yes
Substantiated privacy complaints from external parties	0
Substantiated privacy complaints from regulatory bodies	0
Substantiated privacy complaints from internal parties	0
Identified leaks, thefts or losses of customer data	0
Legal or regulatory action relating to data breaches	No
Data breach incident response process	Yes

During FY 2025–26, no substantiated complaints relating to customer privacy, identified leaks, thefts or losses of customer data, or legal and regulatory actions relating to data breaches were reported in the available data for the parent company and subsidiaries.

ECO Mobility Group recognises the importance of strengthening consistent data protection practices and incident management arrangements across its entities. Continued attention to these areas will support responsible collection, handling, storage and protection of customer information and improve preparedness for potential data security incidents.

SOCIAL PERFORMANCE

Group Level Labour & Social Performance – Key Indicators

LABOUR / SOCIAL KPI	FY 2025–26	UNIT
Number of hours worked	**2,658,736**	Hours
Number of days lost to work-related injuries, fatalities and ill health	**0**	Days
Number of work-related accidents	**0**	Number
Ratio of annual total compensation of highest-paid individual to median annual total compensation of all employees	**47.44:1**	Ratio
Average hours of training per employee	**9.24**	Hours / employee
Percentage of women employed in the whole organisation	**7.83**	%
Percentage of women at top management level	**40%**	%
Percentage of women within the organisation's Board	**50%**	%
Average unadjusted gender pay gap†	**-48%**	%
Number of identified discrimination or harassment incidents / corrective actions	**0**	Number
Percentage of employees receiving regular performance and career development reviews	**100%**	%
Percentage of employees receiving skills-related training	**82.21**	%
Percentage of employees trained on discrimination and harassment	**100%**	%
Percentage of operational sites assessed for human rights impacts or risks	**100%**	%
Percentage of operational sites with a labour and human rights certification	**40%**	%

† **Note:** The negative value indicates that average remuneration for female employees was higher than for male employees. The unadjusted measure does not account for differences in roles, seniority or other workforce characteristics.

05

Governance

— Responsible Governance — Board Accountability & Diversity — Governance Structure and Board Oversight
— Sustainability Governance and Oversight — Corporate Risk Management — Human Rights and Supply-Chain Risk
— Business Ethics & Integrity — Responsible Information, Privacy & Technology — Whistleblower and Grievance Mechanisms
— Transparent Marketing & Pricing — Business Ethics Performance Indicators

GOVERNANCE

Responsible Governance for Sustainable Value Creation

ECO Mobility Group recognises that strong governance is fundamental to building a responsible, resilient and trusted organisation. The Group's governance approach emphasises accountability, ethical conduct, transparency and responsible decision-making, with the Board of Directors providing oversight at the parent-company level and management responsible for implementation within the respective organisational structures.

The Group's governance practices are supported by defined roles and responsibilities, internal controls, risk management processes and policies that guide decision-making and business conduct. These mechanisms help identify and address relevant risks, uphold ethical standards, protect stakeholder interests and promote accountability across the Group's operations.

During FY 2025–26, governance practices across ECO Mobility Group covered areas including Board accountability and diversity, enterprise risk management, business ethics and integrity, stakeholder grievance mechanisms, responsible business relationships and CSR oversight. Relevant policies and management systems also support areas such as information security, quality, occupational health and safety, environmental management and anti-bribery, as applicable to the business activities and governance arrangements of each Group entity.

ECO Mobility Group seeks to integrate accountability, ethical conduct and risk considerations into its business decisions while maintaining appropriate oversight and management responsibility. Through these practices, the Group aims to build trust with employees, customers, investors, vendors, chauffeurs and other stakeholders and support sustainable long-term growth.

GOVERNANCE

Board Accountability & Diversity

ECO Mobility Group's governance framework brings together Board-level oversight at the parent-company level and management responsibilities across the Group's organisational structure. The Board of Directors of Ecos (India) Mobility & Hospitality Limited oversees the parent company's strategic direction, governance framework and key matters requiring Board-level consideration. The Group's organisational structure establishes reporting relationships and management responsibilities across the parent company and its subsidiaries, supporting coordination, accountability and implementation of relevant business priorities.

Board committees support oversight in their respective areas of responsibility, while management teams and functional leaders are responsible for implementing relevant decisions and managing operations within their designated roles. This structure is intended to promote clear accountability, effective coordination and responsible decision-making across ECO Mobility Group.

PARENT COMPANY

Ecos (India) Mobility & Hospitality Limited

BOARD OF DIRECTORS

Rajesh Loomba
Chairman & Managing Director

Aditya Loomba
Joint Managing Director

Debashish Das
Independent Director

Archana Jain
Independent Director

Vandana Chamaria
Independent Director

Nidhi Seth
Non-Executive Director

Eco Car Rental Services Private Limited

DIRECTORS

Rajesh Loomba
Aditya Loomba

Consulttrans Technology Solutions Private Limited

DIRECTORS

Sachin Agrawal
Aanchal Khemka
Nand Kishor Prasad

Ecreate Events Private Limited

DIRECTORS

Noorie Loomba
Nand Kishor Prasad

Ecos Fleet Management Services Private Limited

DIRECTORS

Deepali Dev
Madan Kumar
Nand Kishor Prasad

GOVERNANCE

Governance Structure and Board Oversight

6	50%	50%	3
Directors on the parent company's Board	Independent Directors	women Directors	Independent Directors and 3 women Directors

ECO Mobility Group's governance structure is supported by the Board of Directors of the parent company and the applicable governance arrangements across its subsidiaries. During FY 2025–26, the parent company's Board comprised six Directors, including three Independent Directors and three women Directors. Independent Directors represented 50% of the Board, while women accounted for 50% of its composition. The Board is supported by committees covering areas such as audit, risk management, nomination and remuneration, stakeholder matters and corporate social responsibility.

BOARD COMPOSITION	FY 2025–26
Total Directors	**6**
Independent Directors	3
Women Directors	3
Independent Directors as proportion of Board	50%
Women Directors as proportion of Board	50%

SUBSIDIARIES — BOARD COMPOSITION, FY 2025–26

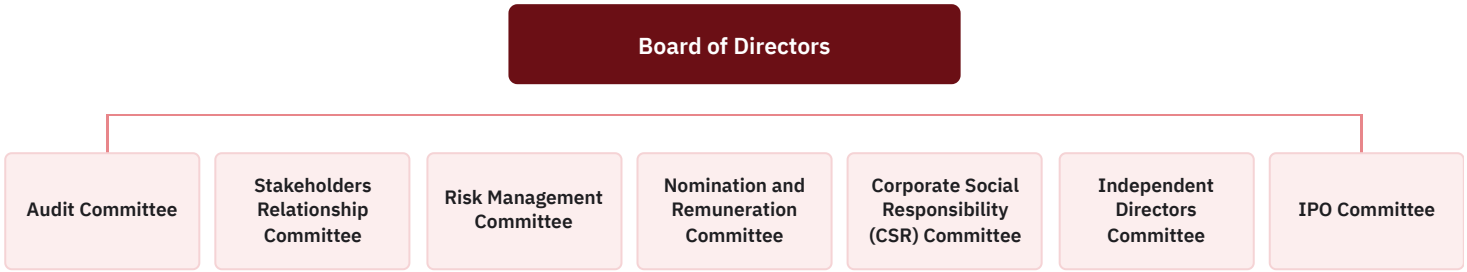
SUBSIDIARY	TOTAL BOARD MEMBERS	WOMEN BOARD MEMBERS	WOMEN REPRESENTATION ON BOARD
Ecreate Events Private Limited	2	1	50%
Consulttrans Technology Solutions Private Limited	3	1	33.33%

SUBSIDIARY	TOTAL BOARD MEMBERS	WOMEN BOARD MEMBERS	WOMEN REPRESENTATION ON BOARD
Ecos Fleet Management Services Private Limited	3	1	33.33%

Eco Car Rental Services Private Limited has two directors, Aditya Loomba and Rajesh Loomba, who also serve as directors of the parent company. Accordingly, governance oversight is exercised through the directors' representation across both entities, supporting alignment with the parent company's governance structure. Ecreate Events Private Limited, Consulttrans Technology Solutions Private Limited and Ecos Fleet Management Services Private Limited maintain separate Boards of Directors.

The Board is supported by committees with defined mandates for matters requiring focused oversight. The governance structure provides for delegation of responsibilities to appropriate committees and members of senior management, while retaining Board-level oversight over matters within its mandate.

Board Committee Structure



Board governance structure as presented in the Group's governance chart.

BOARD COMMITTEE	PRIMARY GOVERNANCE ROLE
Audit Committee	Oversees financial reporting, internal controls, internal audit, related-party transactions and matters relating to risk and assurance.
Nomination & Remuneration Committee	Supports Board and senior management appointments, Board composition, performance evaluation, remuneration and succession planning.
Stakeholders Relationship Committee	Oversees shareholder and stakeholder grievance-related matters and supports effective stakeholder engagement.
Risk Management Committee	Supports the identification, assessment, monitoring and oversight of enterprise risks, including strategic, operational, financial, regulatory, sustainability and information and technology-related risks.

BOARD COMMITTEE	PRIMARY GOVERNANCE ROLE
Corporate Social Responsibility Committee	Provides oversight of the Company's CSR framework, including CSR initiatives, expenditure and related statutory requirements.

The committees operate within their respective terms of reference and support the Board through focused oversight of matters within their mandates. During FY 2025–26, the reported committee meetings met the applicable quorum requirements.

The Board retains overall accountability for the parent company's governance framework, while committees review and recommend matters within their respective mandates. Senior management is responsible for implementing approved policies, processes and controls and reporting relevant matters through established governance channels. The parent company's committees support governance and accountability across the subsidiaries, as applicable to their respective governance arrangements.

The governance framework is supported by policies and mechanisms covering Board diversity, nomination and remuneration, risk management, related-party transactions, business conduct, whistleblowing, sustainable procurement and corporate social responsibility, providing a foundation for accountability, oversight and responsible decision-making.

Board Nomination and Selection

ECO Mobility Group's approach to Board and senior management appointments is guided by the applicable nomination and remuneration policies and governance arrangements of its entities. These frameworks consider integrity, qualifications, expertise, professional experience and the skills required for effective leadership and governance.

At the parent company, the Nomination and Remuneration Committee supports the Board on appointments and removals, succession planning and Board composition. These processes support a structured approach to leadership appointments and governance oversight.

Board Diversity

ECO Mobility Group's approach to Board diversity considers professional experience, functional expertise, industry knowledge, gender and the competencies required for effective Board functioning, in accordance with the applicable policies of its entities.

During FY 2025–26, women represented 50% of the parent company's Board, while Independent Directors accounted for 50%. Among subsidiaries with separate Boards, women represented 50% of the Board at Ecreate Events Private Limited and 33.33% at both Consulttrans Technology Solutions Private Limited and Ecos Fleet Management Services Private Limited. Eco Car Rental Services Private Limited has two directors, Aditya Loomba and Rajesh Loomba, both of whom are male and also serve as directors of the parent company.

Board Performance Evaluation

The parent company conducts an annual evaluation of the performance of its Board and Directors. The evaluation is undertaken internally through the Independent Director Committee and the Board of Directors.

The evaluation considers factors relevant to Board and Committee effectiveness, including the balance of skills, experience, independence, knowledge and diversity. This process supports ongoing assessment of the effectiveness and composition of the parent company's highest governance body.

Remuneration and Accountability

ECO Mobility Group's approach to remuneration and accountability is guided by the applicable policies and governance arrangements of its entities. At the parent company, the Nomination and Remuneration Policy provides the framework for determining remuneration for Directors, Key Managerial Personnel and senior management, considering performance and organisational objectives while supporting the attraction, retention and motivation of leadership.

The Nomination and Remuneration Committee reviews remuneration matters and makes recommendations to the Board in accordance with the applicable policy and approval requirements. The Committee also supports the evaluation of Directors and senior management.

During FY 2025–26, remuneration disclosed for the parent company's Managing Director was ₹189.49 lakh, while remuneration disclosed for the Joint Managing Director was ₹155.47 lakh.

Board Knowledge, Skills and Collective Expertise

ECO Mobility Group recognises the importance of a balanced combination of skills, experience and expertise for effective Board functioning. The Board Diversity Policy provides a framework for considering professional experience, financial literacy, industry knowledge, risk management and other functional competencies when determining Board composition.

Delegation, Accountability and Management Responsibility

The Board of the parent company provides overall governance oversight, delegating responsibilities to Board committees and senior management in accordance with their respective mandates.

The Nomination and Remuneration Committee supports matters relating to the appointment of Directors and senior management, Board performance evaluation, succession planning and remuneration. The Audit Committee oversees internal controls, audit and related assurance matters, while the Risk Management Committee supports the identification, assessment and monitoring of risks.

Senior management is responsible for implementing approved policies, processes and controls within its respective areas and reporting relevant matters through established governance channels. Across ECO Mobility Group, responsibilities are managed through the applicable governance structures of each entity.

GOVERNANCE

Sustainability Governance and Oversight

ECO Mobility Group's sustainability governance is supported through the governance and management frameworks of its respective entities. At the parent company, the Chief Operating Officer is responsible for ESG-related disclosures, with relevant functions contributing information within their respective areas.

During FY 2025–26, sustainability considerations were addressed through the parent company's risk management approach and policies and management practices covering areas such as energy, greenhouse gas (GHG) emissions, water, waste and responsible business conduct. These measures support the integration of sustainability considerations into organisational processes.

Employee awareness formed part of the parent company's sustainability initiatives. During the reporting period, an Environmental Awareness & Sustainability programme was delivered through the learning management system, with approximately 61% of employees completing the programme.

Following the reporting period, the parent company introduced the "Did You Know" email communication series to strengthen employee awareness of organisational policies, governance requirements, ethical practices and ESG topics. The initiative communicates key information in an accessible format to help employees understand their responsibilities, expected behaviours and available reporting mechanisms. An internal Health, Safety and Environment (HSE) Committee was also established to strengthen oversight of relevant matters.

These initiatives support sustainability awareness, responsible conduct and accountability. Their implementation across the wider Group depends on the applicable arrangements and coverage within each entity.

Key Governance Policies Supporting Board Accountability and Sustainability Oversight

POLICY / MANAGEMENT SYSTEM	RELEVANT AREA
Nomination & Remuneration Policy	Board and senior managerial personnel, and key managerial personnel appointments, evaluation and remuneration
Board Diversity Policy	Board composition and diversity
Risk Management Policy	Governance of business and sustainability-related risks
Code of Conduct	Ethical accountability and responsible conduct
Whistleblower Policy	Reporting and escalation of concerns

POLICY / MANAGEMENT SYSTEM	RELEVANT AREA
Sustainable Procurement Policy	Responsible procurement and supplier relationships

CSR Governance Oversight

CSR matters are subject to the Parent company's applicable governance and statutory oversight mechanisms, including oversight of CSR expenditure, approvals and reporting.

Detailed CSR initiatives, expenditure and community outcomes are presented separately in the Social section of this report.

GOVERNANCE

Corporate Risk Management

ECO Mobility Group's approach to risk management supports the identification, assessment, mitigation and monitoring of risks that may affect its business continuity, performance and ability to create sustainable value. Risk management responsibilities are addressed through the governance structures and management processes applicable to each Group entity.

At the parent company, the Board and relevant committees provide oversight of risk management, while management is responsible for implementing risk-related measures and reporting significant matters through established governance channels. The framework supports the assessment and monitoring of relevant risks, including strategic, operational, financial, regulatory, sustainability and information technology-related risks.

Enterprise Risk Management Framework

Operating in the dynamic mobility sector, effective risk management is fundamental to ECO Mobility Group's long-term sustainability and operational resilience. Proactively managing environmental, social and governance (ESG) risks supports the delivery of safe, reliable and sustainable mobility solutions while maintaining the trust of customers, employees, business partners and other stakeholders.

The Group's risk landscape is shaped by internal and external factors. Internal factors include fleet operations, road safety, service quality, digital systems and workforce capabilities, while external factors include evolving regulations, climate-related risks, technological advancements, market conditions and changing customer expectations. Monitoring these factors supports the integration of relevant risk considerations into business decisions and strengthens long-term resilience and sustainable value creation.

Risk management across ECO Mobility Group is supported by the governance structures and management processes applicable to its respective entities. At the parent company, a formal Risk Management Policy and Risk Management Committee support the risk management framework, with the Board retaining oversight. The framework provides for risk identification, assessment, mitigation, monitoring and reporting across relevant business areas.

The risk management framework covers strategic, operational, financial, legal and regulatory, sustainability, information and cybersecurity, technological and other relevant risks. Department heads and senior management are responsible for identifying and reporting risks within their respective areas through established governance channels. A structured five-step process risk identification, assessment, mitigation, monitoring and review supports business continuity, stakeholder protection and informed decision-making.

During FY 2025–26, an ESG risk assessment was conducted to identify, evaluate and prioritise material environmental, social and governance risks across the Group's operations and relevant value chain activities. The assessment supports the identification of appropriate mitigation measures and the integration of ESG considerations into risk management and long-term sustainability planning.

Board and Committee Oversight of Risk

The Board of the parent company provides oversight of the risk management framework, including risk management strategy, control structures and policy guidelines. Implementation responsibilities are delegated to the executive team, while the Board retains overall accountability within its mandate.

The Risk Management Committee supports the Board in formulating the risk management policy, guiding its implementation, monitoring risk management practices and reviewing key strategic and business risks. The Audit Committee reviews risk assessment and minimisation processes and supports the Board in evaluating the adequacy of the risk management systems.

Heads of departments and senior management are responsible for identifying and managing risks within their respective areas and escalating significant matters through established governance channels. Across ECO Mobility Group, risk oversight and management responsibilities are exercised through the applicable governance structures of each entity.

Sustainability and ESG Risk Management

Sustainability-related risks are considered within ECO Mobility's broader enterprise risk management framework rather than being managed separately from business risks. During FY 2025–26, the Company's sustainability risk considerations included areas such as environmental and energy-transition risks, employee-related risks, diversity, data protection, corruption, human rights and supply-chain labour-related risks.

This approach provides a governance mechanism through which material sustainability considerations can be identified, assessed and escalated alongside other business risks. It also provides a basis for management and the relevant governance bodies to consider sustainability-related risks within broader business decision-making.

ESG RISK REGISTER — SELECTED MATERIAL RISKS

PILLAR	RISK & DESCRIPTION	RISK CATEGORY	CURRENT CONTROLS	MANAGEMENT STRATEGY & ACTIONS
E Environmental	**Climate Transition & Energy Cost Risk** Delay in EV fleet transition and solar rollout could expose the Company to rising fuel costs, carbon-pricing exposure, and unmet 2030 decarbonisation targets.	Operational (O), Financial (F) — capex-dependent execution risk affecting the Company's published 2030 energy and fleet targets.	Phased EV fleet transition and solar installation currently tracked against FY30 targets as part of the ESG Strategy roadmap.	**Mitigate (M)** a) Accelerate capex approval for EV and solar rollout. b) Track quarterly progress against target; secure long-term power purchase agreements (PPAs) where feasible.
S Social	**Key Talent Attrition** Unplanned loss of critical employees and high overall turnover rates.	Financial (F), Operational (O), Social (S) Loss of institutional knowledge disrupting day-to-day operations (Operational) and high costs associated with recruiting, onboarding, and training replacements (Financial).	Exit interviews are conducted to track reasons for leaving. Standard annual performance reviews and baseline employee engagement surveys are in place.	**Mitigate (M)** a) Implement proactive retention programs and market-benchmarked compensation adjustments. b) Develop robust career management frameworks, succession planning and cross-training for critical roles
G Governance	**Data Privacy & Cybersecurity Breach** Unauthorized access to, or breach of, Company, customer, employee or vendor data and technology systems.	Operational (O), Legal (L), Reputational (R) — potential regulatory penalty, customer trust impact, and business disruption.	IT Data Protection & Information Security Policy in place; ISO 27001 certified at Head Office; documented Data Breach SOP and incident response procedure. Awareness for phishing emails	**Mitigate (M)** a) Extend ISO 27001 (or equivalent) certification to remaining sites. b) Close training coverage gap to 100%. c) Conduct periodic breach-simulation exercises.
G Governance	**Bribery & Corruption Exposure** Risk of corrupt practices in supplier, agent, Government or customer dealings	Legal (L), Reputational (R) — potential regulatory penalty and reputational damage with global customers.	Anti-corruption and Code of Conduct training assigned annually (100% coverage as of FY26); Whistleblower Policy training was also done. Whistleblower Policy reviewed by the Board.	**Mitigate (M)** a) Close training coverage to 100%.

Business Continuity and Operational Resilience

ECO Mobility Group's approach to business continuity and operational resilience is supported through the risk management frameworks and processes applicable to its respective entities. Business continuity considerations form part of broader risk identification, assessment and mitigation activities, helping the Group consider potential disruptions that could affect business operations and service delivery.

These processes provide a basis for identifying operational vulnerabilities, assessing potential disruptions and considering appropriate measures to support continuity of business activities. The implementation of business continuity measures is managed through the applicable governance and operational arrangements of each entity.

GOVERNANCE

Human Rights and Supply-Chain Risk

ECO Mobility Group recognises human rights and labour-related risks within its broader sustainability risk considerations. These include potential risks associated with responsible business conduct and labour practices across its value chain.

Following FY 2025–26, the parent company further formalised its human rights governance through a dedicated Human Rights Policy covering human rights due diligence, non-discrimination, harassment, forced and bonded labour, child labour, modern slavery, reporting concerns and non-retaliation. This represents a subsequent strengthening of the parent company's governance framework. Detailed workforce and human rights practices are addressed in the Social section of this report.

Internal Controls, Internal Audit and Compliance

The parent company's internal control framework is supported by periodic internal audits and management reviews. Internal audits are conducted quarterly by professional auditors, with relevant matters reviewed by the Audit Committee.

During FY 2025–26, internal checks covered selected areas, including waste, water and safety. Although sustainability and ESG risks were not separately included as a distinct area within the internal audit scope, relevant environmental and safety compliance matters were reviewed through existing processes.

During the reporting period, the parent company reported no regulatory fines or penalties and no legal proceedings relating to non-compliance.

GOVERNANCE

Business Ethics & Integrity

ECO Mobility Group's approach to business ethics and integrity is guided by the principles of responsible conduct, accountability, transparency and compliance with applicable requirements. The Group's governance framework establishes expectations for ethical behaviour, provides mechanisms for raising concerns and supports responsible business practices across the parent company and its subsidiaries. Key focus areas include anti-corruption, conflicts of interest, related-party transactions and responsible business relationships.

0	100%	763	0
confirmed corruption incidents	of business operations assessed for corruption risks	employees trained on business ethics and anti-corruption	legal actions relating to anti-competitive behaviour

Ethical Business Conduct and Code of Conduct

ECO Mobility Group's Code of Conduct establishes expectations for ethical and professional behaviour across the Group. It addresses compliance with applicable laws and organisational policies, honesty and integrity, accountability, respectful conduct, confidentiality, conflicts of interest, fair dealing, protection of organisational assets and responsible handling of information.

Employees and Directors are expected to uphold these standards, report suspected unethical or illegal conduct through applicable reporting mechanisms, and act responsibly in their professional dealings. The Code also addresses gifts, outside business interests, confidential information and interactions with customers, suppliers and other stakeholders.

During FY 2025–26, 763 employees across ECO Mobility Group received training covering business ethics and anti-corruption, supporting awareness of ethical responsibilities and expectations for responsible business conduct.

Anti-Corruption and Anti-Bribery

ECO Mobility Group is committed to ethical, transparent and responsible business conduct, with a zero-tolerance approach to corruption and bribery. The Group's governance framework supports compliance with applicable anti-corruption laws and promotes integrity in business operations and stakeholder relationships.

During FY 2025–26, the Group reported **zero confirmed corruption incidents**. The Code of Conduct, reporting mechanisms and related governance processes provided a framework for addressing ethical concerns.

During the reporting period, 100% of business operations were assessed for corruption risks, with 6% identified as high-risk. These risks were associated with factors such as procurement activities, third-party engagements and interactions with government authorities. The identified risks were addressed through controls including anti-corruption training, monitoring, internal audits, conflict-of-interest declarations and compliance reviews. In addition, 100% of employees acknowledged the Code of Conduct and Anti-Corruption Policy, while suppliers and customers were engaged through compliance-related interactions.

Following the reporting period, ECO Mobility Group further formalised its governance framework through an Anti-Corruption and Anti-Bribery Policy applicable to employees, Directors, contractors, consultants, intermediaries, suppliers and other relevant third parties. The policy prohibits bribery, corruption and facilitation payments and establishes provisions covering gifts and hospitality, third-party due diligence, reporting and investigation, training, risk assessment and monitoring.

The policy assigns responsibility to the Compliance Officer, with oversight by the Audit Committee. It also provides for confidential and anonymous reporting mechanisms and requires relevant findings to be reported to the Audit Committee. These provisions represent a subsequent strengthening of the Group's governance framework rather than measures established during FY 2025–26.

Anti-Competitive Behaviour

ECO Mobility Group is committed to fair competition and responsible market conduct. During FY 2025–26, **no legal actions were reported in relation to anti-competitive behaviour, antitrust or monopoly practices**.

The Group's ethical conduct framework promotes fair dealing and responsible business practices. The applicable Code of Conduct establishes expectations against manipulation, concealment, misuse of confidential or proprietary information, trade-secret misuse and misrepresentation in business dealings.

Conflicts of Interest

ECO Mobility Group's governance framework supports the identification, disclosure and management of potential and actual conflicts of interest. The applicable Codes of Conduct establish expectations for addressing situations in which personal, family or external business interests may conflict with the interests of the organisation.

These situations may include outside business interests, relationships or ownership interests involving suppliers, customers or competitors, and the receipt of gifts or other benefits that could influence business decisions. Employees and Directors are expected to disclose relevant conflicts through the applicable organisational mechanisms.

For Directors, declarations of interests and disclosure of changes in interests support transparency and help maintain objective decision-making. These practices reinforce accountability and responsible business conduct across the Group.

Related-Party Transactions

ECO Mobility Group's related-party transaction framework supports transparency, appropriate approvals and decision-making on an arm's-length basis. At the parent company, related-party transactions are subject to review and approval by the Audit Committee in accordance with the applicable policy.

The review considers the nature of the relationship, transaction terms and duration, monetary value, advances, pricing and whether the transaction is conducted on an arm's-length basis. Transactions outside the ordinary course of business or not conducted on an arm's-length basis are subject to additional governance review and approvals, as applicable.

Directors and Key Managerial Personnel are required to disclose relevant interests. Related-party transactions are reported through the applicable financial and statutory reporting processes, supporting transparency and accountability.

GOVERNANCE

Responsible Information, Privacy & Technology

ECO Mobility Group recognises responsible information management, data privacy and technology use as important elements of ethical and accountable business conduct. The Group's governance framework emphasises confidentiality, the protection of Company and stakeholder information, and the responsible handling of information across its operations.

The parent company maintains an ISO 27001 Information Security Management System, providing a structured framework for managing information security. Information security and technology-related risks are also addressed within the broader risk management framework through established management and oversight mechanisms.

Employee awareness is an important component of information security management. Regular awareness emails highlight phishing and other information security threats. Security expectations are communicated during employee induction and reinforced through a structured quiz that assesses employees' understanding of information security breaches and appropriate responses.

During FY 2025–26, 46% of ECO Mobility Group employees completed Information Security training. The Group aims to achieve 95% completion of Information Security and IT Awareness training among permanent employees by FY 2027–28.

During FY 2025–26, ECO Mobility Group reported no confirmed information security incidents, no whistle-blower reports relating to information security, and no substantiated customer privacy complaints.

ISO 27001	46%	95%	0
Information Security Management System (parent company)	of employees completed Information Security training	completion target among permanent employees by FY 2027–28	confirmed information security incidents

Personal Data Privacy & Protection

ECO Mobility Group's approach to personal data protection is guided by applicable data protection requirements, including the Digital Personal Data Protection Act, 2023, and the parent company's Policy on Digital Personal Data Protection. Information security measures, including endpoint protection, network security controls, vulnerability management, system monitoring, encryption and backup arrangements, are adopted as considered appropriate by management to support the protection of personal and business information.

GOVERNANCE

Whistleblower and Grievance Mechanisms

ECO Mobility Group provides mechanisms for employees and other relevant stakeholders to raise concerns regarding unethical conduct, suspected misconduct and other matters requiring attention. The Group's applicable Codes of Conduct, grievance mechanisms and Whistleblower framework provide channels for reporting concerns and facilitating appropriate review.

During FY 2025–26, **no formal complaints were recorded through the identified grievance mechanisms**.

Following the reporting period, ECO Mobility Group further formalised its reporting arrangements through its Anti-Corruption and Anti-Bribery Policy, including confidential and anonymous reporting options and defined escalation to the Compliance Officer, Whistleblower mechanism and relevant governance bodies.

GOVERNANCE

Transparent Marketing & Pricing

ECO Mobility Group is committed to building customer relationships through clear, accurate and responsible communication. Transparency in service information, pricing and customer interactions supports informed decision-making and reinforces the Group's commitment to trust, fairness and responsible business conduct.

Fair Dealing and Responsible Communication

ECO Mobility Group promotes fair dealing and responsible communication in its interactions with customers, suppliers, business partners and other stakeholders. The Group's applicable Codes of Conduct establish expectations for honest and professional communication and prohibit misrepresentation, concealment and misuse of confidential or proprietary information.

These principles support transparent business relationships and responsible commercial interactions across the Group.

Transparent Marketing and Pricing

ECO Mobility Group recognises that clear communication of its mobility and hospitality services and applicable commercial terms is important to maintaining customer trust. Information about services and pricing is communicated through established customer-facing and business processes to support informed decision-making.

The Group's fair-dealing principles provide a basis for avoiding misleading representations and promoting integrity in marketing, pricing and other commercial interactions.

GOVERNANCE PERFORMANCE

Business Ethics Performance Indicators

The following indicators provide a consolidated view of selected business ethics and integrity metrics relevant to the reporting period.

INDICATOR	FY 2025–26
Employees receiving business ethics and anti-corruption training	763
Percentage of employees trained on business ethics	58.02%
Percentage of employees who acknowledge the code of conduct	100%
Confirmed corruption incidents	0
Legal actions relating to anti-competitive behaviour, antitrust or monopoly practices	0
Formal complaints through identified grievance mechanisms	0
Confirmed information security incidents	0
Percentage of sites assessed or internally audited on a specific business ethics issue	100%
Percentage of sites with an ethics certification	20%

REFERENCE

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ECO MOBILITY

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REPORTING FRAMEWORK

GRI Standards 2021

Reporting period: 1 April 2025 – 31 March 2026