CREATIVE SYNERGIES GROUP
Delivering Digital Innovation

ESG Report 2025 – 2026

April 15, 2026

Inside This Report

- Introduction
  - Our Commitment To A Sustainable Future
  - Key Highlights From The Reporting Year
  - CSR Initiatives
  - Message From CEO And CFO
- About The Company
  - Who We Are
  - What We Do
  - Our Global Print
  - High Value Engineering Centers
  - Awards And Recognitions
- Governance And Strategy
  - Sustainability Governance Structure
  - Integration Of Sustainability Into Business
  - Strategy
  - Risk Management Related To ESG Issues
  - Engagement With Stakeholders
- Policies
  - Environment
  - Labor And Human Rights
  - Ethics
  - Sustainable Procurement
- Initiatives
  - Safety Initiative
  - Gross Emissions
  - Waste Generated In Operations
  - GHG Emissions Reduction
- KPI' S And Actions
  - Safety Objectives
  - Trainings Imparted
  - Anti-Bribery, Anti-Corruption, AI Usage And Women Centric Awareness
  - Planned Actions

CREATIVE SYNERGIES GROUP
Delivering Digital Innovation

Introduction

Our Commitment To A Sustainable Future

CREATIVE Has Adopted A Structured And Measurable Approach To Greenhouse Gas *(GHG)* Emissions Reduction As A Core Pillar Of Our ESG Strategy. Our Commitment Is Grounded In Science-Based Targets, Transparent Reporting And Year-On-Year Accountability.

25%

Reduction

By FY 2030

We Commit To Reducing Our Overall GHG Footprint By 25% Against Our FY 2025-26 Base Year Through Disciplined Operational Improvements And A Progressive Shift To Renewable Energy

5%

Annual

Year-On-Year Target

A Consistent 5% Annual Reduction Forms The Backbone Of Our Emissions Pathway Driving Accountability Across Scope 1, Scope 2 And Scope 3 Emission Categories Every Financial Year

Net

Zero

By FY 2045

Our Long-Term Commitment Is Net Zero By FY 2045, Aligned With India's Climate Goals And Global Sustainability Benchmarks, Covering Our Full Operational And Value Chain Footprint

Base Year: FY 2025-26 | Standards: GHG Protocol And ISO 14064 1:2018 | Scopes Covered: 1, 2 & 3

Key Highlights From The Reporting Year

Carbon Footprint

- Total Emissions FY 2025-26: 499,432.57 kg Co_2e
- Net Emissions *(Post E-Waste Credit):* 498,636.50 kg CO_2e
- 25% Reduction Target By FY 2030
- 5% Annual Year-On-Year Reduction
- Net Zero Commitment By FY 2045
- Base Year: FY 2025-26 *(GHG Protocol)*
- 100% E-Waste Via CPCB Approved Recyclers
- First Internal Carbon Audit – ISO 14064



Certifications

- TISAX Automotive Cybersecurity
- ISO 9001:2015-Quality Management
- AS9100 Rev.D - Aerospace Quality Management
- EcoVadis And CyberVadis Assessments initiated



Awards

- Top 10 Best Companies To Work For 2022
- 10 Most Promising Digital Transformation Consultants 2023
- Excellence In Employee Experience And Talent Acquisition 2024
- Most Trusted Digital Innovation Solution Provider 2024
- Best Place To Work 2024
- Employee Experience Award 2024
- Innovative AI Companies 2026



Development Programs

- Women's Health Session PCOD, PCOS And Thyroid
- LeadHERship: From Strength To Influence
- Mental Wellness An Exclusive Session For Women
- Implementation Of POSH Into She-Box
- Women's Day Special Voices Of Influence
- Women's Cricket Tournament



Code Of Conduct And HSE

- Code Of Conduct Effectively Communicated And Implemented Across All Levels Of The Organization *(100% Coverage)*
- Zero-Tolerance Policy On Bribery And Corruption
- Established An Anonymous Whistleblower Mechanism And A Robust Grievance Redressal Process
- HSE Policy Communicated Across All Functions
- ZERO Workplace Accidents And Reportable Information Security Policy



CREATIVE SYNERGIES GROUP
Delivering Digital Innovation

Making A Difference Through CSR

Our CSR Focus

- Women’s Empowerment
- Skills Development
- Environmental Sustainability
- Aid For Orphanages And Specially Abled Kids

CREATIVE CARES

Smart Self-Help Groups *(SHGs)*

Self-Help Groups *(SHGs)* Are A Government Of India Initiative Promoting Economic Development And Women's Empowerment. With Over 70 Million Women Participating, SHGs Bring Women Together To Access Financial Services And Economic Opportunities.

Key Highlights:

- Supported Women's Financial And Entrepreneurial Empowerment Through A First Of Its Kind Educational Tool In India
- Taught Financial And Accounting Skills Through Animation And Hands-On Activities
- Successfully Trained 309 Women Across 3 States: Gujarat, Uttar Pradesh And Haryana
- Delivered Across 3 Stages: Training Master Trainers, Training SHG Leaders As Mentors And Mentoring SHG Members
- SHG Leaders Completed The Training And Passed Rigorous Exams



Women In Sustaining The Environment *(WISE)*

The WISE Program Empowers Rural Women With The Knowledge And Tools To Monitor And Maintain Local Drinking Water Supplies. The Initiative Is Built Around The AmriTAU Protocol And Delivered Through A Network Of Trained And Compensated Local Women Known As Water Ambassadors.

Key Highlights:

- Trained Women Across Various Communities In India In The AmriTAU Water Quality Monitoring Protocol
- Evaluated 2,500 Households Through The Water Ambassador Program
- Built A Scientific Database For Long-Term Water Solutions Through Community-Level Data Collection
- Water Ambassadors Matched The Findings Of Our Professional Research Team Almost 90% Of The Time
- Improved Home-Level Water Sourcing, Storage And Treatment Decisions Across Communities



Supporting CRPF Mental Health And Well-Being

CRPF Personnel Face Several Challenges Due To The Nature Of Their Work. CREATIVE Collaborated With Its NGO Partner To Address These Through Evidence-Based Workshops.

Key Highlights:

- Trained CRPF Jawans In Kashmir On Mental Health Awareness And Gender-Based Violence
- Helped Participants Identify Stressors, Analyze Incidents And Work Towards Restoring Calm And Normalcy
- Delivered Through Individual And Group Activity-Based Sessions Rooted In Evidence-Based Solutions
- Actively Working Towards Training 25,000 CRPF Personnel Across Phases
- Expanding Outreach To CRPF Families And Communities In Subsequent Phases



Supporting Children, Strengthening Communities

During The Creative Premier League 2025, CREATIVE Hosted Children From Grace And Light Children's Home, Hoskote, Near Bengaluru, Providing Them With An Opportunity To Enjoy A Fun-Filled Day Of Cricket, Interaction And Entertainment.

Key Highlights:

- Donated A Water Purifier To Grace And Light Children's Home To Support Access To Clean Drinking Water
- Distributed Essential Supplies To Support The Children's Everyday Needs
- Fostered Meaningful Interactions Between The Children And CREATIVE Employees
- Created Memorable Moments Of Joy, Inclusion And Community Engagement Through This CSR Initiative



Empowering The Physically Impaired

Samarthanam Trust For The Disabled Empowers Persons With Disabilities *(PwDs)* Through Education, Skill Development, Sports And Rehabilitation. CREATIVE Partnered With Samarthanam To Empower PwDs Through Our CSR Initiative.

Key Highlights:

- Engaged With Approximately 400 Children Across Five Program Streams Through Games And Co-Curricular Activities, Reaching Approximately 568 Individuals From Samarthanam's Overall Schools And Communities
- Witnessed Bharatanatyam Performances By PwDs And Handmade Craft Showcases By The Children
- Shared A Meal Prepared In Samarthanam’s Kitchen
- Distributed Water Bottles, Stationery Kits And Groceries To Support The Trust's Operations
- Sponsored Meals To Support The Trust’s Ongoing Initiatives



Community Care Visit

Vishranthi Trust, Based In Bengaluru, Supports Senior Citizens, Destitute Children And Rural Communities Through Care, Education And Skill Development. CREATIVE Partnered With Vishranthi To Support Its Community-Focused Initiatives, Aligned With Our CSR Values.

Key Highlights:

- Spent Time With 30 Senior Citizens And 35 Children Through Cross-Generational Activities, Interactive Sessions And A Shared Lunch
- Heard Inspiring Stories From Residents With Distinguished Professional Backgrounds
- Contributed Bedding, Curtains, Groceries, Fresh Fruits, Appliances And Medical Essentials To Support Residents' Daily Needs
- Distributed Activity Kits And Goodies To The Children, Encouraging Participation And Learning Through Play
- Concluded The Visit With A Tour Of The Goshala



Blind Cricket Initiative

Samarthanam Trust For The Disabled's Cricket Association For The Blind In India *(CABI)* Is The Apex Body Governing Blind Cricket In India. Through Training, Tournaments And International Representation, CABI Empowers Visually Impaired Cricketers To Compete At National And Global Levels. CREATIVE's Ongoing Partnership With Samarthanam Brought This Initiative To The Creative Premier League 2026 Final, Supporting Awareness And Inclusion Through Sport.

Key Highlights:

- Hosted 26 Players From Two CABI Teams, Including 2 Women Who Represented India At The Women's Blind Cricket T20 World Cup, For A Cricket Showdown
- Heard Champions Share Their Experiences Of Meeting India's President And Prime Minister And Presented A Match Ball Signed By Rahul Dravid
- Felicitated The Players With International-Standard Adaptive Bats, Gloves, Jackets And Branded Kit Bags



Government School Community Drive

CREATIVE Organized A CSR Initiative At Government Primary School, Talaghattapura, As Part Of Its Ongoing Commitment To Creating Meaningful Impact Beyond The Workplace. The Initiative Brought Together Approximately 50 Volunteers And 350 Students To Enhance The School’s Learning Environment And Strengthen Community Engagement.

Key Highlights:

- Wall Painting Activity Themed Around Independence Day, With Murals Depicting Stories Of India's Freedom Struggle And Cultural Heritage
- Extended Support Towards The School's Mid-Day Meal Program
- Provided A Laser Jet Printer To Support The School's Academic And Administrative Needs
- Distributed Plants To Introduce Greenery To The School’s Outdoor Spaces



Message From The CEO

At CREATIVE, Sustainability Is Not A Separate Initiative Bolted Onto Our Business, It Is Woven Into How We Think, Build And Grow. As A Technology And Digital Innovation Company, We Recognize That Our Greatest Impact Lies Not Only In The Solutions We Deliver To Clients, But In The Responsibility We Carry Towards Our People, Our Communities And The Environment We All Share.

Over The Past Year, We Have Strengthened Our Commitment To Environmental, Social And Governance Principles Across Every Part Of Our Organization From Reducing Our Environmental Footprint And Championing Diversity And Inclusion, To Reinforcing The Ethical Foundations That Govern How We Do Business. We Believe That Long-term Value Creation For Our Clients, Employees And Stakeholders Is Inseparable From Responsible And Sustainable Practices.

This Is A Journey And We Are Committed To Continuous Improvement, Transparency And Accountability Every Step Of The Way. I Want To Thank Our Associates, Clients And Partners For Being Part Of This Shared Commitment To Building A More Sustainable And Equitable Future.

Dr. Mukesh Gandhi
CEO, Creative Synergies Group

Message From The CFO

I view ESG not merely as a compliance requirement, but as a lens through which we evaluate the long-term financial health and resilience of our organization. Sound governance, responsible resource management And ethical business conduct are directly linked to sustainable growth and the trust our stakeholders place in us.

This year, we have continued to embed ESG considerations into our financial planning and risk management processes, ensuring that our investments and operational decisions reflect both economic prudence and our broader responsibility to society and the environment.

We remain committed to transparent reporting and rigorous governance standards, recognizing that these are foundational to building lasting stakeholder confidence. I am proud of the progress we have made and look forward to advancing this agenda further in the years ahead.

Shrini Tumbalam
CFO, Creative Synergies Group

CREATIVE SYNERGIES GROUP
Delivering Digital Innovation

About The Company

Creative Synergies Group: Who We Are



1,600+
Global Engineers

100+
Domain Experts

6
Best Cost Centres

92%
Customer Retention

40+
FORTUNE 500 Customers

50+
IP Assets

10+
Global Sales Offices

20+
Countries

Proven Track Record In Multi-Shore Execution

Global Engineering Services Firm

Trusted Partner For Fortune 500 Customers

CSAT 4.7 / 5

Long Term Partnerships 95% Repeat Business

What We Do

 Transportation

 Energy

 Hi-Tech

 Industrial

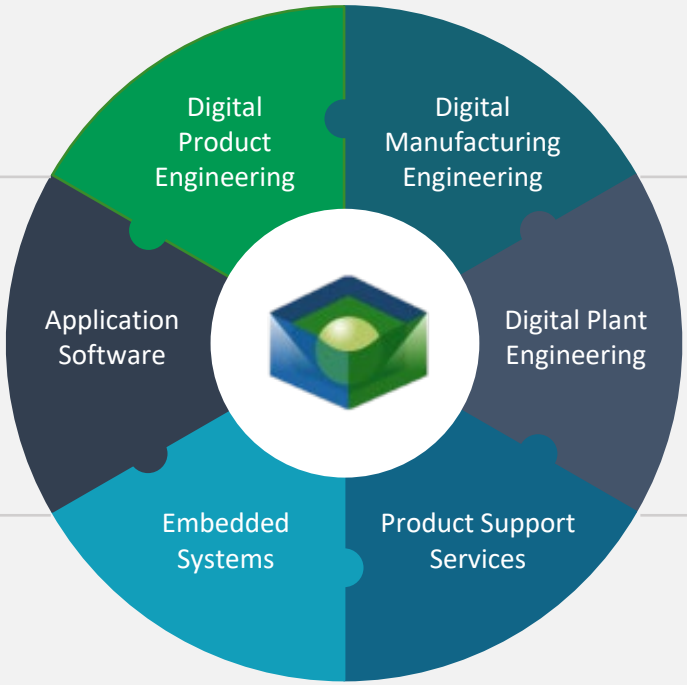
 Consumer

 Aerospace

- New Product Design And Development
- CAE / CFD / Thermal
- Kinematic Simulations, Moldflow Analysis
- Design Optimization
- Manufacturing Drawings And GD&T

- Enterprise Applications
- Cloud Migration
- Mobile Apps
- Devops
- Software Testing

- Embedded Software
- Hardware Board Development
- Modeling And Simulation
- IoT
- Digital Twins, Data Analytics



- Process Design And Simulation
- Plant Layout
- Tool And Equipment Engineering
- Robotic Simulation
- Controls Engineering

- Process, Piping
- Civil And Structural
- Mechanical
- Electrical, Instrumentation And Controls
- As Built Engineering

- Total Cost Out
- Tear Down And Benchmarking
- Value Engineering
- Reverse Engineering
- Technical Publications / Translations

Automation | IOT / IIOT | Cloud | Data Analytics | AR / VR | AI / ML

Our Global Footprint



Michigan, US Headquarters









Kiba



Nakano

United Kingdom

Netherlands

Germany

Japan

Mexico

Noida

Pune

Bangalore

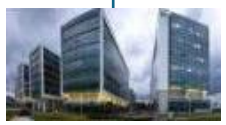
Brazil

South Africa

1,600+ Engineers Worldwide

1,300+ Engineers In Low Cost Delivery Centers

High Value Engineering Centers





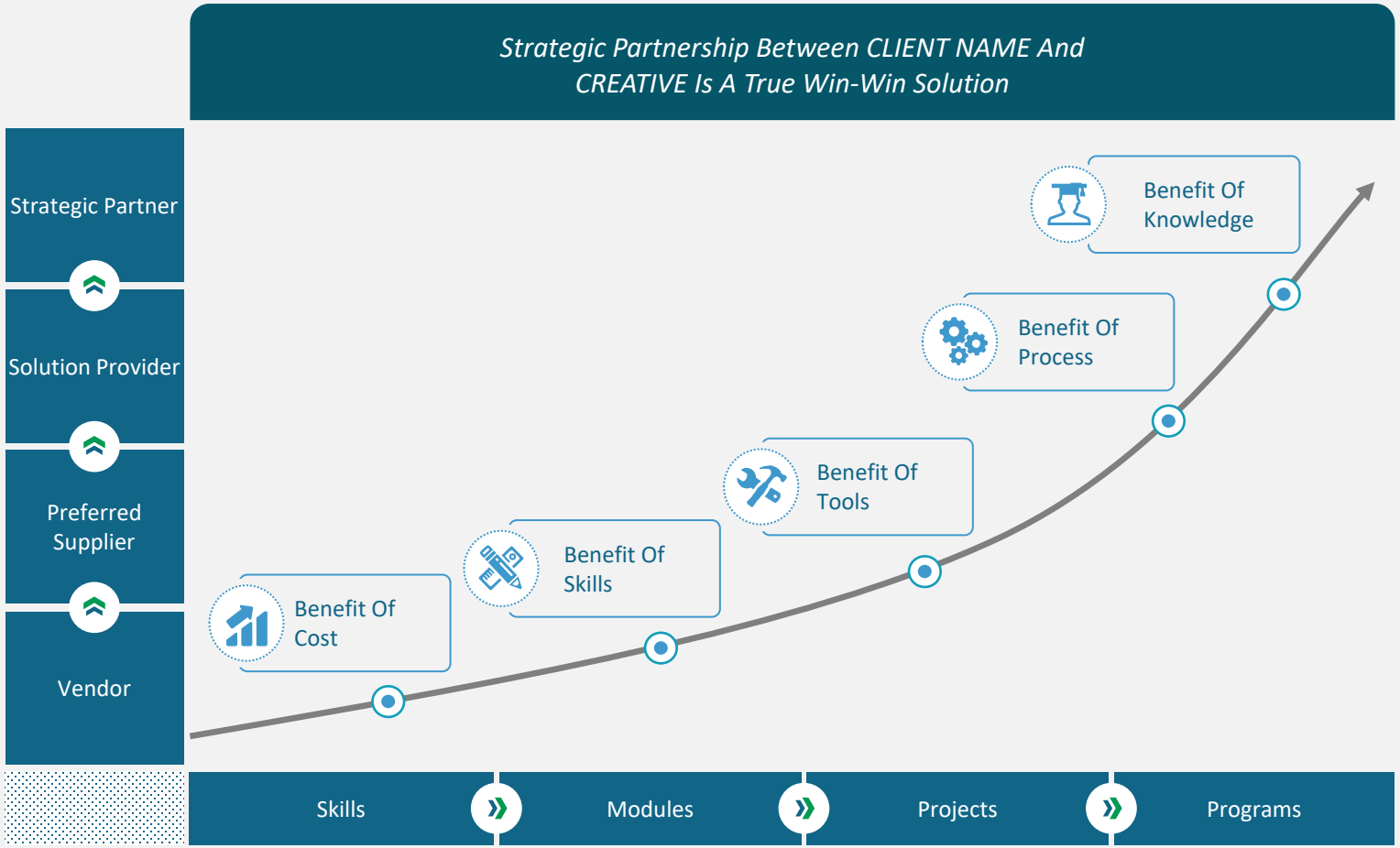




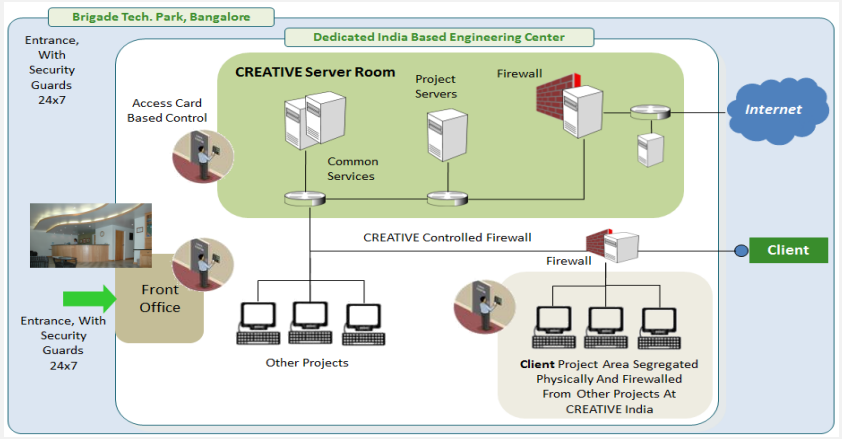


High Value Engineering Centers

Value Delivered Grows With Time



Data Security And IP Protection



Quality Certification



AS9100D ISO 9001 TISAX

Awards And Recognitions













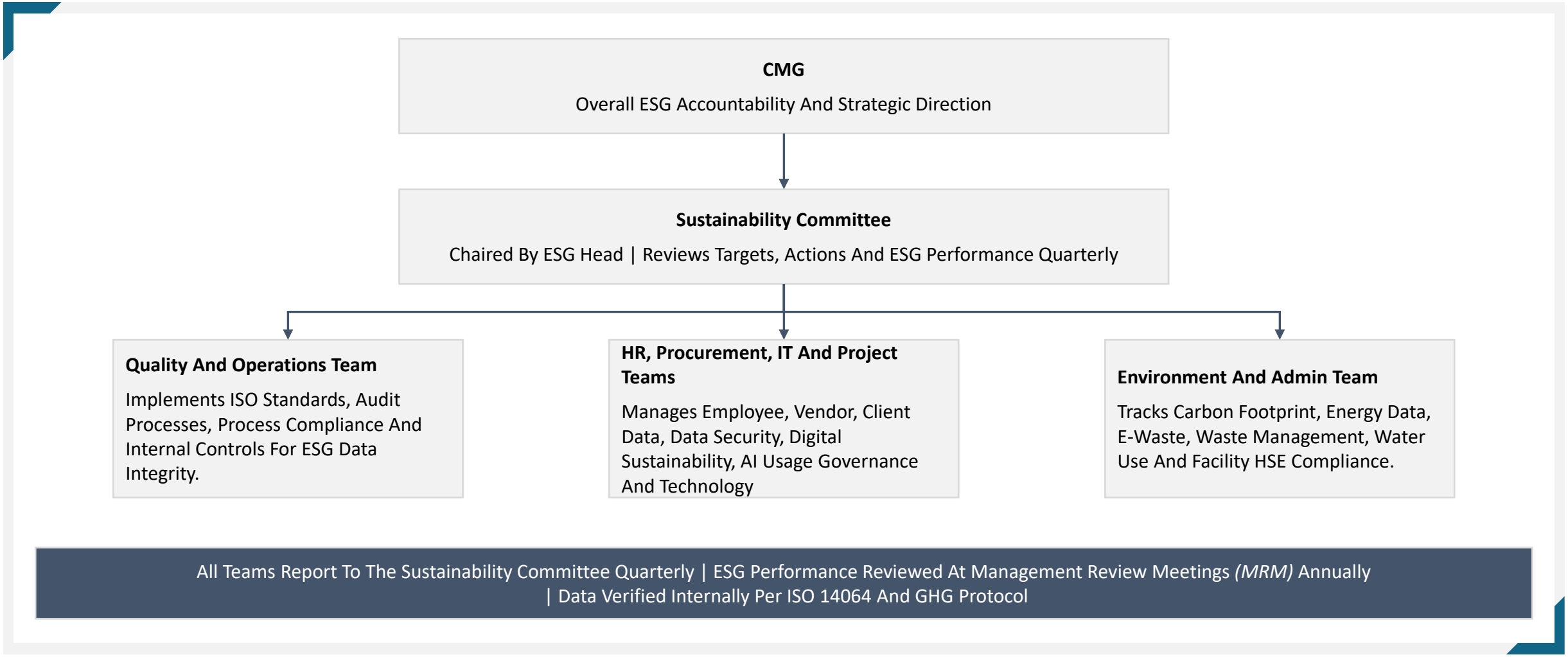


siliconindia | CIOReview | Forbes | CHRO | HRWorld EX AWARDS | The Economic Times

CREATIVE SYNERGIES GROUP
Delivering Digital Innovation

Governance And Strategy

Sustainability Governance Structure



Integration Of Sustainability Into Business Strategy

01

Strategic Planning

ESG Goals Are Embedded Into CREATIVE's Annual Business Plan And FY Targets. Sustainability KPIs Form Part Of Leadership Scorecards And Quarterly Performance Reviews, Ensuring ESG Is Not A Separate Function But Central To How We Run The Business.

02

Client Delivery

CREATIVE Integrates Sustainability Considerations Into Engineering Design Services And IT Solutions. Green Design Principles, Energy Efficient Architectures And Responsible Sourcing Are Factored Into Project Planning And Delivery For Clients Across Sectors.

03

People And Culture

ESG Awareness And Training Programmes Are Embedded In The Employee Lifecycle From Onboarding To Performance Reviews. Policies On Code Of Conduct, Anti Bribery, AI Usage And Data Ethics Are Communicated And Implemented At All Levels *(100% Coverage).*

04

Reporting And Accountability

Transparent Annual ESG Reporting Aligned To GHG Protocol And ISO 14064. Internal Carbon Audits, EcoVadis And CyberVadis Assessments And Third Party Certifications *(ISO 9001, TISAX, AS 9100)* Demonstrate CREATIVE's Commitment To Measurable Accountability.

CREATIVE's Long Term Commitment: 25% GHG Reduction By FY 2030 | Net Zero By FY 2045 | 5% Annual Reduction Pathway | Base Year FY 2025 26

Risk Assessment For ESG

ESG Risk Category	Risk Description	Likelihood	Impact	Existing Mitigation Measure	Target Date
Environmental	GHG Emissions Exceeding Targets; Scope 2 *(Electricity)* Dominance At 76% Of Total	**Medium**	**High**	→ Carbon Audit, Renewable Energy Increase, 5% Annual Reduction Plan, ISO 14064 Compliance	Q4 2027
Supply Chain / Vendor	Unvetted Suppliers Lacking Sustainability Credentials; IP / Data Exposure Through Vendors	**Medium**	**Medium**	→ CPCB-Approved E-Waste Recyclers; Vendor NDA Coverage;	Ongoing
Regulatory / Compliance	Non-Conformance With ISO, AS 9100 Or Emerging ESG Disclosure Regulations *(BRSR, CDP)*	**Low**	**High**	→ Three ISO Certifications Maintained; AS 9100 Surveillance Audit Planned; Internal QMS Audits	Ongoing
Cybersecurity / Data	Data Breach, Information Security Incidents, AI Tool Misuse Exposing Client Data	**Medium**	**High**	→ TISAX Certified; Data Protection Policy, Project Data Governance	Ongoing
People And Governance	Ethics Violations, Misconduct, Failure To Adhere To Code Of Conduct	**Low**	**High**	→ Zero-Tolerance Anti-Bribery Policy; Whistleblower Mechanism; 100% CoC Implementation	Q2 2027
Climate / Physical	Climate-Related Disruptions To Operations, Energy Supply Interruptions, Health And Safety Incidents	**Low**	**Medium**	→ DG Backup Power Maintained; HSE Policy; Zero LTI Record; BCP In Place	Ongoing

Engagement Of Stakeholders

Stakeholder Group	Mode Of Engagement	Frequency / Timeline	Key Topics Discussed	Expected Outcomes
Employees	Townhall, ESG Surveys, Intranet Updates, Whistleblower Mechanism	Quarterly Townhalls, Annual Surveys	Energy-Saving Practices, Health And Safety, AI Usage Governance, Training Needs	Increased ESG Awareness, Employee Buy-In For Sustainability, Action Plans From Feedback
Clients / Customers	ESG Briefings During Project Reviews, Client Sustainability Disclosures	Project Wise	Sustainable Engineering Solutions, ESG Performance, Carbon Disclosures, Responsible Delivery	Stronger Client Partnerships, Sustainable Procurement, Client-Aligned Climate Action
Vendors / Suppliers	Vendor Onboarding With ESG Screening, NDA Coverage, CPCB-Approved Recycler Tie-Ups	Onboarding Checkpoints	Compliance With ESG Standards, E-Waste Disposal, Data Protection, Labor Conditions	ESG-Aligned Supply Chain, Ethical Sourcing, Reduced Third-Party Risks
Regulators *(E.G. CPCB, MoEFCC)*	Environnemental Compliance Reports, E-Waste Form-6 Subissions, Carbon Audit Documentation	As Required *(Biannual / Yearly Filings)*	E-Waste Compliance, GHG Emissions Reporting, Carbon Audit Documentation, Certifications	Regulatory Compliance, Operational Licenses, Reputational Trust
Local Communities	CSR Initiatives, Tree-Planting Drives, Volunteering, Charitable Trust Partnerships	Ongoing	Education, Environment, Local Welfare, Sustainable Farming, Animal Care	Social License To Operate, Improved Local Goodwill, Community Development
CMG	ESG Performance Reviews, MRM Presentations, Risk Committee Updates, Strategy Sessions	Half Yearly MRM Meetings / Annual ESG Review	GHG Targets, Audit Findings, Climate Risk Strategy, ESG KPIs	Board Oversight, Alignment Of Sustainability Goals With Corporate Strategy
ESG Auditors / Certifiers	Data Disclosures, Audit Walkthroughs, ISO Surveillance, KPI Validation, EcoVadis Portal	Annual ESG Audit Cycle	Emissions Verification, ISO 9001 / 27001 / EN 9100, EcoVadis, Reporting Alignment	Third-Party Assurance, Data Credibility, Readiness For Ratings And Submissions

CREATIVE SYNERGIES GROUP
Delivering Digital Innovation

Policies

Our Commitment To A Sustainable Future

CLIMATE

CREATIVE Is Committed To Reducing Its Greenhouse Gas Emissions And Minimizing Its Overall Climate-Related Impact, With A Target To Reduce GHG Emissions By 25% By 2030, Using FY 2025–26 As The Baseline Year. The Organization Will Assess And Monitor Climate-Related Risks And Opportunities And Integrate Relevant Considerations Into Its Organizational Risk Management And Business Continuity Planning. CREATIVE Will Promote Awareness Of Climate Change Among Employees, Suppliers, Customers And Other Relevant Stakeholders And Encourage The Adoption Of Environmentally Responsible Practices. The Organization Will Also Support Low-Carbon Initiatives, Green Infrastructure And Sustainable Procurement Practices Across Its Operations And Value Chain. Progress Towards Climate Objectives And Emission Reduction Initiatives Will Be Monitored And Reviewed Regularly To Support Continual Improvement In Environmental Performance.



ENERGY

CREATIVE Is Committed To Improving Energy Efficiency Across Its Facilities, Departments And Business Activities By Promoting Responsible Energy Consumption And Identifying Opportunities To Reduce Unnecessary Energy Use. The Organization Will Prioritize The Procurement And Adoption Of Energy-Efficient Equipment, Technologies, Lighting Systems And Infrastructure Wherever Feasible. CREATIVE Will Also Explore Opportunities To Increase The Use Of Renewable And Cleaner Sources Of Energy, Including Feasible Renewable Energy Solutions And Green Electricity Options. Employee Awareness And Participation In Energy Conservation Practices Will Be Encouraged Through Communication, Training And Sustainability Initiatives. Energy Consumption And Performance Will Be Monitored Regularly To Identify Improvement Opportunities, Reduce Greenhouse Gas Emissions And Support The Organization's Overall Sustainability Objectives.



WASTE

CREATIVE Is Committed To Minimizing Waste Generation And Ensuring Responsible Waste Management Across All Its Operations And Facilities. The Organization Will Promote Proper Segregation Of Waste At Source, Including Recyclable, Non-Recyclable, Hazardous Waste And E-Waste, To Support Effective Handling And Disposal Processes. CREATIVE Will Follow The Principles Of Reduce, Reuse, Recover And Recycle To Minimize Environmental Impact And Support A Circular Economy. All Applicable E-Waste And Hazardous Waste Will Be Disposed Of Safely Through Authorized Recyclers Or Disposal Agencies In Accordance With Relevant Requirements. The Organization Will Also Promote Employee Awareness And Participation In Waste Reduction And Segregation Practices While Regularly Monitoring Waste Generation, Recycling And Disposal Performance To Identify Opportunities For Continual Improvement.



Labor And Human Rights *(1/2)*

GRIEVANCE



CREATIVE Is Committed To Providing A Fair And Supportive Work Environment Where Employees Can Raise Concerns Relating To Their Employment Or Working Conditions. A Grievance May Arise From Dissatisfaction Or A Feeling Of Injustice Related To The Work Environment, Roles And Responsibilities, Compensation And Benefits, Transfers And Onsite Placements, Relationships With Managers Or Colleagues, Continuity Of Service, Disciplinary Action, Victimization, Bullying, Harassment Or Discrimination. Employees Are Encouraged To Raise Genuine Concerns Through The Established Grievance Process And May Be Required To Provide Necessary Information Or Evidence To Support The Review Of The Grievance. The Grievance Policy Applies To Full-Time Employees, Direct Contract Employees And Third-Party Contract Employees. Grievance Matters Will Be Reviewed By The Designated Decision-Making Committee And The Final Decision Will Be Communicated To The Employee In Writing By The Appropriate HR Representative.

CODE OF CONDUCT



CREATIVE Expects All Employees To Maintain High Standards Of Professional Conduct, Discipline, Honesty, Integrity And Work Ethics While Carrying Out Their Responsibilities. The Code Of Conduct Establishes Guidelines For Appropriate And Professional Behaviour Within The Workplace And At Client Locations And Applies To Full-Time Employees, Direct Contract Employees And Third-Party Contract Employees. Employees Are Required To Use Company Time And Assets Responsibly, Avoid Unauthorized Outside Activities That May Create A Conflict With Their Employment Responsibilities And Maintain Appropriate Behaviour And Relationships In The Workplace. All Employees Are Expected To Act With Integrity While Dealing With Colleagues, Customers, Vendors, Competitors And Other Stakeholders, Recognizing That Their Conduct Represents The Organization. Any Inappropriate Behaviour Or Breach Of Professional Discipline May Be Addressed In Accordance With The Organization's Applicable Disciplinary Procedures.

DIVERSITY AND INCLUSION



CREATIVE Is Committed To Promoting Diversity, Inclusion, Fairness And Equal Opportunity Across Its Organization. We Recognize And Value The Unique Strengths, Talents, Perspectives And Capabilities That Individuals From Diverse Backgrounds Bring To The Workplace. CREATIVE Is Committed To Creating An Inclusive Environment Where All Employees Are Treated With Dignity, Respect And Fairness And Are Provided Equal Opportunities To Contribute And Grow. We Do Not Tolerate Discrimination, Bias, Bullying Or Harassment Based On Age, Gender, Sexual Orientation, Gender Identity, Pregnancy, Marital Status, Race, Colour, Ethnicity, Disability, Religion, Political Beliefs Or Any Other Protected Characteristic. Through Awareness, Training, Fair Employment Practices And Continuous Improvement, CREATIVE Aims To Foster A Workplace Where Every Individual Feels Valued, Respected, Included And Empowered To Reach Their Full Potential.

Labor And Human Rights *(2/2)*

HSE



CREATIVE Has Committed To Aligning Its Health, Safety And Environment (HSE) Practices With ISO 14001 And ISO 45001 Standards, Covering Corporate Services And HR Operations To Protect The Environment And The Wellbeing Of Its Associates, Investors, Customers And Society (AICS). The System Defines Clear Roles — From CEO / MD Approval Down To Individual Associates Reporting Hazards — And Runs On Training And Awareness, An Emergency Response Team And Periodic Mock Drills. It Is Backed By Structured Processes For Monitoring KPIs, Evaluating Legal Compliance, Investigating Incidents Through Corrective And Preventive Action (CAPA), Maintaining Records And Conducting Internal Audits And Management Reviews, With Ongoing Short-And Long-Term Targets To Keep Improving Safety Performance.

HUMAN RIGHTS



CREATIVE Commits To Upholding Fairness, Dignity And Respect For Employees, Communities And Business Partners, Guided By International Frameworks Like The Universal Declaration Of Human Rights And ILO Labour Standards, Applying To Everyone From Employees To Contractors And Suppliers. The Policy Covers Zero Tolerance For Modern Slavery, Child / Forced Labour And Human Trafficking *(Minimum Employment Age Of 18);* Non-Discrimination And Equal Opportunity In Hiring And Promotions; Freedom From Harassment, Abuse Or Coercion; Fair Wages And Reasonable Working Hours; Workplace Health And Safety; Freedom Of Association; And Integrity In Supplier Relationships Through A Supplier Code Of Conduct. Each Area Carries Measurable 2028 Targets *(E.G. 100% Training Completion, Zero Workplace Accidents, 15% Increase In Diverse Representation) And* The Policy Closes With A Grievance Mechanism Allowing Anyone To Report Concerns Confidentially *(Via Manager, HR Or hrbp@global-csg.com)* With A Commitment To Fair Remediation Of Any Human Rights Impacts.

TRAINING



CREATIVE's L&D Process Governs How Training Is Planned, Delivered And Tracked For India-Based Employees. Training Needs Come From BU Heads / Managers And Are Added To A Monthly L&D Calendar, With Nominations, External Vendor Evaluation *(If Needed)* And Mailer Invites Detailing Topic, Date, Trainer And Inclusions. Attendance Is Logged During The Session *(No Time Log = Marked Absent),* Followed By Feedback Collection, An Effectiveness Evaluation And A Skill Matrix Update By The BU Manager Before The Project Is Closed By QABE. Unplanned / On-Demand Training Follows A Similar But Lighter Flow — Raised As A Request In OpTEAMizer, Approved By The BU Head, Registered By The L&D Team, Executed By The Trainer And Closed Out After Feedback And Evaluation. The Process Is Governed By A RACI Chart *(L&D Team, QABE, BUH, Management, Evaluator, Etc.)* And Tracked Via Records Like The L&D Calendar, Training Attendance Sheet, Training Plan Vs Actual And Skill Matrix.

Ethics *(1/2)*

DATA PROTECTION



CREATIVE Commits To Physical, Technical And Organizational Safeguards To Protect Personal Data From Loss, Unauthorized Access, Alteration Or Processing. Key Measures Include Restricting System Access To Authorized Personnel Only, Limiting Data Access To What Is Needed For Each Person's Role, Securing Data During Electronic Transmission Against Unauthorized Reading Or Modification, Maintaining Access Logs To Track Who Entered, Changed Or Removed Data, Ensuring Processors Act Only On The Controller's Instructions, Preventing Accidental Loss Or Destruction, Keeping Data Collected For Different Purposes Separate And Not Retaining Data Longer Than Necessary.

ANTI BRIBERY AND ANTI CORRUPTION



CREATIVE Holds A Zero-Tolerance Stance On Bribery And Corruption — No Bribe, Kickback Or Corrupt Payment Is Acceptable Regardless Of Value, Intent Or Business Pressure. All Procurement Is Decided Strictly On Merit With Documented Conflicts Of Interest And Client Relationships Are Built On Trust, Quality And Performance Rather Than Gifts Or Undue Influence. Bribery And Corruption Are Treated As Serious Criminal Offences Carrying Severe Legal And Disciplinary Consequences And Every Employee Is Expected To Follow The Code Of Conduct, Declare Conflicts Of Interest, Avoid Unethical Dealings And Protect The Company's Reputation, With Leadership Held To An Even Higher Standard Of Setting The Ethical Tone And Enforcing Zero Tolerance.

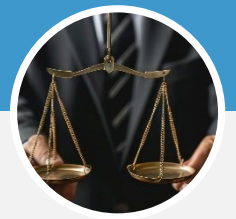
Ethics *(2/2)*

ANTI-DISCRIMINATION ANTI-HARASSMENT ANTI-BULLYING AND EQUAL OPPORTUNITY EMPLOYER



This Policy Sets Out CREATIVE's Stance On Preventing Discrimination, Harassment (Including Sexual Harassment), Bullying And Workplace Violence, Covering All Employees, Contractors And Vendors Across All Work Settings. It Defines Direct And Indirect Discrimination Across Protected Grounds (Age, Disability, Gender, Religion, Caste, Sexual Orientation, Etc.), Details What Constitutes Harassment, Sexual Harassment, Vilification And Victimization With Concrete Examples And Distinguishes These From Legitimate Management Actions Like Feedback Or Reasonable Instructions. It Also Covers Workplace Violence (Zero Tolerance For Weapons Or Threats), Vexatious Complaints And Separately Addresses Fraud, Money Laundering And Fair Dealing / Competition — Each With Examples Of Prohibited Conduct And A Duty To Report To The Compliance Officer Or Legal. A Structured Complaints Process (Informal Resolution Or Formal Escalation To The HRBP Team) Protects Confidentiality And Can Lead To Outcomes From Counselling To Termination, Supported By An EEO Contact Person. It Closes With CREATIVE's Diversity, Equity And Inclusion Commitment Spanning Hiring, Promotion, Compensation And All Other Employment Conditions.

WHISTLEBLOWER PROTECTION



Employees Who Report Suspected Misconduct In Good Faith Are Fully Protected From Retaliation Under Company Policy. CREATIVE Offers Multiple Safe, Confidential Channels To Raise Concerns — Including HR, The Compliance Officer Or An Anonymous Whistleblower Channel *(anonymous@global-csg.com)* — With Guarantees Of Anonymity, Zero Retaliation, Confidentiality Throughout The Investigation And Prompt, Impartial Handling Of Every Report.

Sustainable Procurement

SUPPLIER CODE OF CONDUCT



CREATIVE Is Committed To Working With Suppliers And Value Chain Partners Who Follow Responsible, Ethical And Sustainable Business Practices. The Supplier Code Of Conduct Establishes Minimum Expectations For Suppliers, Contractors, Subcontractors, Logistics Partners, Service Providers And Other Value Chain Partners Across The Areas Of Environmental, Social And Governance (ESG). Suppliers Are Expected To Comply With Applicable Environmental And Legal Requirements, Manage Energy And Waste Responsibly, Reduce Emissions And Resource Consumption, Protect Human Rights And Labour Rights, Provide Safe And Fair Working Conditions, Prevent Discrimination And Forced Or Child Labour And Maintain Ethical Business Practices Including Anti-Corruption, Transparency, Fair Competition, Data Protection And Conflict-Of-Interest Controls. Suppliers Are Also Expected To Maintain Appropriate Sustainability And Risk-Management Processes, Communicate The Requirements Of The Code Within Their Own Supply Chains And Support Periodic Assessments Or Audits To Verify Compliance.

SUPPLY CHAIN SUSTAINABILITY MANAGEMENT



CREATIVE Is Committed To Integrating Environmental Sustainability Into Its Procurement And Supply Chain Management Practices While Maintaining Appropriate Standards For Cost, Quality, Reliability And Delivery. The Organization Aims To Reduce Environmental Risks In Its Supply Chain By Working With Responsible Suppliers And Encouraging The Use Of Sustainable Or Recycled Materials, Low-Emission Transportation, Sustainable Packaging, Recyclable Or Biodegradable Materials, Energy-Efficient Products And Renewable Energy. Suppliers Are Expected To Comply With Applicable Environmental Regulations, Reduce Waste And Emissions, Improve Resource Efficiency And Provide Transparent Information Regarding Their Sustainability Practices. CREATIVE Will Monitor Supplier Environmental Performance Annually And Aims To Ensure That 25% Of Key Suppliers Meet Its Environmental Criteria By 2030, While Sustainability Evaluations For All New Suppliers Will Begin From The Last Quarter Of 2026.

CREATIVE SYNERGIES GROUP
Delivering Digital Innovation

Initiatives

Safety Initiatives

QMS-FT-021
Version: 1.3

Emergency Evacuation Drill Report

Date	27-Jun-2025	**Time**	15:30:00	**Location**	BTP
Type of Evacuation Drill		**Planned**	☑	**Unplanned**	☐
Description of Drill		Evacuation Mock Drill		**Evacuation Time**	2mins

Sl No.	Evacuation Parameters		Remarks	Head Counts	
1	Was alarm clearly heard in all areas	Yes		Total Head Count	273
2	Was PA (Public Address) announcement heard throught the building.	Yes		Total number of Employees	244
3	Were all the controlled doors become free and Restrooms were checked for occupants.	Yes		No of Contract Workers (Housekeeping, Security etc.,)	22
4	Did all occupants participated and evacuated the building	Yes		No of Visitors	3
5	Did all occupants are assembled in Safe Assembly Area	Yes		No of Customers	
6	Visitors escorted and accounted	Yes		No of Vendors	3
7	Notice of Incident	No		No of Pregnant Women	1
				No of Physically Challenged Employee	
8	**Observations (including highlight the positives of the drill)**				
A total of 273 individuals, including employees, pregnant women, vendors, security personnel, housekeeping staff, and maintenance engineers, were safely evacuated within 2 minutes. All occupants assembled at the designated Safe Assembly Area outside the building, demonstrating a strong understanding of emergency evacuation procedures. Evacuees followed the prescribed safety instructions by using stairways and refraining from using elevators during the evacuation.					
9	**Recommendations**				

Time Alarm Activated	15:30		Observer	Suresh & Bheema
Time taken for evacuation	2mins		Employee ID	12588 & 12755
Please rate the overall effectiveness of the drill:	Time of Evacuation	Good	Report Prepared By	Suresh & Bheema
	Effectiveness	Good	Employee ID	12588 & 12755
	Communcation during Drill	Good	Date:	27-Jun-2025

CREATIVE– Internal
Department: Workforce Enablement

Creative Synergies Consulting India Private Limited
Delivering Digital Innovation

Page 1







Gross Emissions

The Total Emissions For CREATIVE In The Reporting Period Of Apr'2025 – Mar'2026 Are: 499,432.57 kg Co_2e

Net Recycling Impact – *(796.07)* kg Co_2e

Sl. No	Scope	Emission Source	UOM	Quantity	Emission Factor	Total Emissions *(kg CO_2e)*
1	Scope 1 Direct Emissions	Generator *(Diesel)* – 725 KVA	Liters Of Diesel	6343	2.68 kg CO_2e / L	16,998
2	Scope 2 Emissions *(Indirect Emissions From Purchased Electricity)*	Purchased Electricity Consumption *(GRID And Wheeled)*	kWh	535319	0.71 kg CO_2e / kWh	380,076
3	Scope 3 Emissions *(Indirect Emissions)*	Business Travel International Air Travel	Miles	411178	Refer Table 4	69,101.59
4	Scope 3 Emissions *(Indirect Emissions)*	Business Travel Domestic Air Travel	Miles	213691	Refer Table 4	30,783.78
5	Scope 3 Emissions *(Indirect Emissions)*	Waste Generated In Operations *(Food, Plastic And Paper)*	kg Of Waste	1832	Refer Table 5	2,473.2
6	Scope 3 Emissions *(Indirect Emissions)*	Waste Generated In Operations *(E-Waste Recycling)*	kg Of Waste	577	Refer Table 5	*(796.07)*

Gross Emissions

Sl. No	Scope	Emission Source	UOM	Quantity	Emission Factor	Total Emissions *(kg CO_2e)*
1	Scope 3 Emissions *(Indirect Emissions)*	3C. Waste Generated In Operations *(Food)*	kg Of Waste	NIL	-	NIL *(Zero Food Waste)*
2		3D. Waste Generated In Operations *(Plastic)*	kg Of Waste	NIL	-	NIL *(Zero Food Waste)*
3		3D. Waste Generated In Operations *(Paper)*	kg Of Waste	1,832	Refer Table 5	2,473.2
4		3D. Waste Generated In Operations *(E-Waste)*	kg Of Waste	577 kg	Refer Table 11	NA

GHG Emissions Reduction

GHG Emissions Reduction Statement

- CREATIVE Has Adopted A Structured And Measurable Approach To Greenhouse Gas *(GHG)* Emissions Reduction As Part Of Our Environmental, Social And Governance *(ESG)* Strategy
- We Commit To Reducing Our Overall GHG Emissions Footprint By 25 % By Fy 2030 And Achieving Net Zero By Fy 2045 Aligned With Global Climate Goals And Internal Sustainability Targets, Through A 5% Annual Reduction, Using FY 2025–26 As The Base Year

GHG Emissions Reduction Target

- **Energy Consumption Reduction:** Aim To Lower Total Energy Consumption Across All Facilities By 25% By 2030, With An Annual Reduction Target Of 5% Year-On-Year, Including At Least A 5% Yearly Decrease In Energy Derived From Non-Renewable Sources
- **Waste Diversion And Recycling:** Strive To Reduce Total Waste Generation By 20% By 2030, With A Yearly Reduction Goal Of 4%

GHG Emissions Reduction Target

- **Energy Consumption Reduction:** Aim To Lower Total Energy Consumption Across All Facilities By 25% By 2030, With An Annual Reduction Target Of 5% Year-On-Year, Including At Least A 5% Yearly Decrease In Energy Derived From Non-Renewable Sources
- **Waste Diversion And Recycling:** Strive To Reduce Total Waste Generation By 20% By 2030, With A Yearly Reduction Goal Of 4%

Individual Targets By Source

Sl. No	Emission Source	Current Emissions *(kg CO_2e)*	Target *(Reduction)*	*Target Emissions (kg CO_2e)*
1	Generator *(Diesel)* – 725 KVA	16,998	5%	16,148.1
2	Purchased Electricity Consumption *(GRID)*	380,076	5%	36,1072.2
3	Business Travel International Air Travel	69,101.59	5%	65,646.5
4	Business Travel Domestic Air Travel	30,783.78	5%	29,244.5
5	Waste Generated In Operations *(Food, Plastic And Paper)*	2,473.2	4%	2,374.2

Emissions Reduction Calculation

- **Current Total GHG Emissions: 499,432.57 kg CO_2 E**

  Proposed Short-Term Target For Reduction Total Emission *(By 2026-2027):*

- **Reduce Emissions By 5% → 499,432.57** * 0.95

Total GHG Emissions Target *(Short Term – 2026 - 2027)* = 474,485.5 kg CO_2 e

CREATIVE SYNERGIES GROUP
Delivering Digital Innovation

KPI's

Safety Objectives

SI #	Table Of Contents	Key Performance Indicators *(KPI)*	Target	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26
1	Lagging Indicators	Lost Time Injury *(LTI)*	Zero per Month	0	0	0	0	0	0	0	0	0	0	0	0
		Recordable Incident *(First Aid, Property Damage Etc.)*	Maximum 10 Per Month	0	0	0	0	0	0	0	0	0	0	0	0
		Recordable Incident *(Near Misses)*	Maximum 15 Per Month	0	0	0	0	0	0	0	0	0	0	0	0
		Fatalities	Zero per Month	0	0	0	0	0	0	0	0	0	0	0	0
		Safety Walk Audit *(AKR)*	Once in Four Months		1			1			1			1	
		Corrective Actions Closed With In Agreed Timeline	100%		100 %			100 %			100 %			100 %	
2	Lead Indicators	Emergency Rescue Drills	Once in Six Months		NA			1			NA			1	
		HSE Training	Once in Six Months		NA			1			NA			1	

Trainings Imparted

#	Training Detail	Training Type	Internal / External	Start Date	End Date	Nominations Received	Attended	Total Training Hours
1	Root Cause Analysis	Compliance	Internal	9-Apr-25	9-Apr-25	37	37	55.5
2	Business Communication	Communication	External	16-Apr-25	16-Apr-25	32	32	224
3	Cybersecurity	Compliance	Internal	21-Apr-25	21-Apr-25	43	41	41
4	Advanced Presentation Skills	Behaviour	External	23-Apr-25	23-Apr-25	35	29	203
5	Assertive Communication	Communication	Internal	24-Apr-25	24-Apr-25	9	9	63
6	Customer Centricity	Behaviour	Internal	28-Apr-25	28-Apr-25	25	24	24
7	Process Excellence	Compliance	Internal	29-Apr-25	29-Apr-25	47	45	45
8	Japanese Language Training	Communication	Internal	6-May-25	6-May-25	10	10	10
9	Team Building	Behaviour	External	8-May-25	8-May-25	19	19	76
10	QMS	Compliance	Internal	13-May-25	13-May-25	22	19	19
11	Time Management	Behaviour	Internal	21-May-25	21-May-25	30	26	26
12	Execution Excellence	Behaviour	External	22-May-25	22-May-25	31	28	196
13	Business Excellence	Compliance	Internal	26-May-25	26-May-25	24	20	30
14	SOFTWAREDEFINED VEHICLE OVERVIEW	Technical	Internal	29-May-25	29-May-25	35	35	35
15	QMS	Compliance	Internal	6-Jun-25	6-Jun-25	80	77	77
16	Root Cause Analysis	Compliance	Internal	11-Jun-25	11-Jun-25	43	39	39
17	Unlocking Potential	Behaviour	External	25-Jun-25	25-Jun-25	15	11	77
18	Business Excellence	Compliance	Internal	10-Jul-25	10-Jul-25	29	26	39
19	Social Media Training: Empowering Employee Advocacy	General	Internal	16-Jul-25	16-Jul-25	39	35	52.5
20	Cybersecurity	Compliance	Internal	21-Jul-25	21-Jul-25	21	21	21

Trainings Imparted

#	Training Detail	Training Type	Internal / External	Start Date	End Date	Nominations Received	Attended	Total Training Hours
21	Process Excellence: For Project Team Members	Compliance	Internal	23-Jul-25	23-Jul-25	11	11	16.5
22	Attitude The New Altitude	Behaviour	External	24-Jul-25	24-Jul-25	19	18	126
23	Do Not Leave It To Luck	Behaviour	External	31-Jul-25	31-Jul-25	2	2	5
24	Power Of First Impression	Behaviour	Internal	21-Aug-25	21-Aug-25	18	9	9
25	Digital Etiquette- Being Professional In A Digital World *(BTP)*	Behaviour	Internal	25-Aug-25	25-Aug-25	14	8	8
26	Art Of Listening	Communication	Internal	28-Aug-25	28-Aug-25	22	16	16
27	English Communication Orientation	Communication	Internal	1-Sep-25	4-Sep-25	9	9	18
28	Root Cause Analysis	Compliance	Internal	9-Sep-25	9-Sep-25	11	11	16.5
29	9th Edition Empowerment Summit And GIWL Awards 2025	Conference	External	17-Sep-25	17-Sep-25	4	4	28
30	Presentation Skill By Marketing	Communication	Internal	18-Sep-25	18-Sep-25	23	22	22
31	Mindfulness And Leadership *(B'lore)*	Leadership	External	19-Sep-25	19-Sep-25	30	26	208
32	Process Excellence For Team Members	Compliance	Internal	23-Sep-25	23-Sep-25	9	8	12
33	World At Work - Total Rewards'25 Conference	Conference	External	23-Sep-25	24-Sep-25	2	2	32
34	Positive Attitude At Work "Positivity Fuels Productivity"	Behaviour	Internal	25-Sep-25	25-Sep-25	15	11	22
35	The Unspoken Realities Of Leading Workforce Redesigning	Conference	External	25-Sep-25	25-Sep-25	2	2	5
36	Meeting Mastery: Professionalism In Action	Behaviour	Internal	30-Sep-25	30-Sep-25	15	14	28
37	LeadHERship: From Strength To Influence	Behaviour	External	8-Oct-25	8-Oct-25	21	17	119
38	Power Of First Impression_GGA	Behaviour	Internal	10-Oct-25	10-Oct-25	7	5	10
39	Digital Etiquette- Being Professional In A Digital World_GGA	Behaviour	Internal	10-Oct-25	10-Oct-25	12	7	14
40	*(E3D)* Modeling Basic Level Training For Civil And Structural Team	Technical	Internal	10-Oct-25	6-Jan-26	10	10	154

Trainings Imparted

#	Training Detail	Training Type	Internal / External	Start Date	End Date	Nominations Received	Attended	Total Training Hours
41	*(E3D)* Modeling Basic Level Training For Civil And Structural Team	Technical	Internal	10-Oct-25	27-Mar-26	8	8	36
42	Sustainment Session - Mindfulness And Leadership *(Bangalore)*	Sustainment Session	Internal	15-Oct-25	15-Oct-25	26	26	52
43	QMS	Compliance	Internal	22-Oct-25	22-Oct-25	4	4	4
44	Emotional Intelligence At Work	Behaviour	Internal	23-Oct-25	23-Oct-25	12	11	15.95
45	Cybersecurity	Compliance	Internal	28-Oct-25	28-Oct-25	16	13	13
46	Conflict Management And Resolution	Behaviour	Internal	29-Oct-25	29-Oct-25	14	11	22
47	NHRD: The ROI Of Empathy	Behaviour	External	30-Oct-25	30-Oct-25	3	3	7.5
48	Advance MS Excel Training	General	External	30-Oct-25	30-Oct-25	35	31	248
49	POSH_LMS *(POSH Refresher Training)*	Compliance	Internal	3-Nov-25	23-Dec-25	1183	1183	591.5
50	Mindfulness And Leadership Training *(Pune Location)*	Leadership	External	14-Nov-25	14-Nov-25	33	31	248
51	Social Media Training	General	Internal	18-Nov-25	18-Nov-25	27	25	25
52	POSH ICC Member Meeting With External	Compliance	External	18-Nov-25	18-Nov-25	12	12	12
53	The Power Of Emotional Intelligence *(GGA Facility)*	Behaviour	Internal	19-Nov-25	19-Nov-25	16	14	28
54	Turning Conflicts Into Opportunities For Growth *(GGA Facility)*	Behaviour	Internal	19-Nov-25	19-Nov-25	14	12	24
55	Building Confidence At Work	Behaviour	Internal	24-Nov-25	24-Nov-25	25	23	46
56	Be The Master Of Your Minutes	Behaviour	Internal	24-Nov-25	24-Nov-25	30	28	56
57	Mastering The Art Of Business Communication	Communication	External	27-Nov-25	27-Nov-25	39	24	192
58	NHRD	Conference	External	27-Nov-25	27-Nov-25	3	3	6
59	NHRD *(Decoding Of Labour Codes)* Workshop	Conference	External	29-Nov-25	29-Nov-25	2	2	15
60	MDP *(Managerial Development Program)* By Dale Carnegie	Behaviour	External	4-Dec-25	6-Dec-25	26	23	552

Trainings Imparted

#	Training Detail	Training Type	Internal / External	Start Date	End Date	Nominations Received	Attended	Total Training Hours
61	Confidence That Builds Careers	Behaviour	Internal	9-Dec-25	9-Dec-25	24	21	42
62	Make Every Minute Count	Behaviour	Internal	9-Dec-25	9-Dec-25	19	16	32
63	Emotional Intelligence And Psychological Safety	Behaviour	External	11-Dec-25	11-Dec-25	31	27	216
64	Sustainment Session_Mindfulness And Leadership *(Pune)*	Sustainment Session	Internal	14-Dec-25	17-Dec-25	31	23	138
65	Negotiate With Confidence, Lead With Influence	Behaviour	Internal	16-Dec-25	16-Dec-25	36	34	68
66	Sustainment Session_Mastering The Art Of Business Communication	Sustainment Session	Internal	16-Dec-25	18-Dec-25	24	19	76
67	Autosar	Technical	External	19-Dec-25	23-Dec-25	16	15	600
68	Sustainment Session_Emotional Intelligence And Psychological Safety	Sustainment Session	Internal	23-Dec-25	26-Dec-25	27	24	144
69	AUTOSAR Refresher 2	Technical	External	6-Jan-26	6-Jan-26	18	16	176
70	Sustainment Session_MDP	Sustainment Session	Internal	6-Jan-26	8-Jan-26	23	23	138
71	*(E3D)* Modeling Basic Level Training For Electrical And Instrumentation	Technical	Internal	6-Jan-26	28-Jan-26	10	7	65
72	POSH_LMS *(January 2026)*	Compliance	Internal	7-Jan-26	22-Jan-26	33	33	16.5
73	Udemy Admin Training	General	External	9-Jan-26	9-Jan-26	NA	87	87
74	*(E3D)* Modeling Basic Level Training For Piping And Mechanical Team	Technical	Internal	12-Jan-26	29-Jan-26	10	10	51
75	*(E3D)* Modeling Basic Level Training For Electrical And Instrumentation	Technical	Internal	12-Jan-26	27-Mar-26	3	3	39
76	Safety Compliance	Compliance	External	13-Jan-26	13-Jan-26	NA	233	174.75
77	AUTOSAR Refresher 1	Technical	External	20-Jan-26	20-Jan-26	11	11	11
78	Decision Making And Analytical Thinking	Behaviour	External	22-Jan-26	22-Jan-26	32	29	232
79	Business Communication Fundamentals *(Basic)*	Communication	Internal	27-Jan-26	27-Jan-26	25	24	96
80	Turning Conversations Into Win–Win Outcomes	Behaviour	Internal	28-Jan-26	28-Jan-26	15	13	26

Trainings Imparted

#	Training Detail	Training Type	Internal / External	Start Date	End Date	Nominations Received	Attended	Total Training Hours
81	Effective Workplace Communication *(Intermediate)*	Communication	Internal	29-Jan-26	29-Jan-26	42	40	160
82	MDP-Action Learning Project	Behaviour	Internal	2-Feb-26	2-Feb-26	23	20	30
83	Effective Communication At Work-1	Communication	Internal	5-Feb-26	5-Feb-26	17	16	40
84	POSH_LMS *(February 2026)*	Compliance	Internal	9-Feb-26	23-Feb-26	39	39	19.5
85	Sustainment Session_Decision Making And Analytical Thinking	Sustainment Session	Internal	9-Feb-26	27-Feb-26	29	29	203
86	Instrumentation Detail Engineering	Technical	Internal	12-Feb-26	25-Mar-26	5	5	810
87	Effective Communication At Work-2	Communication	Internal	12-Feb-26	12-Feb-26	16	11	27.5
88	AUTOSAR *(Internal)*	Technical	Internal	17-Feb-26	17-Feb-26	11	11	11
89	Executive Excellence And Team Collaboration	Behaviour	External	19-Feb-26	19-Feb-26	24	20	160
90	Mastering Time And Priority Management	Behaviour	Internal	26-Feb-26	26-Feb-26	93	86	176
91	HR Tech Summit	Conference	External	27-Feb-26	27-Feb-26	2	2	17
92	POSH ICC Member Meeting With External	Compliance	External	2-Mar-26	2-Mar-26	12	10	7.5
93	Women's Day - NHRD Panelists	General	External	3-Mar-26	3-Mar-26	45	45	45
94	Instrumentation Detail Engineering	Technical	Internal	3-Mar-26	25-Mar-26	5	5	170
95	Sustainment Session_Executive Excellence And Team Collaboration	Sustainment Session	Internal	4-Mar-26	18-Mar-26	20	20	60
96	POSH_LMS *(March 2026)*	Compliance	Internal	4-Mar-26	19-Mar-26	20	20	10
97	MDP-Action Learning Project	Sustainment Session	External	6-Mar-26	18-Mar-26	23	21	84
98	NHRD HR Tech	Compliance	External	13-Mar-26	13-Mar-26	3	3	17
99	Giving Constructive Feedback – Batch 1	Behaviour	Internal	16-Mar-26	16-Mar-26	27	17	17
100	Giving Constructive Feedback – Batch 2	Behaviour	Internal	16-Mar-26	16-Mar-26	34	25	25

Trainings Imparted

#	Training Detail	Training Type	Internal / External	Start Date	End Date	Nominations Received	Attended	Total Training Hours
101	Giving Constructive Feedback – Batch 3	Behaviour	Internal	17-Mar-26	17-Mar-26	24	23	23
102	Giving Constructive Feedback – Batch 4 & 5	Behaviour	Internal	17-Mar-26	17-Mar-26	29	23	46
103	From Campus To Career I,II,III	Behaviour	Internal	24-Mar-26	24-Mar-26	23	23	138
104	Communication That Builds Impact *(GGA)*	Communication	Internal	24-Mar-26	24-Mar-26	21	17	42.5
105	Saftey Mock Drill	Compliance	External	26-Mar-26	26-Mar-26	195	195	97.5
106	ERT Training	Compliance	External	26-Mar-26	26-Mar-26	15	15	127.5
107	Sustainment Session_Advance MS Excel	Sustainment Session	Internal	13-Nov-26	13-Nov-26	31	25	75
				14-Nov-26	14-Nov-26			
				21-Nov-26	21-Nov-26			

Anti-Bribery, Anti-Corruption, AI Usage And Women Centric Awareness

Business Units	Completed	
	No. Of Employee	% Of. Employee
Business Development	23	100%
Corporate	1	25%
Digital Discrete Manufacturing Engineering	389	99%
Digital Plant And Process Engineering	179	100%
Digital Product Engineering *(ACE)*	61	100%
Digital Product Engineering *(CAE)*	6	100%
Digital Product Engineering *(H&I)*	65	100%
Digital Technologies	52	100%
Finance And Accounts	9	100%
Human Resources	18	100%
In-client Services	184	77%
Infrastructure Management Group	19	100%
Inside Sales	4	80%
Intelligent Connected Products	12	100%
Intelligent Connected Products Non Automotive	16	100%
Market Research And Sales Enablement	11	100%
Marketing	7	100%
Quality Assurance And Business Excellence	6	100%
Talent Acquisition	33	100%
Work Force Enablement	9	100%
Grand Total	**1104**	**95%**

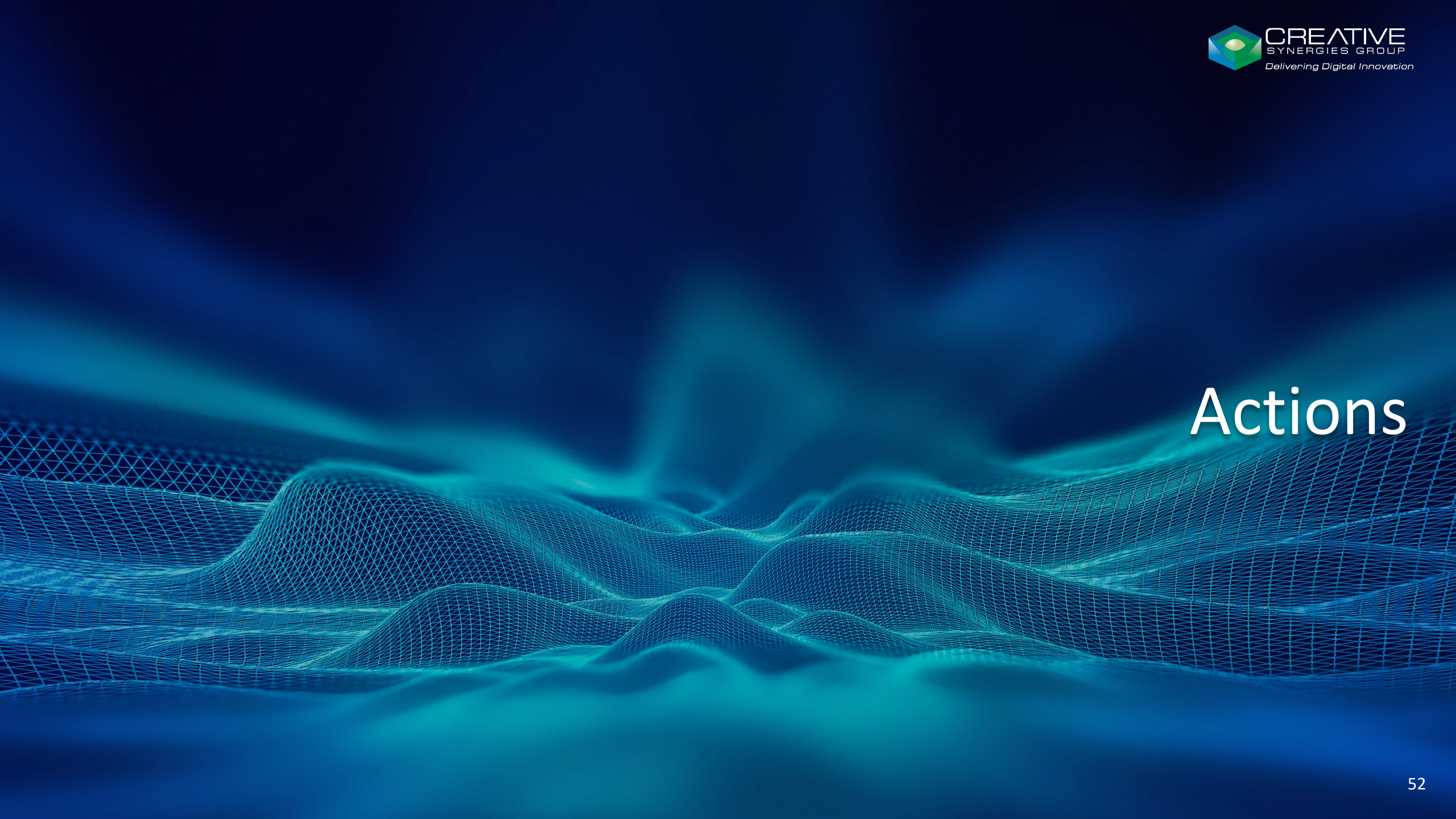
AI Usage Awareness

Business Units	Completed	
	No. of Employee	% Of. Employee
Business Development	23	100%
Corporate	2	50%
Digital Discrete Manufacturing Engineering	392	99%
Digital Plant And Process Engineering	180	100%
Digital Product Engineering *(ACE)*	61	100%
Digital Product Engineering *(CAE)*	6	100%
Digital Product Engineering *(H&I)*	65	100%
Digital Technologies	52	100%
Finance And Accounts	9	100%
Human Resources	18	100%
In-Client Services	188	79%
Infrastructure Management Group	19	100%
Inside Sales	4	100%
Intelligent Connected Products	12	100%
Intelligent Connected Products Non Automotive	16	100%
Market Research And Sales Enablement	11	100%
Marketing	7	100%
Quality Assurance and Business Excellence	6	100%
Talent Acquisition	33	100%
Work Force Enablement	9	100%
Grand Total	**1113**	**95%**

Anti-Bribery And Anti-Corruption

- FW Rescheduled Invite Womens Committee Connect
- Invitation POSH ICC Refresher Training Quarterly Connect
- Mental Wellness An Exclusive Session Women
- New Hire Orientation Program
- Q4 POSH ICC Meeting with External Committee Member
- RE Cervical Cancer Awareness And Vaccination Session - Virtual
- Women Health Session PCOD PCOS and Thyroid
- Women's Day Special Voices of Influence

Women Centric Sessions


CREATIVE
SYNERGIES GROUP
Delivering Digital Innovation
Actions

Action Plan To Reduce GHG Emissions

Emission Source	Action	Target Date
Scope 1 – Diesel Generator	• Conduct And Review Preventive Maintenance To Improve Fuel Efficiency • Monitor Diesel Consumption And DG Operating Hours	Q2 2026
Scope 2 – Purchased Electricity *(Grid)*	• Increase Use Of Renewable *(Wheeled)* Electricity • Replace Old Lighting With LED And Use Energy-Efficient Equipment • Optimize HVAC Operation • Conduct Awareness Programs For Energy Conservation	Q4 2026
Scope 3 – International Air Travel	• Prefer Direct Flights Where Practical • Optimize Travel Plans To Combine Multiple Business Activities Into A Single Trip	Ongoing
Scope 3 – Domestic Air Travel	• Reduce Avoidable Domestic Air Travel Through Virtual Meetings • Prefer Rail Or Other Lower-Emission Alternatives Where Feasible • Combine Multiple Business Activities Into A Single Trip	Ongoing
Scope 3 – Waste Generation *(Food, Plastic And Paper)*	• Improve Waste Segregation At Source • Digitize Records And Processes To Reduce Paper Consumption	Q4 2026

Thank You



QuBE And WFE

qube@global-csg.com

www.global-csg.com

The material contained in this document represents proprietary and confidential information pertaining to products, technologies and processes belonging to Creative Synergies Group (CREATIVE). All information in this document must be treated in confidence and not discussed with a third party. The names and trademarks used in this document are sole property of the respective owners and are governed / protected by the relevant trademark and copyright laws. No part of this document may be copied, distributed or displayed to a third party without prior written consent of CREATIVE.

© 2026 Creative Synergies Group. All Rights Reserved.