Resilient and Sustainable Growth

ELCITA

ESG REPORT 2024-25

Electronics City Industrial Township Authority

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ELCITA An update

In this ESG Report, we present our journey of sustainable development, collaborative governance, and resilient urban transformation. Electronics City, a bustling township on the Bengaluru-Hosur highway, has been at the forefront of India's industrial innovation since its inception. Now evolving into a futuristic smart city, it continues to embody the principles of self-governance, collaboration, and environmental stewardship.

With lush tree-lined roads, state-of-the-art infrastructure, and a commitment to inclusivity, Electronics City isn't just an industrial hub—it's a thriving ecosystem where industries, start-ups, and communities unite to shape a sustainable future. This report encapsulates our efforts to balance industrial growth with environmental and social responsibility, in alignment with our objective of Resilient and Sustainable Growth.

Resilient and Sustainable Growth - A Vision for the Future.

About ELCITA (GRI-2-1, 2-6, 2-10)

In May 2013, the Government of Karnataka (GoK) declared Electronics City as a Township Authority and it came to be known as the Electronics City Township Authority, under the Karnataka Municipalities Act, 1964. Consequently, the Electronics City Industrial Township Authority (ELCITA) became the first industrial township in the state of Karnataka with autonomy for self-governance.

1992 ➤➤➤ **2013**

A Legacy of Leadership and Innovation: ELCIA's Journey

Electronics City was established in 1978 by the Karnataka State Electronics Development Corporation Limited (KEONICS) with a bold vision - to transform Bengaluru into the Silicon Valley of India. Over the decades, this vision has been realized and expanded through the collaborative efforts of the Electronics City Industries Association (ELCIA), founded in 1992, and the Government of Karnataka. For over 20 years, ELCIA played a pivotal role in shaping and managing the estate, focusing on vital areas such as infrastructure, utility services, and community well-being.

Electronics City provides municipal services and other services to more than 350 establishments located within the township.

Key tenants include:

- Infosys Limited
- Wipro Limited
- Tech Mahindra
- Hewlett Packard
- Tata Consultancy Services
- Siemens Technology and Services Private Limited

Transformative Milestone: The Birth of ELCITA

Electronics City: Shaping the Future of Industrial Township

ELCITA is home to pioneers, including global giants, alongside a dynamic mix of small, medium, and large industries, research organizations, educational institutions, hotels, and commercial entities. These entities contribute to Electronics City's reputation as a global center of excellence and its significant impact on India's economic and technological landscape.

ELCITA's Operations Overview

Spanning across an area that includes state-of-the-art facilities, ELCITA manages operations designed to support the township's Industrial growth and environmental goals. The facilities under ELCITA's purview include the central administrative office, a highly efficient operations center, three sustainability parks designed for waste management and material recovery, and several Sewage Treatment Plants of various capacities, ensuring effective water recycling, apart from roads and other common public areas.

Sustainability Park 1, covering 1.26 acres, houses our dry waste material recovery center and a 1.6 MLD STP. Sustainability Parks 2 and 3 focus on organic waste management. Collectively, these facilities are helping ELCITA in its goals to become a 'zero waste to landfill' and 'water positive' entity.

In 2013, a transformative shift occurred with the formation of the Electronics City Industrial Township Authority (ELCITA). This was a groundbreaking milestone as Electronics City became the first industrial township in the state, governed by its members including representatives from various industries and businesses located within the township. With the creation of ELCITA, governance transitioned to a dedicated authority, granting it expanded powers and statutory responsibilities, enabling more effective management and the fostering of sustainable growth in the township.

Today, ELCITA is at the forefront of maintaining world-class infrastructure, championing sustainability, and driving innovation, ensuring Electronics City remains a global leader in industrial excellence and sustainable development.

The initial management committee of ELCITA, as nominated by the Government of Karnataka (GoK), comprised five members from companies in Electronics City. This included two representatives from large enterprises with over 1000 employees and three members from small and medium-sized companies. Additionally, the government nominated three members, one each from Town Planning, Urban Development, and the Department of Industries and Commerce, along with a President of one of the neighboring panchayats. Also, ELCIA's current president was co-opted as an invited member. Subsequently, the elections for the 5-member industry representatives were held in 2017, 2020, and 2023. The 5-member team would then elect one among themselves as the Chairman of ELCITA.

Building on ELCIA's legacy of the strong foundation they established for Electronics City, ELCITA nurtured the vision of transforming Electronics City into a model industrial township, one which would be exemplary not just within the country but also benchmarked to global industrial townships. Their working philosophy is rooted in the principles of collaboration and inclusion. They created a comprehensive process covering all township functions, placing the utmost priority on conducting all activities transparently.

Scope of Services Provided by ELCITA

ELCITA was formed to administer Electronics City Industrial Township Area with the powers of a municipality. Its core functionality is to collect taxes and statutory payments to meet its objectives in its area of operation of estate management. Its mandates include maintenance of the estate, including civic amenities, sustainability, safety and traffic management, and town planning activities including granting of building licenses, issues of Khata and trade licenses.

The departments concerning ELCITA's operations are:

Estate Management: The estate management team monitors maintenance of roads and maintenance of the township's infrastructure and services and housekeeping services.

Infrastructure: ELCITA has been steadily working towards the betterment of Infrastructure within Electronics City. This team is involved in construction activities to build footpaths and railings, sustainability parks, bus stops, fresh and wastewater management facilities, and foot-overbridges for pedestrian safety.

Traffic: ELCITA's Traffic wardens work with the traffic police to control traffic within Electronics City. ELCITA operates its own shuttle bus services on weekdays within Electronics City and from Electronics City to the Silk Institute Metro Station and back. The toll plaza has been upgraded by ELCITA for better commuter experience. ELCITA is now providing support to BMRCL for the introduction of the yellow line Metro Service to Electronics City.

Sustainability: ELCITA manages sustainability within Electronics City. ELCITA's Sustainability initiatives have won many awards and accolades for its many activities that include 'zero waste to landfill' and for its green building and green city initiatives. A comprehensive waste management process, which includes segregation, composting, and promoting reusable alternatives to single-use plastics, is in place. ELCITA prioritizes water conservation through treated water usage and rainwater harvesting, alongside proactive measures to monitor and improve air quality. The sustainability team is also responsible for managing biodiversity and water services.

Smart City: ELCITA has made progress transitioning into a state-of-the-art Smart City. ELCITA's Smart city dashboard showcases the details of Solid waste and water management, smart lighting, surveillance cameras with video analytics, e-governance, and many other features.

Security: As security of our citizens is of the highest priority, ELCITA has established a four-layered Security System comprising of Industries' security forces, the ELCITA security team, CISF forces, and the state police authorities. To safeguard the township from emerging aerial threats, the township has been notified as a "No Drone Zone" and CISF has been empowered to deal with aerial threats. More than 450 CCTV cameras have been installed across the township and are being monitored on a 24/7 basis through its CCTV Command Center.
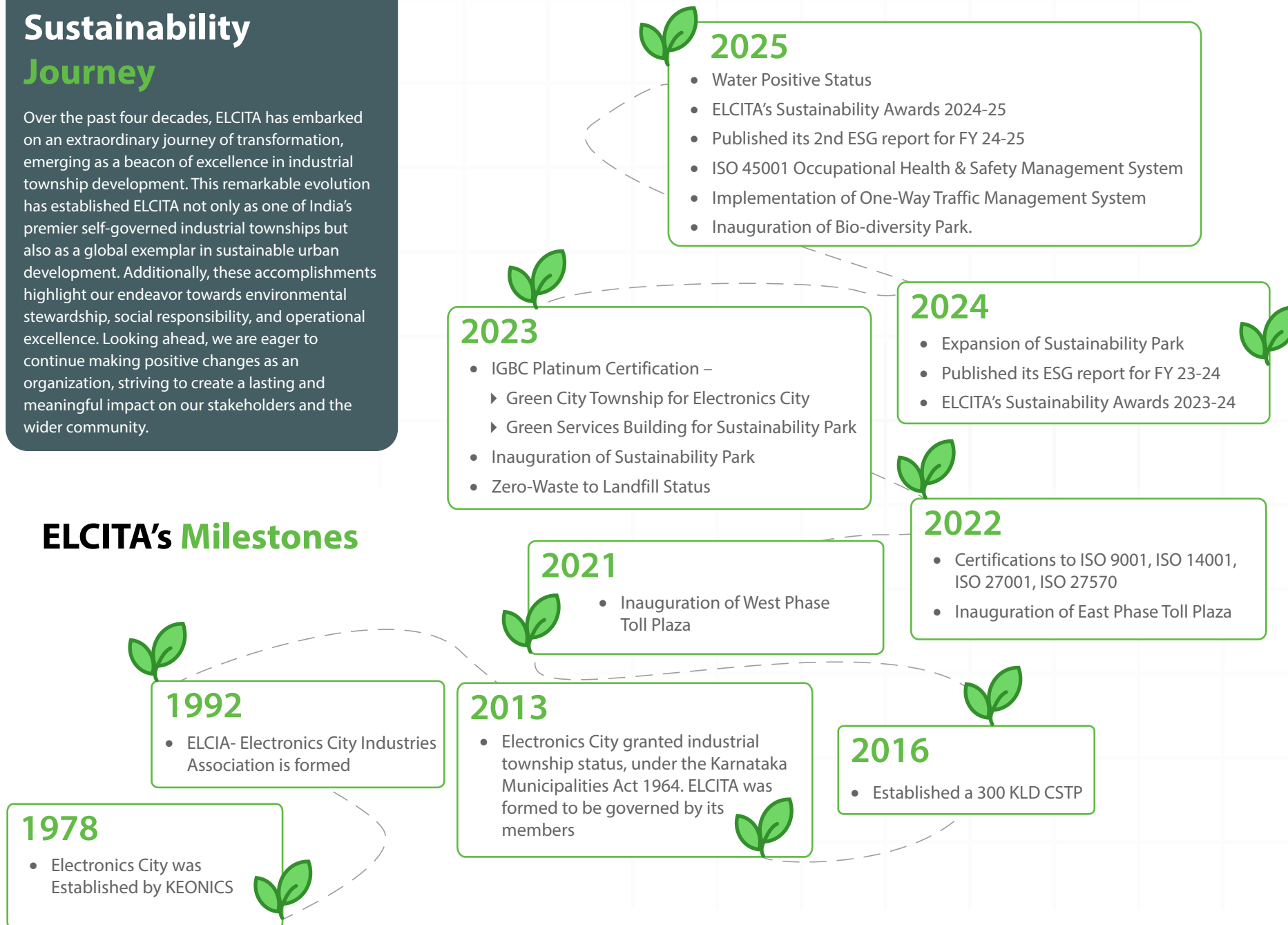
Town Planning: ELCITA has a dedicated town planning department that looks into all aspects of town planning. It is responsible for the issuance of building licenses, occupancy certificates, trade licenses, E-Khatha, etc.

Sustainability Journey

Over the past four decades, ELCITA has embarked on an extraordinary journey of transformation, emerging as a beacon of excellence in industrial township development. This remarkable evolution has established ELCITA not only as one of India's premier self-governed industrial townships but also as a global exemplar in sustainable urban development. Additionally, these accomplishments highlight our endeavor towards environmental stewardship, social responsibility, and operational excellence. Looking ahead, we are eager to continue making positive changes as an organization, striving to create a lasting and meaningful impact on our stakeholders and the wider community.

ELCITA's Milestones

2025
- Water Positive Status
- ELCITA's Sustainability Awards 2024-25
- Published its 2nd ESG report for FY 24-25
- ISO 45001 Occupational Health & Safety Management System
- Implementation of One-Way Traffic Management System
- Inauguration of Bio-diversity Park.

2024
- Expansion of Sustainability Park
- Published its ESG report for FY 23-24
- ELCITA's Sustainability Awards 2023-24

2023
- IGBC Platinum Certification –
  - ▶ Green City Township for Electronics City
  - ▶ Green Services Building for Sustainability Park
- Inauguration of Sustainability Park
- Zero-Waste to Landfill Status

2022
- Certifications to ISO 9001, ISO 14001, ISO 27001, ISO 27570
- Inauguration of East Phase Toll Plaza

2021
- Inauguration of West Phase Toll Plaza

2016
- Established a 300 KLD CSTP

2013
- Electronics City granted industrial township status, under the Karnataka Municipalities Act 1964. ELCITA was formed to be governed by its members

1992
- ELCIA- Electronics City Industries Association is formed

1978
- Electronics City was Established by KEONICS

Foreword
The Management Committee of ELCITA

Over the past decade, ELCITA has upheld a high standard in township governance, delivering quality infrastructure and responsive civic services to the vibrant ecosystem of industries in Electronics City. Our efforts have been guided by a deep commitment to sustainability, innovation, and stakeholder collaboration.

Looking ahead, the Management Committee is committed to building upon this legacy and positioning Electronics City as a model for green, inclusive, and future-ready industrial development. Our key priorities include:

- Achieving Net-zero for the township by 2050
- Becoming a water positive community through circular water systems and reuse
- Accelerating the adoption of renewable energy across member organizations
- Improving air quality through clean mobility and green cover enhancement
- Investing in social impact projects, especially in upgrading infrastructure in government schools in surrounding areas
- Upgrading internal and surrounding road networks for better accessibility
- Planning seamless last-mile connectivity to the upcoming Yellow Line metro
- Enabling high-speed, competitively priced internet bandwidth for MSMEs

We also recognize the importance of operational autonomy in fulfilling our mission. Since its inception, ELCITA has demonstrated that a self-managed township authority, steered by professional governance and industry participation, can deliver outcomes that match or exceed public expectations.

We thank the Government of Karnataka for the unstinted support they have provided to us over the years and respectfully urge them to continue supporting ELCITA's current institutional framework without disruption. With continued autonomy, we are confident that Electronics City can become a national benchmark for sustainable, industrial urbanization.

The Management Committee

Electronics City Industrial Township Authority (ELCITA)

ELCITA's Second ESG Report (GRI 2-2, 2-3, 2-4, 2-5)

Purpose and Scope

We are pleased to share ELCITA's second ESG report. This report focuses on our ESG goals, actions, and performance, aligned with the theme **"Resilient and Sustainable Growth."** This theme centers on building resilience against environmental and social challenges while promoting sustainable growth and supporting ELCITA's long-term vision for sustainable urban development.

Through this report, we aim to demonstrate our commitment to transparency on material topics most relevant to our stakeholders. The content is focused on the material aspects identified through our intensive stakeholder exercise. Additionally, we have included other appropriate disclosures to enhance understanding of our sustainability initiatives and performance transparently for our stakeholders.

Reporting Period

This ESG report covers relevant quantitative and qualitative ESG data for ELCITA's activities and operations from **1st April 2024 to 31st March 2025.** It also includes information on our planned future activities and programs that we plan to undertake.

Reporting Boundary

ELCITA published its first ESG Report in FY23-24 and will continue to do so annually. The boundary of this report is limited to ELCITA's operations, and this report does not include any kind of information that pertains to any of its member entities, however, aspirational initiatives/targets for member companies are separately suggested.

Reporting Framework

This report aligns with the United Nations Sustainable Development Goals (UN-SDGs) and is prepared in reference to the Global Reporting Initiative (GRI) Standards 2021. The GRI content Index has been presented at the end of the report and can be found on page 76.

The report provides a comprehensive overview of our sustainability initiatives and programs implemented throughout the year, highlighting the progress we have made towards our targets.

Independent Audit and Assurance

The financial data included in the Report is excerpted from the Company's Report & Accounts for FY 2024-25, audited by independent External Auditors, M/s. JAA Associates.

In the reporting year, the authenticity of the data and systems disclosed in the Sustainability Report has been assured by TUV Rhineland, an independent third-party assurance provider. Their Assurance Statement forms part of this Report and can be accessed on page 78.

Restatement of information

This report incorporates restated and corrected data for FY23-24 to ensure transparency and alignment with ELCITA's commitment to accurate reporting. Notably, the data related to our net-zero ambitions and associated metrics has been revised. The corrected figures and updates can be found in the relevant sections of this report.

In line with our commitment to continuous improvement, this report also includes forward-looking statements that reflect ELCITA's long-term vision for sustainable urban development. These statements are based on reasonable assumptions and historical performance; however, they are inherently subject to uncertainties due to the evolving nature of external factors, including regulatory, environmental, and economic changes. Readers are encouraged to view these statements with caution, recognizing that the underlying assumptions may change over time.

By transparently addressing these updates, ELCITA reinforces its dedication to enhancing the quality and reliability of ESG disclosures.

In case of any queries, clarifications, or suggestions related to the ESG report,
please contact: esg.manager@elcita.in

To learn more, visit ELCITA's website: www.elcita.in

A Message From the
Chairman
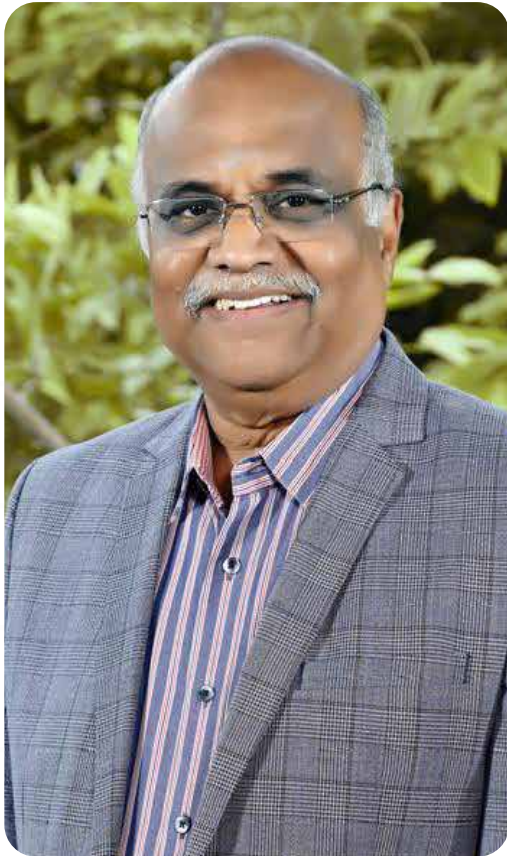
It gives me great pleasure to present ELCITA's second Sustainability Report—a reflection of our continued commitment to creating a responsible, future-ready industrial township.

Electronics City stands as a unique governance model, powered by industry and steered by collective purpose. At ELCITA, we recognize that sustainability is not just a responsibility, but a strategic imperative. In a time when the world is transitioning toward greener economies and smarter cities, our role as custodians of one of India's largest technology clusters demands that we lead by example.

Since the publication of our first report, we have made tangible progress. From achieving Zero Waste to Landfill to piloting intelligent traffic systems and expanding our renewable energy footprint, each milestone represents more than a project—it represents a shift in mindset. A mindset that prioritizes circularity, inclusivity, and resilience.

This journey has been powered by the collaborative efforts of our member industries, service partners, and the ELCITA team. I am particularly proud of how we have embraced digital tools for transparency, broadened stakeholder engagement, and strengthened our governance mechanisms in alignment with global standards such as the GRI.

But the road ahead is more critical than ever. As climate change, rapid urbanization, and resource constraints converge, we must think beyond compliance. We must reimagine industrial townships as regenerative ecosystems—where innovation meets environmental stewardship, and growth coexists with equity.

At ELCITA, we are laying the foundation for such a future. Our roadmap includes scaling up renewable energy integration, investing in sustainable mobility, enhancing water circularity, and fostering biodiversity within our urban footprint.

This report is not just a reflection—it is a reaffirmation. A reaffirmation of our belief that sustainability is a shared responsibility and a collective opportunity. I invite all stakeholders—industries, innovators, and citizens—to join us in shaping a smarter, greener Electronics City.

Let us walk this path together—with courage, clarity, and commitment.

Dr. V. Veerappan
Chairman, ELCITA

TDO's Report
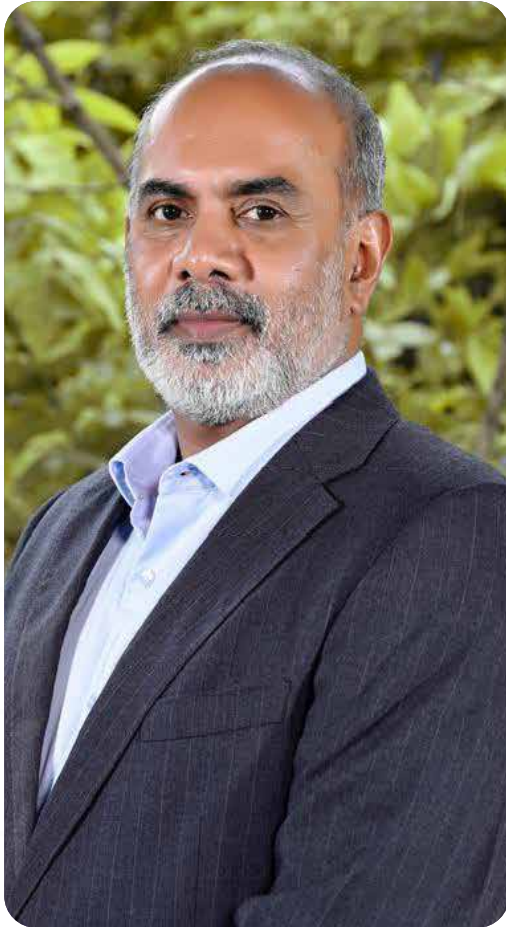
We are proud to present this, our second ESG Report, which details ELCITA's sterling performance in township governance. At the heart of all our efforts is a singular focus: to provide high-quality urban services that enable our member organisations to thrive while ensuring that growth is inclusive, resilient, and environmentally responsible.

Over the past year, we have continued to deliver reliable and responsive services to our member companies, maintaining the standards that have made Electronics City a preferred destination for innovation and enterprise. We implemented a one-way traffic management plan that has significantly eased congestion within the township, improving commute times and road safety.

In a major step towards digital infrastructure readiness, we commenced laying OFC ducts across the township to future-proof bandwidth requirements and support the growing digital economy. Our physical infrastructure too is expanding in line with the township's evolving needs—new facilities and civic assets are being developed to ensure operational efficiency and long-term sustainability.

A significant milestone this year was achieving Water Positive status—a testament to our integrated water management practices and commitment to long-term water security. We are also taking bold steps in our vision to recharge groundwater through the planned installation of 100 rainwater harvesting wells.

Ecological restoration and environmental resilience remain high on our agenda. We are creating biodiversity parks that will not only enhance the township's green footprint but also serve as lungs for the city. In parallel, we continue to improve road infrastructure and upgrade key traffic junctions to support safer and smoother mobility.

Our collaboration with BMRCL for the upcoming Yellow Line Metro is expected to be a game changer for regional connectivity, reducing dependence on private transport and lowering the township's carbon footprint. Meanwhile, a Centre of Excellence (CoE) for Sustainable Development is currently in the works, which will help institutionalize innovation, share best practices, and drive transformative projects.

On the Social front, we have taken up a project to improve road infrastructure in and around Electronics City. The fruit Market Road for 1KM was taken up recently. We repaired the stormwater drains, rebuilt most of the foot path, improved streetlights and re-asphalted the entire stretch. A few other village roads are on the anvil for improvement.

Based on requests received from the local Panchayat Authorities, we have taken up a School Upliftment Program to improve the physical infrastructure in neighbouring village Government Schools. 12 Government Schools have been identified for this purpose. ELCITA will focus on critical areas including drinking water, electrical systems, washrooms and sanitary systems, civil repairs and painting of interiors and exteriors.

Looking ahead, we have several new initiatives in the pipeline, all geared towards building a more inclusive, responsive, and sustainable urban ecosystem. Whether it is through infrastructure enhancement, mobility solutions, or environmental stewardship, ELCITA remains steadfast in its mission to make Electronics City a model for next-generation industrial townships.

We are grateful for the continued support of our stakeholders and member organizations. Together, we will keep pushing the boundaries of what's possible, creating a township that not only supports business excellence but also nurtures ecological and community well-being.

Charles Henry Hawkes
Township Development Officer, ELCITA

A Message From the
Sustainability Committee

At ELCITA, sustainability is not a standalone goal—it is embedded in every aspect of our planning, infrastructure, and service delivery. As the Chairperson of the Sustainability Expert Committee, I am proud to acknowledge the pivotal role our committee has played in shaping and guiding ELCITA's sustainability vision.

This year, our efforts were focused on deepening materiality assessments, refining long-term objectives, and supporting new initiatives like the ELCITA Sustainability Awards Program, which has successfully spotlighted the ESG achievements of our member organisations.

The committee's discussions have been thoughtful, data-informed, and action-oriented. We reviewed and validated the township's material sustainability topics, advised on measurable ESG goals, and contributed to the development of this very report. What makes our work meaningful is the shared commitment of each committee member to sustainability, not only as a professional discipline but as a moral imperative.

As **Subash H V,** *Committee Member* aptly put it, "Sustainability is a journey that demands both intention and rigour. ELCITA's approach—grounded in data and driven by outcomes—is what sets it apart."

Vijayalakshmi S, *Committee Member* highlighted the need for integrated thinking: "When we talk about net-zero, water positivity or clean mobility, we are talking about transforming systems. ELCITA is demonstrating that such transformation is possible at a township scale."

V**aidyanathan A,** *Committee Member* reminded us of the broader impact of our work: "Our goals are not just environmental. They are about improving the quality of life—clean air, green cover, safe roads—for every person who enters this township each day."

And as **Soumya Venkatesh,** *Committee Member* emphasized, "One of ELCITA's greatest strengths lies in its openness to learn, adapt, and collaborate — a spirit that is vital for building resilient communities and fostering a truly sustainable industrial ecosystem."

Together, we are proud to support ELCITA's mission to become carbon neutral by 2030, water positive, and a model for integrated sustainability in urban-industrial townships. We remain committed to working closely with the ELCITA management, stakeholders, and partners to help achieve these ambitious goals.

Aruna C Newton
Chairperson, Sustainability Expert Committee

Sustainability Highlights
FY 2024-25

Guided by our purpose, we are proud to highlight our accomplishments for FY2024- 25 on our ESG performance, specifically within our key focus areas,

which include reducing our environmental and carbon footprint, championing climate action, supporting local communities, and upholding our commitment to corporate governance, among others.

296.48 MT CO2e
Scope 1 Emissions

720.50 MT CO2e
Scope 2 Emissions (Location-based), reflecting a 42% year-on-year reduction

39% share of Renewable electricity in total electricity used by ELCITA

196,046 KL
Freshwater supplied to member companies and ELCITA operations

100% of employees and contractors are trained in safety practices

0 major incidents (leading to significant fines or adverse media coverage)

334 KV Total solar power capacity

52.38 MTCO2e
Scope 2 Market-based emissions

335, 511 kWh Renewable energy generated through solar power

87.76% of purchases from local suppliers

Increased natural carbon sink capacity by 64%, from 178.62 kg CO_2e in 2014 to 344.4 kg CO_2e in 2024

Recordable work-related injury rate: **0.497 for contractors and 0 for employees**

₹8.59 crore was spent on environmental protection, reflecting a 5.4% year-on-year increase

93% of Scope 2 market-based emissions were offset through the purchase of Renewable Energy Certificates

303,088 kWh of renewable electricity was sourced via a Green Tariff

160 hours of formal training were provided to permanent & contractual staff

22% of women in the overall workforce

276,005 KL Wastewater is treated in our centralized STPs

919 Renewable Energy Certificates purchased to offset scope 2 emissions

33% reduction in scope 1 and scope 2 (location based) emissions from the previous reporting period

Water Positive Status achieved (126.5% water recycled vs. water withdrawal from BWSSB and borewells)

Certified for Zero waste to landfill with 99.8% waste diverted from landfill

100% of complaints resolved through **Tic Track app**

Over **8000 saplings** Planted in the Bio-diversity Park

Awards and **Recognition**

Electronics City was certified as an **IGBC Green City Platinum** by the **Indian Green Building Council**. ELCITA is also certified for **Zero Waste to Landfill** with a 99.8% waste diversion rate and as a **Water Positive** Entity with 126.5% water surplus for the year 2024-25, by **TUV Rheinland,** Bengaluru.

ELCITA remains steadfast in its commitment to ESG principles, earning accolades across various domains for its exemplary practices. Our dedication to sustainability is evident in our efforts to minimize environmental impact through innovative projects and our commitment to sustainable urban development.

ISO 9001:2015
Quality Management System

ISO 14001:2015
Environmental Management System

ISO 27570:2021
Privacy Guidelines for Smart Cities

ISO 27001:2022
Information Security Management System

ISO 45001:2018
Occupational, Health and Safety Management System

Certified for
Zero Waste to Landfill

Certified for
Water Positive

ELCITA Awarded Karnataka's Top Enviromnental Honor!

State Environmental Protection Award 2025-26

Recognition from the Karnataka Forest Department on World Leopard Day

Our Stakeholders

We recognize the importance of engaging in an active dialogue with our internal and external stakeholders. Through stakeholder engagement exercises, we can capture their concerns, requirements, and expectations. We have categorized our stakeholders into various groups and have gathered their feedback and key discussion points that were raised.

A robust process of engagement with stakeholders helps in identifying their key expectations and concerns, reviewing ELCITA's existing strategies, and enhancing shared value. ELCITA interacts with its stakeholder groups on an ongoing basis and across various platforms, towards understanding and addressing their stated and implied needs and expectations. We focus on transparency, ethics, and accountability, and mutual trust in all our relationships. Our stakeholder groups, based on criteria such as the levels of power, legitimacy, and influence exerted by each group, have been identified and classified as follows:

Stakeholder Group	Key Issues and Discussion Points	Engagement Channels
Employees	• Providing relevant training, health and safety measures, compensation and benefits	• Emails • ESAT & IPSAT Surveys • Staff Meetings • Open-door
Other Workers – Consultants, Contract Workers	• Deliverables, • Service-related issues, • Health and safety	• Open-door • Interaction with process owners • Review Meetings
Suppliers and Business Partners	• Technical / financial tender queries, service quality, payments and deliverables	• KPPP Portal • Email
Member Companies	• Township updates, taxation, • Estate-related concerns	• Townhall Meetings • MC Meetings • Expert Committee Meetings
Local Community and Public	• Promoting a positive user experience • Estate-related concerns • Public utilities • Security	• ELCITA Citizen App • Email • Meetings
Governments (Local and State) and Regulatory Agencies	• Policies and Regulations • Taxes • Compliance	• Meetings and Workshops

In addition to these regular modes of stakeholder engagement, we carried out direct and indirect interactions with selected stakeholder groups such as employees, member company representatives, business partners and suppliers, through one-to-one meetings and questionnaires, towards analyzing and responding to their most significant expectations and concerns, as well as forming inputs towards identifying material topics for the report.
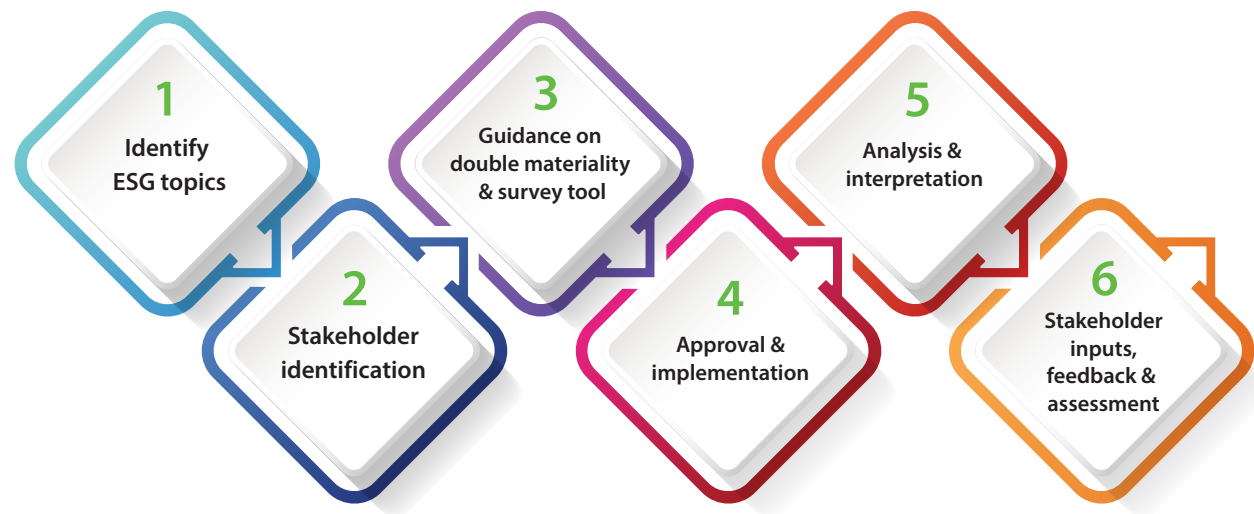
Material Topics for the Year

At ELCITA, we recognize that focusing on material ESG issues not only yields a significant positive impact on society and the environment but also enhances our operational and financial outcomes. As such, carrying out materiality assessments is an essential management tool for us. For the fiscal year 2024-25, we completed our materiality assessment, identifying 13 key topics. In our commitment to bolstering our sustainability strategies, we have adopted a comprehensive double materiality assessment this year, aligning our efforts with international standards and best practices.
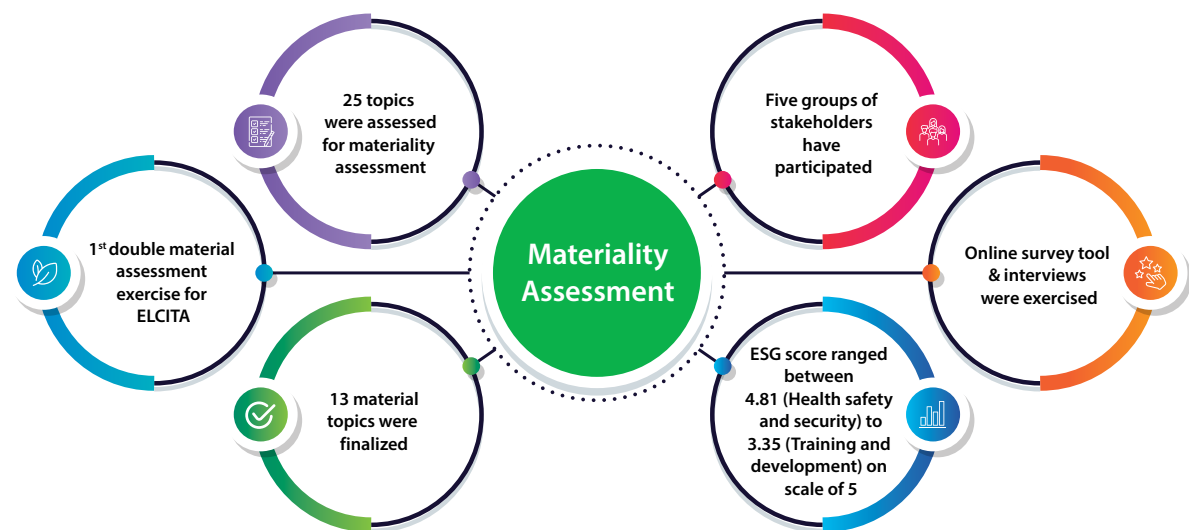
Operations of Organizations impact society and the environment either positively or negatively, while societal and environmental changes reciprocally impact organizational activities, thereby creating risks and opportunities alike for organizations. This interconnected relationship is referred to as 'Double Materiality.' Our comprehensive double materiality assessment enables us to identify impacts, risks, and opportunities and accordingly refine our sustainability objectives, readjust our priorities, and restructure our sustainable strategic framework.

The materiality assessment process was conducted at ELCITA in reference to globally accepted sustainability standards, GRI, SASB, CSRD-ESRS, and UNSDG. Our assessment methodology encompasses an analysis of industry trends, benchmarking with peers on crucial issues, and a thorough evaluation of key risks and opportunities, as informed by stakeholders.

Approach & Methodology for Double Materiality Assessment

1. Identify ESG topics
2. Stakeholder identification
3. Guidance on double materiality & survey tool
4. Approval & implementation
5. Analysis & interpretation
6. Stakeholder inputs, feedback & assessment

Materiality Assessment Summary

Materiality Assessment

- 25 topics were assessed for materiality assessment
- Five groups of stakeholders have participated
- 1st double material assessment exercise for ELCITA
- Online survey tool & interviews were exercised
- 13 material topics were finalized
- ESG score ranged between 4.81 (Health safety and security) to 3.35 (Training and development) on scale of 5

Materiality Matrix
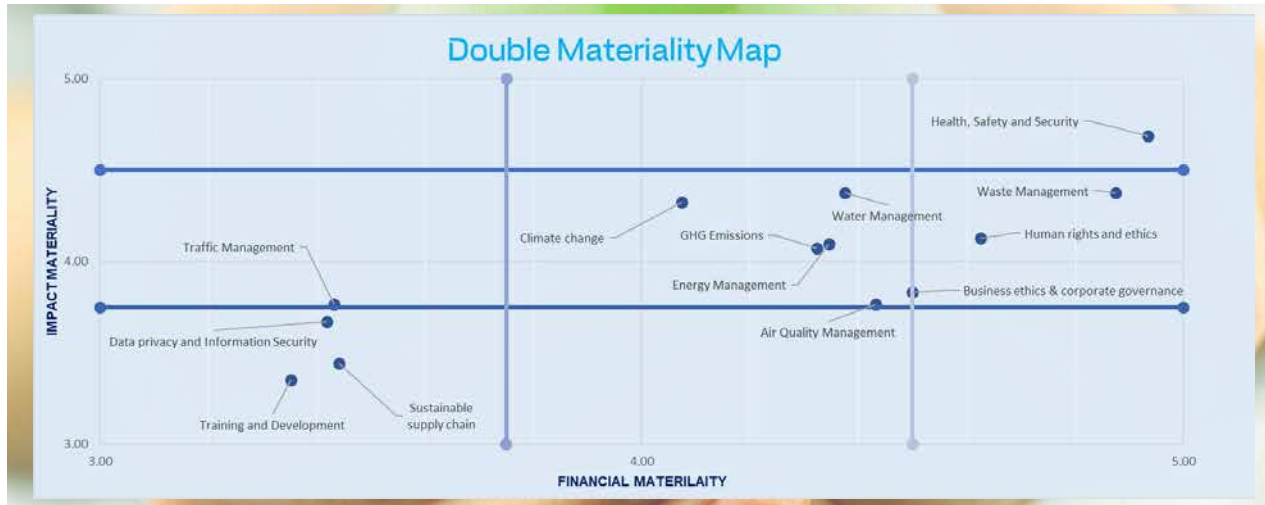
List of material topics

Environmental Indicators

- Climate Change
- Energy Managernent
- GHG Emissions
- Air Quallty Management
- Water Management
- Waste Management

Social Indicators

- Human Rights and Ethics
- Training and Development
- Health Safety and Security
- Traffic Management

Governance Indicators

- Business Ethics and Corporate Govemance
- Sustainable Supply Chain
- Data Privacy and Information Security

Material topics and their management

Sl. No.	Materiality topic	Associated impact	Risk / Opportunity	Strategic actions	Management Approach	GRI Mapping
1	Climate change	• Existing transportation infrastructure and individual vehicle use within the township increase emissions and negatively impacts climate change. • Using fuel vehicles for its operations by ELCITA would exacerbate the climate change impacts	Risk & Opportunity	• Commissioning of the new metro line will enhance the public transportation system and reduce transportation-based emissions. • We are increasing electric vehicles within our fleet, thereby reducing our dependence on fossil fuel-based vehicles. We promote green buildings across Electronics City.	We are committed to achieving carbon neutrality by 2027 and net zero by 2030, with a goal for the entire Electronics City to reach net zero by 2050. Our ESG policy document outlines strategic goals for water, energy, waste, and climate resilience.	GRI 302: Energy 2016; GRI 305: Emissions 2016
2	Energy management	• There is a continual dependence on energy for ELCITA for its operations, along with the maintenance of the township.	Risk & Opportunity	• We have been working on equipment and facility upgrades to enhance our energy efficiency. • Besides, we have been generating renewable power within the premises to ensure energy security for our operations and maintenance purposes. Energy audits are conducted to assess effectiveness.	We strive to reduce energy consumption through efficiency initiatives, integrating renewable energy sources like solar power, green tariff, and optimizing demand-side management.	GRI 302: Energy 2016
3	GHG emissions	• Depending on diesel generators (DG sets) would increase GHG emissions for ELCITA. • Varying township governing activities by ELCITA township, such as asset maintenance, and adding GHG emissions.	Risk	• Although challenging, we are trying to source and replace diesel with biodiesel as an energy source for DG sets. • We have been generating renewable energy, thereby reducing reliance on non-renewable sources and reducing GHG emissions significantly.	We are committed to reducing our carbon footprint through renewable energy adoption and energy efficiency measures, and accounting of GHG emissions.	GRI 305: Emissions 2016

Sl. No.	Materiality topic	Associated impact	Risk / Opportunity	Strategic actions	Management Approach	GRI Mapping
4	Air Quality Management	• Transportation emissions, industrial and commercial emissions, waste management practices within the township, etc., are few activities within Electronics City that affect air quality.	Risk & Opportunity	• Efforts are on to ensure that Electronics City meets acceptable National Ambient Air Quality Standards by installing air quality monitoring systems at multiple locations and continuously monitoring the air quality in the city.	We strive to maintain clean air through continuous real-time monitoring and reducing pollution.	GRI 305: Emissions 2016
5	Water management	• As a service provider for the township, effective water management is a critical responsibility for ELCITA.	Risk & Opportunity	• We ensure proper water conservation and management across every part of the water cycle, through various activities such as rainwater harvesting, recharging ground water, responsible treatment reuse and disposal of wastewater.	We have developed a policy to be water positive by 2025. We prioritize water conservation through efficient usage, rainwater harvesting, and wastewater recycling. ELCITA achieved water-positive status.	GRI 303: Water and Effluents 2018
6	Waste management	• ELCITA, as a governing body is mandated to facilitate waste management as it is a significant concern due to its impact on public health, environmental sustainability, and urban aesthetics.	Risk	• We adopted an efficient waste management practice by majorly focusing on reducing waste generation, recycling, and minimizing the impact of generated waste on the environment.	Our waste management strategy follows a circular economy model, ensuring responsible disposal, reuse, and recycling to minimize our environmental impact. We have achieved our goal of Zero Waste to Landfill.	GRI 306: Waste 2020
7	Human rights and ethics	• ELCITA employs staff and workers for its operations. It must respect, protect, and fulfil the human rights of its workforce. Any human rights and ethics violations can damage the organizational reputation, besides leading to regulatory and legal risks.	Risk & Opportunity	• We uphold the commitment towards human rights and the ethics of our workforce by adhering to Karnataka's government and labor department compliances and aligning with the Code of Conduct. We also ensure all vendors are adhering to our labor standards and human rights terms. Grievance mechanisms are available.	We are committed to fostering a workplace that upholds human rights, ethical integrity, and fair treatment for all, ensuring zero tolerance for discrimination, forced labor, and unethical practices.	GRI 2-23, GRI 406: Non-discrimination; GRI 408: Child Labour 2016; GRI 409: Forced or Compulsory Labour 2016

Sl. No.	Materiality topic	Associated impact	Risk / Opportunity	Strategic actions	Management Approach	GRI Mapping
8	Training and development	• Training is essential for employees as it equips them with the skills, knowledge, and confidence to perform effectively in their roles and contribute to organizational success.	Opportunity	• We conduct formal processes to determine training needs through assessments and accordingly provide the required training to our workforce.	We intend to build a culture of continuous learning with targeted training programs that enhance skills, improve safety awareness, and drive professional growth.	GRI 404: Training and Education 2016 GRI 410: Security Practices 2016
9	Health, safety, and security	• ELCITAs' workforce, especially the working staff, is often involved in activities that can expose them to physical, chemical, biological, and psychological hazards	Risk	• We have an occupational safety management system covering all township operations.	We prioritize employee safety and well-being by implementing an occupational health and safety (OHS) management system and mental health support programs.	GRI 403: Occupational Health and Safety 2018
10	Traffic Management	• Large number of vehicles and pedestrians create traffic management challenges at Electronics City	Opportunity	• We, as the governing body, ensure improved traffic management through surveillance, traffic signals, signage, traffic wardens, CCTV cameras, etc.	We aim to reduce traffic congestion, increase the average speed of vehicular movement, and enhance pedestrian crossing safety on Electronics City roads.	-
11	Business ethics and corporate governance	• As a governing body of the Electronics City, ELCITA has much more responsibility locally to operate effectively, transparently, and ethically while fulfilling its mandate to serve the township.	Risk & Opportunity	• We ensure good governance primarily through a proper representation and balance in our management Committee, which ensures transparency in all our operations and activities. The committee ensures legal compliance, prevention/detection of any corruption and bribery in our operations.	We aim to conduct our business in the most ethical and transparent manner.	GRI 2-23, GRI 205: Anti-corruption 2016

ELCITA

| Sl. No.	Materiality topic	Associated impact	Risk / Opportunity	Strategic actions	Management Approach	GRI Mapping
12	Sustainable Supply Chain	• Resource procurement and management represent important operational activities for ELCITA. Unviable practices can negatively impact economic, environmental, and social dimensions.	Risk & Opportunity	• We ensure responsible and transparent procurement by using an e-procurement portal for our procurement practices, thereby adopting norms set by the Urban Development Department (UDD) & Karnataka Transparency Public Procurement Act (KTPP). We also ensure that all our suppliers are socially and environmentally responsible by conducting continuous evaluations.	We monitor and promote our supply chain partners to align with ELCITA's ESG Policy.	GRI 204: Procurement Practices
13	Data privacy and information security	• ELCITA, as a smart city, relies on extensive data collection, processing, and sharing to deliver efficient, innovative, and citizen-focused services. • Ensuring the security of this data is critical for protecting privacy, preventing cyber threats, and maintaining public trust.	Risk	• We are compliant with ISO 27570, which is a global Standard dealing with privacy protection and privacy Guidelines for Smart Cities	We aim to implement robust systems & processes to enable data privacy and information security.	GRI 418: Customer Privacy 2016

Environmental Stewardship

While sustainability is at the very foundation of our activities, Environmental Stewardship is one of the pillars of our ESG Strategy. It refers to the active practice of responsibly managing and protecting the natural environment, besides ensuring compliance with all environmental regulations. We aim to minimize our ecological footprint, primarily focusing on the conservation of water & energy and the reduction of emissions. We prioritize the circular economy for waste management, enhance air quality, and SDG alignment. Through aspect-impact analyses, we have found key environmental impacts and implemented measures to address them effectively under our ESG policy and climate change strategy.

The below materiality topics align with the following UN SDGs

| 03 GOOD HEALTH AND WELL-BEING | 06 CLEAN WATER AND SANITATION | 07 AFFORDABLE AND CLEAN ENERGY | 08 DECENT WORK AND ECONOMIC GROWTH | 09 INDUSTRY, INNOVATION AND INFRASTRUCTURE |
| 11 SUSTAINABLE CITIES AND COMMUNITIES | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION | 15 LIFE ON LAND | 17 PARTNERSHIPS FOR THE GOALS |

FY24 Performance Highlights

- Reached Zero Waste to Landfill
- Certified Water Positive for ELCITA Operations
- Achieved 42% year-on-year reduction in Scope 2 Emissions (Location-based)
- 39% share of renewable electricity in total electricity used by ELCITA
- 93% of Scope 2 market-based emissions were offset through the purchase of RECs

Material Topics	Commitments
Climate Change	Achieving carbon neutrality by 2027 and net zero by 2030, with a goal for the entire Electronics City to reach net zero by 2050.
GHG emissions	Reduce GHG emissions by increasing renewable energy use, switching to more efficient alternatives, and promoting electric vehicles (EVs).
Energy management	Reduce energy consumption through efficiency initiatives, integrating renewable energy sources like solar power, and optimizing demand-side management.
Air quality management	Maintain clean air through continuous real-time monitoring.
Water management	Focusing on water conservation, enhanced efficiency, and wastewater recycling.
Waste management	Maintain a zero waste to landfill status through effective segregation, recycling, and resource recovery.
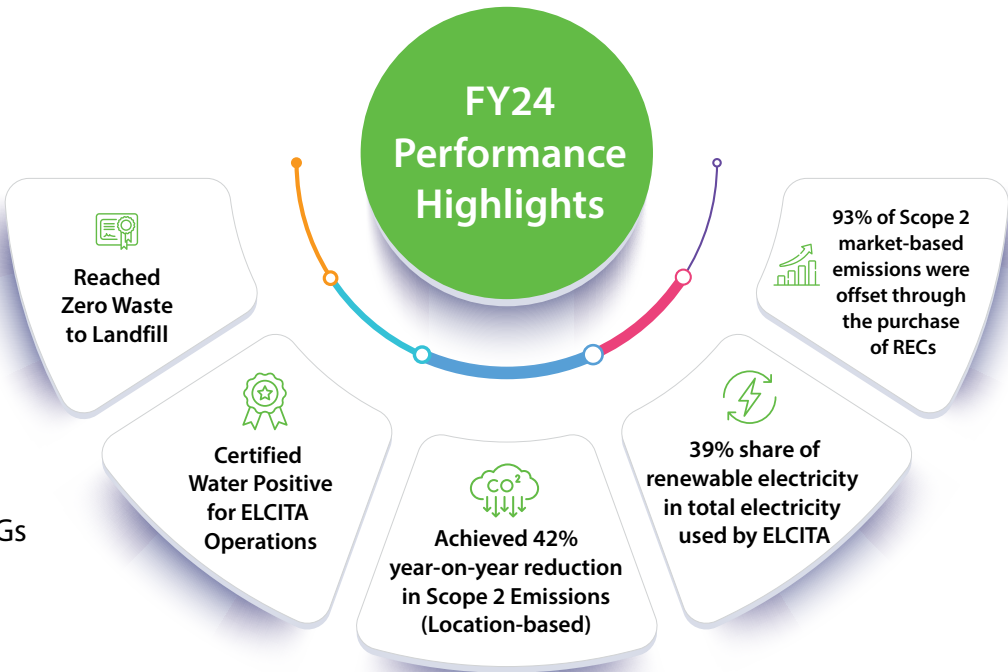
ESG *Policy*

"ELCITA is committed to fostering a sustainable and resilient Industrial Township by integrating Environmental, Social, and Governance (ESG) principles into our core operations.

We pledge to pursue sustainable development practices that minimize our environmental impact, enhance social well-being, and ensure robust governance. By aligning with global standards and actively engaging with our stakeholders, we aim to achieve our sustainability goals and contribute to a greener, more equitable future for Electronics City."

Sustainability is an ongoing journey and a steadfast commitment for us. We are taking active steps to progressively expand and enhance our sustainability strategy to support our ambition towards net zero, carbon neutrality, and environmental and social protection.
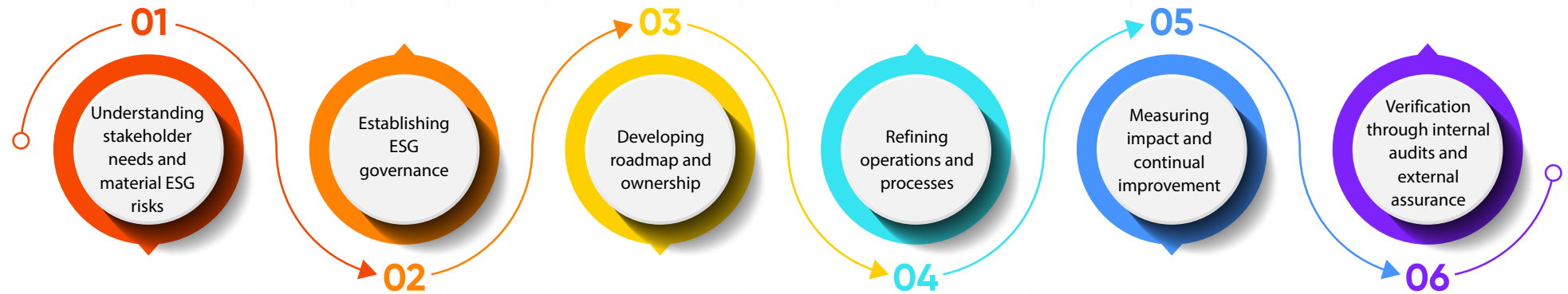
At ELCITA, sustainability is more than a commitment—it is our legacy. As custodians of a thriving industrial township, we integrate ESG (Environmental, Social, and Governance) principles into every aspect of our operations. Through innovation, collaboration, and resilience, we are transforming Electronics City into a model for sustainable urbanization, balancing economic growth with environmental stewardship and social equity.

Our ESG approach is aligned with ELCITA's Model Township Policies and Guidelines, which promote sustainable urban development through actionable strategies focused on water positivity, zero waste to landfill, clean and renewable energy, sustainable mobility, air quality management, and biodiversity conservation. These policies integrate legal compliance, incentive structures, and infrastructure standards such as green buildings and accessible urban design, forming the backbone of ELCITA's urban sustainability initiatives.

Reporting our ESG performance to our stakeholders is a top priority in our sustainability agenda. It is also paramount that the information we disclose in our report is accurate and relevant. We source our ESG data from different departments and report it to the management committee. We ensure that the information we gather is standardized and aligned with the Global Reporting Initiative (GRI) framework. We have a dedicated sustainability function within our organization for our reporting segments that ensures material ESG information is considered and captured throughout our operations. Our various departments work to measure and improve our ESG performance by ensuring that our systems are in place in adherence to our policy and guidelines. All relevant personnel closely monitor our data collection, the efficiency of our action plans, and our mechanisms for identifying ESG risks. Should there be opportunities for improvement, we will work with our teams and discuss any potential improvements to implement. This enables us to continually improve and enhance our operations and address ESG performance challenges as they arise.

Our ESG Approach

01 Understanding stakeholder needs and material ESG risks

02 Establishing ESG governance

03 Developing roadmap and ownership

04 Refining operations and processes

05 Measuring impact and continual improvement

06 Verification through internal audits and external assurance

We recognize the need to take urgent and sustained action to address the climate issue, reverse nature loss, and build a more inclusive and equitable society. For this, we have developed a strategy for a resilient and future-ready industrial ecosystem that fosters sustainability, economic prosperity, and community well-being.

Operational Structure for ESG Implementation

ELCITA's ESG initiatives are driven through a structured and collaborative approach. The Township Development Officer/Authorized Officer oversees the overall ESG strategy, ensuring alignment with organizational goals. General Managers are responsible for implementing and monitoring ESG projects, while operational teams execute initiatives and report progress. Additionally, the Sustainability Manager leads project implementation to achieve ESG targets.

We prioritize five key levers for change as part of our ESG strategy

1. Decarbonization & Climate Action – Advancing net-zero and carbon neutrality goals
2. Water Stewardship – Achieving sustainable and integrated water management through conservation, reuse, and resilience
3. Circular Economy – Minimizing waste and promoting responsible consumption
4. Social Impact & Equity – Creating opportunities for inclusive growth and community engagement.
5. Governance & Transparency – Strengthening ESG policies, reporting, and accountability.

Building on a solid track record of achievements, our ESG strategy is aimed at creating long-term value for our stakeholders while contributing positively to the world around us.

The following policies are integral to our ESG framework.

- Proposed Model Township Policies and Guidelines for ELCITA
- Integrated Management System Policy
- Code of Conduct for Committee Members and Staff Members
- Policy on Prevention and Redressal of Sexual Harassment
- Human Rights Policy
- Human Resource Security Policy
- Whistleblower Policy for Committee Members and Staff Members
- Supplier Code of Conduct
- Vendor Management Policy
- IT Security and Governance policies

ESG Strategy

ESG Purpose

Support Industries in their business pursuits, by providing modern facilities in a well-developed township, offering sustainable support services, and fostering collaboration

ESG Vision

To be the best managed technology hub and Industrial Township in India, nurturing a sustainable eco-system for large companies, MSME's and start-ups, and facilitating responsible business outcomes.

Strategic Pillars

- Environmental Stewardship
- Social Responsibility
- Ethical Governance

ESG Focus Areas for Change

Our ESG targets and aspirations, along with those of our member organizations, are outlined as follows:

Ambitions for ELCITA	Ambitions for Member Organizations
Water Neutrality: Achieve Water Neutrality by March 31, 2025 *– Completed*, ELCITA has been certified "Water Positive" in March 2025.	**Water Neutrality:** Influence the achievement of water neutrality status for Electronics City by March 31, 2030.
Carbon Neutrality: Achieve carbon neutrality in operations by March 31, 2027 *– Work in progress*	**Carbon Neutrality:** Achieve carbon neutrality across all industries in Electronics City by March 31, 2030
Net Zero Emissions: Achieve Net Zero status by March 31, 2030, for scope 1 and scope 2 emissions *– Work in progress*	**Climate Action Roadmap:** Define a climate strategy to help identify mitigation measures and build resilience to expected impacts by March 31, 2025 *– Completed*
Renewable energy adoption: Achieve 100% generation, procurement, and use of renewable energy for all ELCITA operations by March 31, 2026 *– Work in progress*	**Renewable Energy Adoption:** Encourage reduction in grid power consumption and promote renewable energy adoption to achieve 100% Renewable Energy by March 31, 2030
Zero waste to Landfill: Achieve zero waste to landfill by March 31, 2024 *– Completed*, ELCITA is also certified for zero waste to landfill in Nov 2024	**Waste Management Improvement:** Reduce waste generation, improve segregation, collection, and disposal, and achieve zero waste to landfill status by March 31, 2025 for all participating Companies *– Completed*
Village School Upliftment Programs: Complete repairs and maintenance of 5 village government schools by September 30, 2025 *– Work in progress*	**Net Zero Emissions:** Achieve Net Zero Status by March 31 2050 for Scope 1 and 2 emissions

An Update on the Sustainability Park

ELCITA's Sustainability Park was inaugurated in November 2023. During the period of FY2024-25, we have leveraged this sustainable infrastructure to help us achieve the following: -

- Collection, segregation and disposal of 5000 tons of solid waste
- Increased participation to 180 companies and entities who are disposing their solid waste through ELCITA's Sustainability Parks
- 1500 tons of dry waste has been sent for recycling
- Approximately 1000 tons of food waste has been converted into energy through a biogas process
- 1400 tons of organic waste has been converted into compost and sent for use as manure
- 1100 tons of mixed waste has been sent to cement kilns for co-processing

Roughly 1MLD of Sewage has been treated and recycled each day. This water has been reused for secondary purposes such as landscape maintenance, construction activities, washing of roads and recharging of the water table.

The residual sludge from the STP, roughly about 350 tons, is being used as manure in nearby farms in compliance with KSPCB norms.

Our in-house solar plant has generated 4,06,820 KWh of renewable energy which has been used to power our entire Material Recovery Center.

ELCITA has played host to more than 50 Educational and Research organizations, NGO's and Government Entities who have visited the Sustainability Park to learn about our waste management best practices and processes.

Climate Change

While climate change is a global phenomenon, it is known to significantly impact local weather patterns. Bengaluru is known for its moderate weather. However, today it faces mounting challenges due to climate change, such as rising temperatures, erratic rainfall, and urban flooding. Acknowledging such risks, ELCITA has formed a strategy that integrates both mitigation (reducing climate change drivers) and adaptation (adjusting to its impacts). While mitigation is essential to limit future climate change damage, adaptation ensures resilience to existing and expected climate impacts.

Precisely, our climate strategy and initiatives reflect India's policy priorities, such as the National Action Plan on Climate Change (NAPCC) and state-specific climate action plans, besides aligning with global agendas such as the Paris Agreement- UNFCCC, the UN Sustainable Development Goals (UNSDGs), along with various ISO standards. By doing so, we aim to contribute to a greener Bengaluru while supporting India's and global commitments to combat climate change.

We are committed to compliance with various environmental laws and regulations. ELCITA has demonstrated a consistent and significant increase in its environmental expenditure over the past financial years, underscoring its commitment to sustainability and environmental stewardship. The following table presents ELCITA's budget utilization for its environmental Management.

Year	FY 24-25	FY 23-24	FY22-23	FY21-22
Expenditure (in Rs.)	8,59,45,997.7	8,15,35,360.42	4,15,35,334.73	2,26,13,682.61

Our climate strategy emphasizes mitigation and adaptation practices, primarily focusing on promoting energy efficiency, transitioning to renewable energy sources, while reducing GHG emissions and increasing green cover across the Electronics City. While we have set a carbon neutrality target for 2027 and a net zero target for 2030 for our (ELCITA) operations, we have a target of reaching net zero by 2050 for the entire Electronics City. Since it is a well-established fact that climate change impacts the rainfall patterns and intensity, leading to frequent floods or water droughts, our water conservation practices and commitment to water positivity by 2025 strive to reduce our water footprint, while enhancing resilience against climate variability and adapting to future climate change challenges. Relatedly, circular economy practices aim to create a regenerative system where resources are kept in use for as long as possible, minimizing waste and pollution. Our objective of achieving Zero Waste to landfill leads to substantial reductions in pollution and subsequent greenhouse gas emission reduction, contributing to climate change mitigation. Looking ahead, we are exploring opportunities to adopt climate-smart infrastructure, strengthen waste-to-energy projects, and expand renewable energy installations as part of our climate strategy.

Our climate strategy — Road map
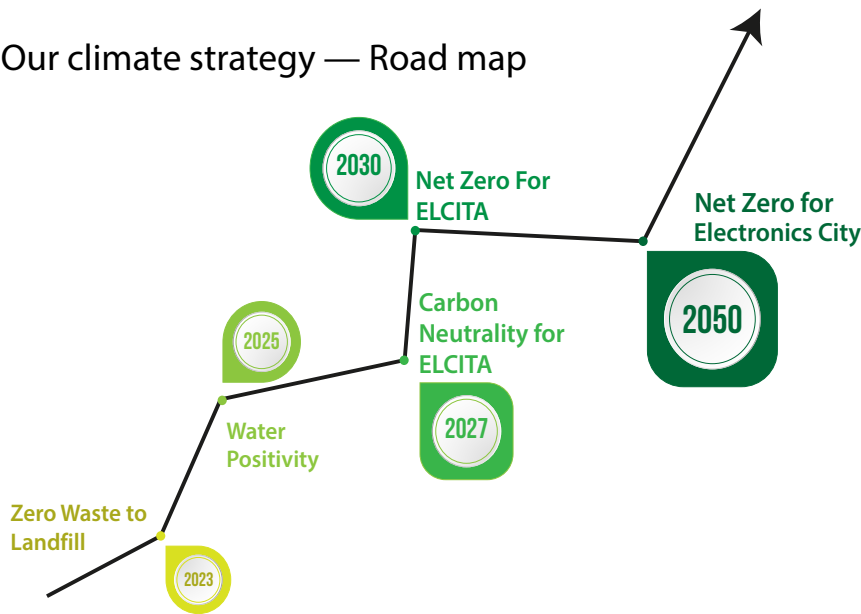
All upcoming infrastructure projects are being evaluated through a climate lens, incorporating risk-proofing measures such as improved stormwater management, green cover expansion, heat-resilient designs, and green building certifications. This ensures that our infrastructure remains functional and safe under future climate scenarios.

ELCITA actively engages with member companies and employees through awareness programs and has a centralized ESG Platform to monitor and track the emissions of companies. It helps to align the goal towards Net Zero by 2050.

Our GHG accounting practices consider the development of a full scope 1 and 2 inventory for our operations, which is in line with the GHG protocol and integrated into our ESG platform. This helps us benchmark our emissions, monitor reductions, and report progress transparently. The inventory will inform our decarbonization roadmap and support science-based target setting in future years.

Energy Management (GRI 302-1, 302-3, 302-4, 302-5)

We understand how crucial sustainable energy management is to our operations. Energy demand for our operations primarily stems from our critical services, such as powering streetlights, CCTVs, traffic signals, high-mast lights, bus shelters, waste management facilities, and other infrastructure. Our approach to energy management is guided by placing significant emphasis on continuous measurement, monitoring, and evaluation of our energy use. With a strong focus on energy efficiency and conservation, we continuously reduce energy consumption and enhance the efficiency of our physical and digital infrastructure.

Enhanced energy efficiency and the integration of renewable energy are the two main pillars that support ELCITA's dedication to sustainable energy management. We aim to lessen our energy footprint and aid in the global shift to cleaner energy by incorporating renewable energy sources into our power supply. Concurrently, our emphasis on energy efficiency guarantees that we optimize our operations' effectiveness while minimizing our energy impact on society and nature. This approach aligns with our energy management strategy, ensuring transparency and accountability in our energy performance.

Our key initiatives for demand-side interventions are presented below:

Two pillars for sustainable energy management	
Enhanced energy efficiency	**Renewable energy integration**
▸ Energy audits ▸ Equipment & process optimization ▸ Building design ▸ Smart energy solutions	▸ Onsite renewable energy generation ▸ RE procurement and grid integration ▸ Sector specitic RE application

Demand-side interventions for enhanced energy efficiency

- **Surrendering Contract Demand:** Optimized the contract demand based on actual electricity usage, reducing fixed electricity costs.
- **Synchronizing SWM Diesel Generators (DG):** Improved efficiency and reduced fuel consumption by synchronizing the DGs at the Solid Waste Management (SWM) facility.
- **Reconditioning Earth Pits:** Maintained and improved earth pits to ensure better electrical safety and performance.
- **Automating KSSIDC STP:** Implemented automation at the KSSIDC Sewage Treatment Plant to improve operational efficiency and save energy.
- **Upgrading Booster Pumps:** Replaced old booster pumps with energy-efficient models to reduce power consumption.
- **Reducing DG A-Check Frequency:** Reduced the frequency of diesel generator A-checks from daily to alternate days, cutting fuel and maintenance costs.
- **Green Building Initiatives:** Worked on enhancing building sustainability through passive design strategies like natural daylighting, efficient insulation, and climate-based shading.
- **Electric Vehicles (EVs):** Purchased 10 electric two-wheelers this year to promote sustainable transportation.
- **Solar Energy Generation:** Generated 20.57% of energy from solar power through 334 kWp capacity (250 kWp rooftop panels at the MRF Facility and 84 kWp at the ELCITA Office).
- **Reducing Diesel Generator Use in Non-Critical Areas:** Reduced the operation of diesel generators in non-critical areas, leading to potential savings of 120 liters of fuel per month.

Our initiatives and achievements for sustainable energy management

- A 250 kW solar PV system is installed in Sustainability Park, which generates 406,820 kWh annually, covering 35% of the overall building's total energy consumption of 1,163,160 kWh.
- 100% Solar Power utilization for the Material Recovery Facility.
- 23% of the total energy consumption is sourced from renewable energy sources during FY 24-25.
- 66 % (4 out of 6) of our waste collection vehicles are EV Vehicles.
- We have a total of 24 EV vehicles in our fleet which includes 14 new EV two-wheeler vehicles procured during FY 24-25, which represents a 33.33%.
- We achieved IGBC platinum certification at our Sustainability Park and are working to get IGBC certification for the our upcoming new buildings & ELCITA office as well.
- Energy conservation measures this year contributed to the reduction of 55,632 units.
- 335,511 kWh of grid electricity consumption has been saved through solar PV systems.

Energy Consumption and Energy Intensity for ELCITA (GRI 302-1, 302-3)

Energy consumed within ELCITA	FY 24-25		FY23-24	
Fuel used in vehicles (petrol)	127.47 GJ	3,888.51 L	114.82 GJ	3,312.84 L
Fuel used in vehicles (diesel)	3592.02 GJ	99,446.96 L	3360.95 GJ	86,936.18 L
Fuel used in DG sets (diesel)	228.40 GJ	6,323.25 L	269.92 GJ	6,982 L
LPG used in the canteen	-	-	3.876 GJ	76 kg
Electricity from Grid (Non-renewable)	3,567.79 GJ	991,053 kWh	5460.08 GJ	1,516,690 kWh
Electricity from Grid via Green Tariff	1,091.12 GJ	303,088 kWh	-	-
Renewable power generation via Solar Plant	1,207.84 GJ	335,511 kWh	1260 GJ	350,000 kWh
% of Renewable Electricity sourced	39%		19%	
% of Total energy consumption from renewable sources	23%		12%	
Total Non-Renewable Energy Consumption	7,515.68 GJ		9,209.65 GJ	
Total Renewable Energy Consumption	2,298.96 GJ		1260 GJ	

Smart actions that led to energy optimization (GRI 302-4)
- A monthly saving of 4,636 units was achieved, which leads to an impressive annual total of 55,632 units saved.

UPS Integration – Wipro Gate & Lab Zone
▸ Merged two UPS units (10 kVA each) over 541 meters, reducing load to 6%.
▸ Cost: ₹2.0 lakhs
▸ Savings: ₹1,800/month on demand charges and ~395 units/year
▸ Other Benefit: Battery replacement costs were avoided

UPS Integration – Old SBI & Edizi Tool
▸ Combined two UPS systems (6 kVA & 10 kVA) into one over 429 meters, with 5% load.
▸ Cost: ₹1.5 lakhs (no new infrastructure)
▸ Savings: ~578 units/year
▸ Benefit: Better load management

High Mast Light Optimization
▸ To eliminate unnecessary power consumption, 60 out of 105 high mast light fixtures were disconnected
▸ Cost: Nil
▸ Savings: 2,622 units/month

Streetlight Timing Adjustment
▸ Changed streetlight operating hours to avoid wastage.
▸ Cost: Nil
▸ Savings: 1,041 units/month

24% Renewable Electricity Solar and Green Tarriff
36% Grid Electricity
40% Fuel Consumption
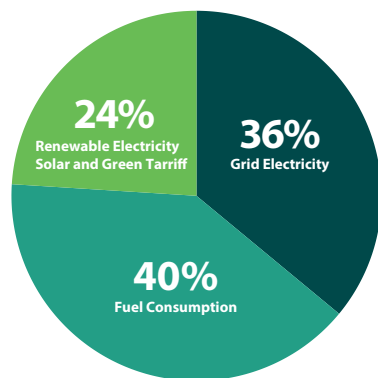
Energy Footprint (GJ)
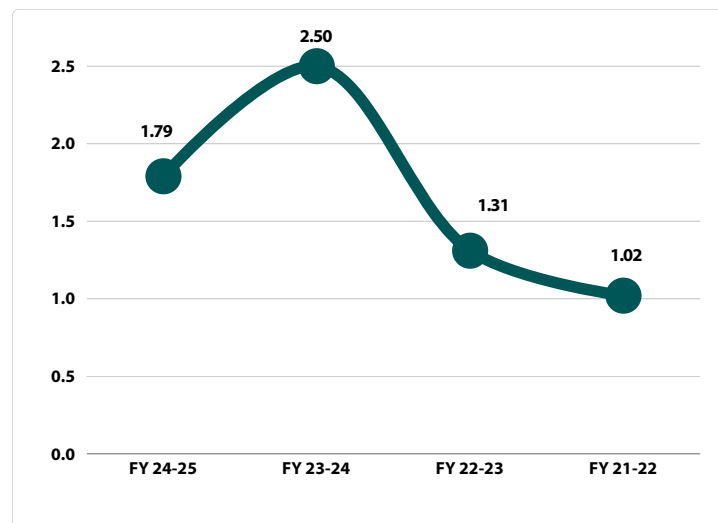
Energy Intensity (GJ/ Lakhs INR - of revenue from operations)

FY 24-25: 1.79
FY 23-24: 2.50
FY 22-23: 1.31
FY 21-22: 1.02
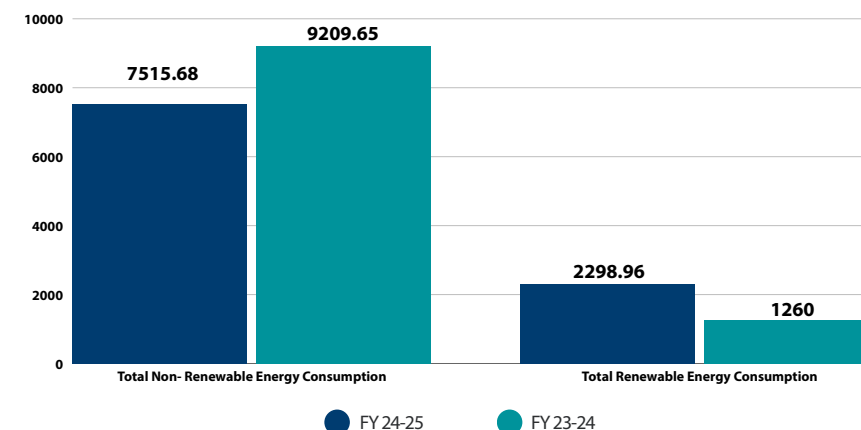
Total Energy Consumption and Generation (GJ)

Total Non- Renewable Energy Consumption: 7515.68 (FY 24-25), 9209.65 (FY 23-24)
Total Renewable Energy Consumption: 2298.96 (FY 24-25), 1260 (FY 23-24)

● FY 24-25 ● FY 23-24

GHG Emissions

(GRI 305-1, 305-2, 305-3, 305-4, 305-5)

ELCITA recognizes its role in addressing climate change by reducing greenhouse gas (GHG) emissions from township activities, including operations, maintenance, transportation, and construction.

ELCITA has been continuously working on monitoring and the subsequent reduction of its emissions. The Scope 1 emissions include fuels like diesel (HSD) from backup generators and fuel used in our owned vehicles. The Scope 2 emissions are from the electricity purchased from the grid. The emission quantification table is presented below.

Emissions (tCO2e)	FY 24-25	FY 23-24
Scope 1	296.48	278.30
Scope 2 (location-based)	720.50	1,248.24
Scope 2 (market-based)	52.38	0

Key Initiatives and achievements:

- Achieved 44.4 MTCO2e reduction by implementing energy efficiency initiatives.
- Commenced to increasing canopy area and subsequently attained increased carbon storage at Electronics City by 38.9 % from 2004
- Increased EVs within our fleet to 24 to reduce our GHG emissions
- Achieved 33% MTCO2e reduction in scope 1 and 2 (location-based) combined.
- We use ESG platform for monitoring the GHG Emissions of member companies
- Replaced LPG with induction systems to reduce GHG emissions and promote cleaner energy use

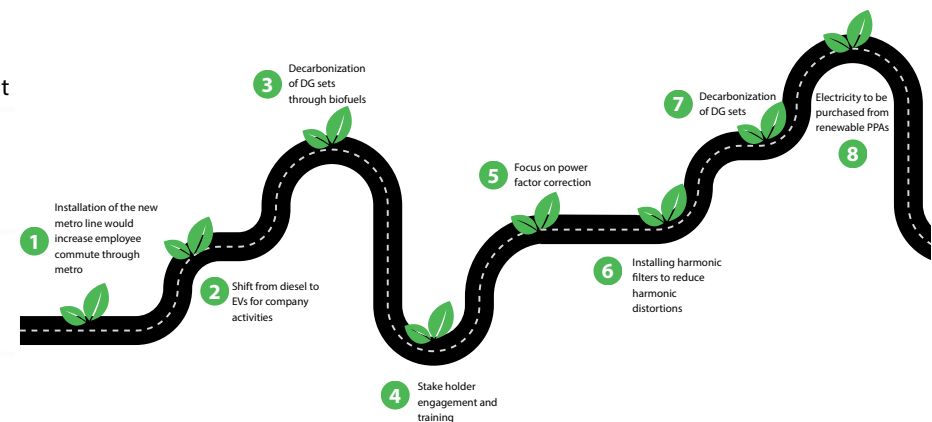## Top four priorities for emission reduction

Enhanced energy efficiency

Shifting to renewable energy

Sustainable infrastructure & innovative solutions

Stakeholder engagement

Our approach for GHG emission reduction is based on four priorities as presented above and aligns largely with our initiatives for enhanced energy management while demonstrating our commitment to decarbonization and sustainable practices. A list of such practices and initiatives is presented above in the "Energy Management" section. We have also developed our net-zero road map through a third-party study that can help us achieve net zero completely for Scope 2 emissions and a majority of Scope 1 emissions and is presented here.

1. Installation of the new metro line would increase employee commute through metro
2. Shift from diesel to EVs for company activities
3. Decarbonization of DG sets through biofuels
4. Stake holder engagement and training
5. Focus on power factor correction
6. Installing harmonic filters to reduce harmonic distortions
7. Decarbonization of DG sets
8. Electricity to be purchased from renewable PPAs
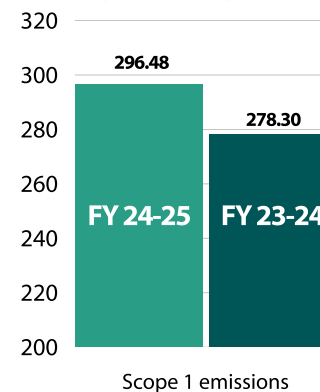
Net Zero Roadmap Summary

ELCITA plans to implement the following initiatives for the next FY 25-26:

- **Real-Time Energy Monitoring:** Deploy energy monitoring systems across all operations to track energy performance and identify efficiency opportunities in real time.

- **Expansion of Solar Energy:** Install an additional 100 kW solar plant at the pump house. Plan on increasing total solar generation capacity from the current level of 334 kWp to a target capacity of 434 kWp and continue transitioning from grid electricity to solar to reduce Scope 2 emissions.

- **Renewable Energy Procurement & Incentivization:** Continue sourcing renewable electricity through Green Tariff programs and expand the procurement of Renewable Energy Certificates (RECs) to maintain and improve Scope 2 emission reductions.

- **Green Building Development:** Develop new IGBC-certified green buildings and obtain IGBC certification for existing infrastructure, including the pump house and ELCITA office.

- **Electric Mobility Transition:** Expand electric vehicle (EV) charging infrastructure by installing 7 new EV charging stations and plan on replacing existing fossil fuel-based two- and four-wheelers with electric vehicles.

- **Carbon Neutrality & Offsets:** Explore credible carbon offset programs to support the journey toward achieving carbon neutrality. Plan to collaborate with stakeholders to collectively achieve net-zero emissions by 2030.

- **Promotion of Green Energy:** Build on current renewable sourcing efforts (e.g., 303,088 kWh via Green Tariff in FY 2024–25) by actively promoting further adoption and generation of green energy across operations and stakeholder facilities.
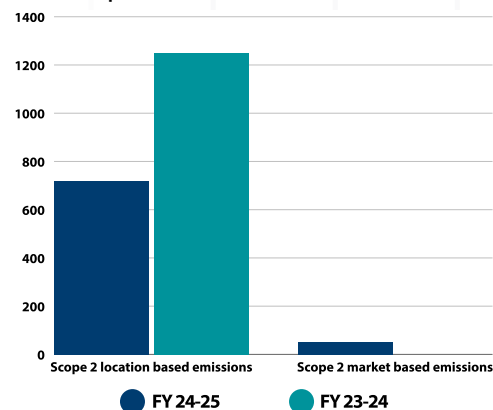
GHG Emissions FY 24-25

Scope 1 **29%**

Scope 2 **76%**

Scope 1 emissions (tCO2e)

296.48 — FY 24-25

278.30 — FY 23-24
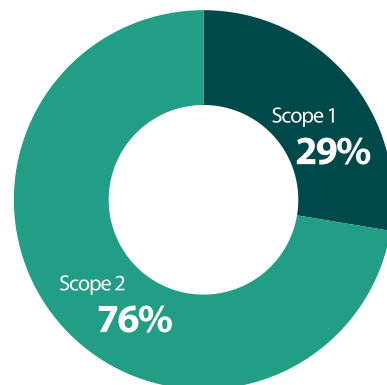
Scope 1 emissions

Scope 2 emissions (tCO2e)

Scope 2 location based emissions | Scope 2 market based emissions

● FY 24-25   ● FY 23-24

GHG Emissions Intensity (TCO2e / Lakhs INR of revenue from operations)

FY 24-25: 0.19
FY 23-24: 0.36
FY 22-23: 0.18
FY 21-22: 0.13
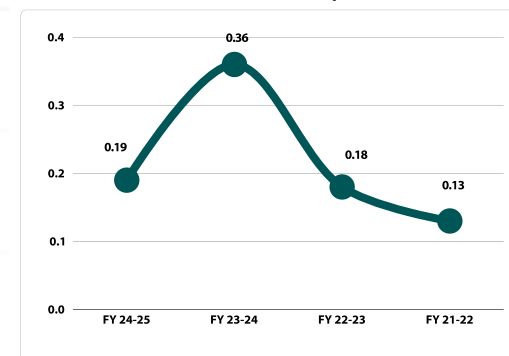
While our current net-zero ambition covers Scope 1 and Scope 2 emissions, we have taken a significant step during this reporting period by initiating the estimation of Scope 3 greenhouse gas (GHG) emissions, in alignment with the Greenhouse Gas Protocol's Corporate Value Chain (Scope 3) Standard. As part of this foundational effort, we have begun estimating emissions from the following categories:

- Category 1: Purchased Goods and Services
- Category 2: Capital Goods
- Category 5: Waste Generated in Operations
- Category 6: Business Travel
- Category 9: Downstream Transportation and Distribution

The categories are planned to be disclosed in future ESG reports, as we continue to strengthen our value chain emissions accounting and climate accountability.

Air Quality **Management** (GRI 305-7)

Electronics City, as a thriving industrial and commercial hub hosting over 200 companies, residential communities, and public infrastructure, constantly experiences growing vehicular traffic, business operations, and energy usage. Therefore, it becomes essential to assess and manage the environmental impact on air quality in real time within the Electronics City.
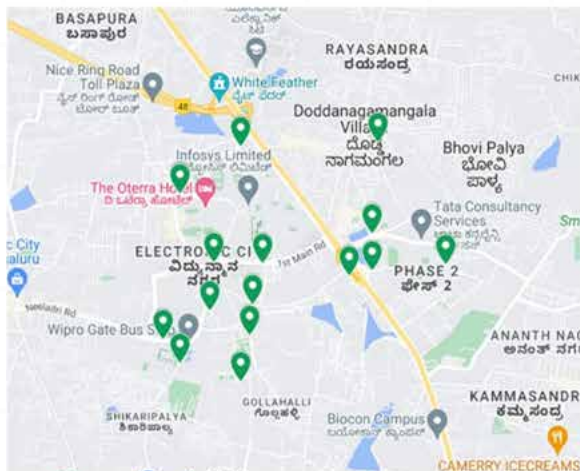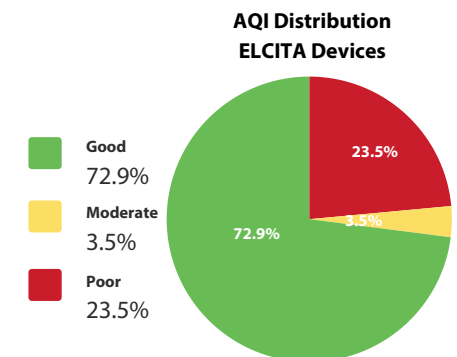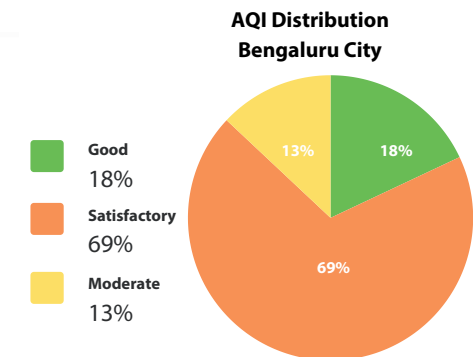
As a governing body, ELCITA plays a critical role in managing air quality within Electronics City while addressing pollution to ensure safer public health and a cleaner environment. Air quality in a location can directly impact public health, economic stability, environmental integrity, and social equity, where poor air quality, driven by pollutants, poses immediate and long-term risks that ELCITA cannot ignore. Therefore, ELCITA has undertaken several initiatives to promote 'Clean Air'.

Realizing the significance of continuous ambient air quality monitoring for better public health, regulatory, and sustainability imperatives, ELCITA has established a township-level air quality (AQ) monitoring system as a timely and strategic initiative. Accordingly, we have installed 17 new generation AQ monitoring stations/sensors (16 stationary fitted across the Electronics City in phases 1 and 2, and 1 mobile fitted on a QRT vehicle - that is continuously covering the entire Electronics City). The sensors continuously capture real-time AQ data (all criteria pollutants such as PM2.5 / PM10/SO2/NO2/CO/O3. Other pollution, such as noise pollution, is also captured along with UVa & UVb. In addition, we have installed 5 wind & 5 rainwater sensors. All the installed sensors at the stations help us to collect atmospheric /environmental parameters such as Temp / Rh (relative humidity) /CO2.   ELCITA does an analysis of the data, takes steps to mitigate the problems, and improves the AQ. While it is relevant to mention that Bangalore has 14 stations installed by KSPCB and CPCB (CAAQMS - providing regulatory class AQ data). i.e., one per about 62 sq km, ELCITA has 17 sensors installed in 4 sq.km (electronics city covers an area of about 1000 acres). This helps Bangalore to obtain macro-level air quality data, and sensors at ELCITA enable us to obtain granular data at the city level.

AQI distribution at Electronics city and in Bengaluru city

AQI Distribution Bengaluru City

- Good 18%
- Satisfactory 69%
- Moderate 13%

18% / 69% / 13%

AQI Distribution ELCITA Devices

- Good 72.9%
- Moderate 3.5%
- Poor 23.5%

72.9% / 3.5% / 23.5%

ELCITA AQ monitoring sensor's locations across Electronics City
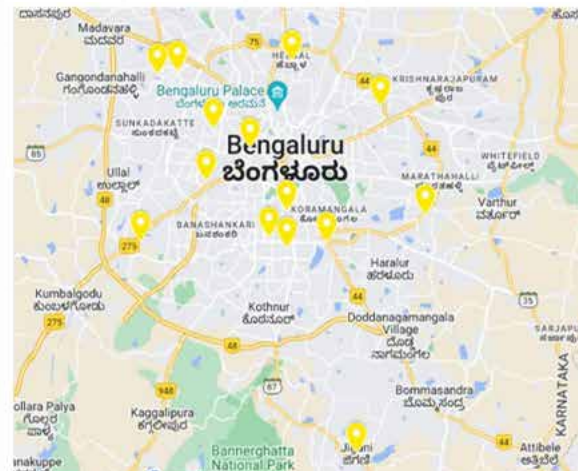
Bengaluru CAAQMS installations

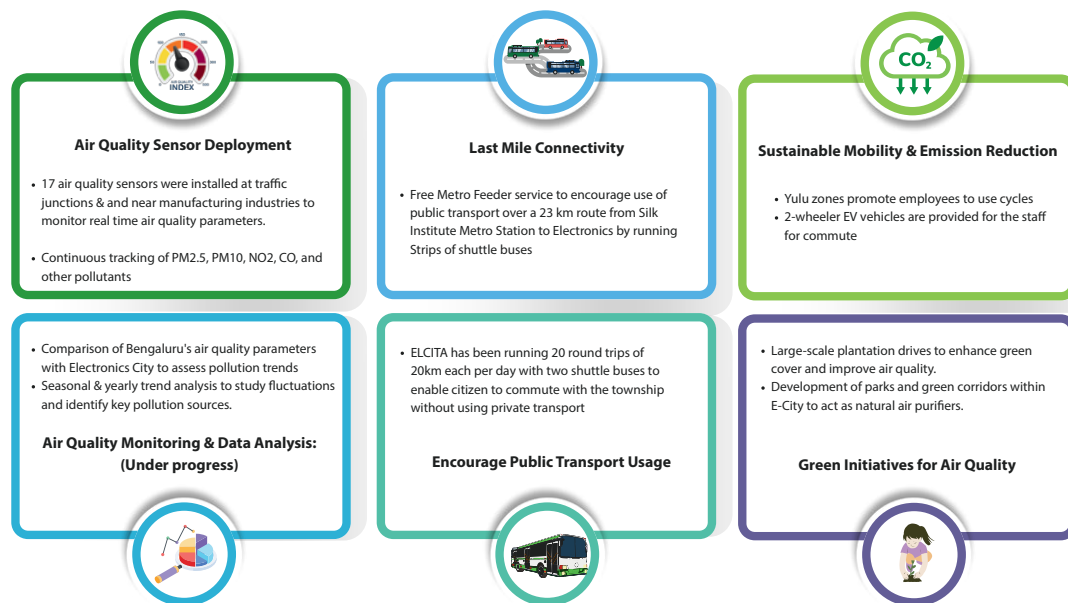The comparison between the AQI distribution in ELCITA and Bengaluru city presents a clear contrast in ambient air quality levels, highlighting the effectiveness of localized environmental management within an industrial township. Data from ELCITA's monitoring devices show that a significant majority—nearly 73% of the readings fall under the "Good" category. In contrast, Bengaluru city exhibits a considerably lower proportion of "Good" air quality, accounting for just 18% of the readings.

This disparity suggests that ELCITA has managed to maintain relatively clean air compared to Bengaluru city as a whole. The controlled environment, focused infrastructure planning, and possibly the adoption of sustainable practices such as regulated traffic, greener mobility solutions, and environmental monitoring may have contributed to this improved air quality.

The comparison underscores the potential of localized interventions and data-driven air quality management in improving urban environments. ELCITA's example can serve as a model for other industrial or urban clusters aiming to improve environmental health and sustainability through proactive governance.

Air Quality Sensor Deployment

- 17 air quality sensors were installed at traffic junctions & near manufacturing industries to monitor real time air quality parameters.
- Continuous tracking of PM2.5, PM10, NO2, CO, and other pollutants

Last Mile Connectivity

- Free Metro Feeder service to encourage use of public transport over a 23 km route from Silk Institute Metro Station to Electronics by running Strips of shuttle buses

Sustainable Mobility & Emission Reduction

- Yulu zones promote employees to use cycles
- 2-wheeler EV vehicles are provided for the staff for commute

- Comparison of Bengaluru's air quality parameters with Electronics City to assess pollution trends
- Seasonal & yearly trend analysis to study fluctuations and identify key pollution sources.

Air Quality Monitoring & Data Analysis: (Under progress)

- ELCITA has been running 20 round trips of 20km each per day with two shuttle buses to enable citizen to commute with the township without using private transport

Encourage Public Transport Usage

- Large-scale plantation drives to enhance green cover and improve air quality.
- Development of parks and green corridors within E-City to act as natural air purifiers.

Green Initiatives for Air Quality

In line with efforts to reduce environmental impact, ELCITA tracks emissions from diesel generator sets. The air pollutants monitored include Particulate Matter (PM), Sulphur Dioxide (SO_2), and Nitrogen Oxides (NO_2).

Pollutant	Total Emissions (tons) for FY 24-25
PM	0.01628
SO_2	0.00628
NO_2	0.00964

Water Management

(GRI 303-1, 303-2, 303-3, 303-4, 303-5)

Water management is a critical focus area for ELCITA, since water consumption at ELCITA is not limited to its operations but also extends to the procurement and distribution of water for various activities of other entities within Electronics City. Therefore, we have initiated varying water management strategies extending from water conservation efforts (rainwater harvesting, source diversification, rejuvenation, additional storage, etc.) to enhance water use efficiency. Such strategies ensure minimize water for our operations while safeguarding the local water resources. Accordingly, we have set a target of becoming water positive by 2025 under our ESG policy.

ELCITA's certifications in ISO 14001 and ISO 9001 underscore our commitment to sustainable and Quality-driven water management. These standards guide our efforts in environmental compliance, efficient resource utilization, and continuous improvement in service delivery.

Water supply sources and distribution infrastructure

Water at ELCITA is procured from multiple sources, including Bangalore Water Supply and Sewerage Board (BWSSB) and on-site borewells, and is systematically distributed to businesses within the premises to support both operational processes and domestic consumption. Water sourced from BWSSB and on-site borewells is initially stored in a 2 MLD capacity underground sump located in Phase I of Electronics City. An integrated pumphouse facility, equipped with three 15 HP booster pumps, functions as the primary node for water abstraction and pressurized distribution. This infrastructure ensures consistent and efficient delivery of treated water to industrial and commercial units across Electronics City and adjacent service zones.

While ELCITA provides fresh water to over 120 companies within Electronics City, we utilize both internal and external logistics resources to ensure uninterrupted supply across our operational zones.

Water Withdrawal (KL)

Groundwater **7%**
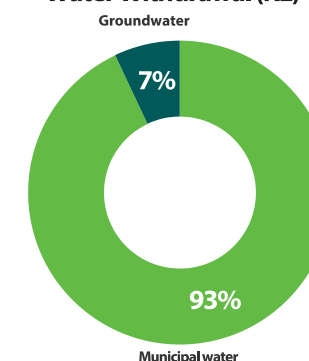
Municipal water **93%**

Fresh water withdrawal (≤1,000 mg/L Total Dissolved Solids) for supply to member companies and ELCITA Operations

Fresh water source (KL)	FY 2024-25	FY 2023-24
Groundwater (water from borewell)	13,037	27,776
Municipal water supply from BWSSB	183,009	155,970
Other sources - packed drinking water for ELCITA operations	62.4	-
Total water withdrawn	196,108.4	183,746
Water consumed in ELCITA operations*	1,346.40	445

*Water consumption was estimated based on per capita usage (70 L/day for 59 employees) and packed drinking water purchased.

Wastewater Management

ELCITA's wastewater management strategy demonstrates a commitment to resource optimization and environmental sustainability. We have developed multiple Sewage Treatment Plants (STPs) within Electronics City to facilitate the collection and treatment of wastewater generated by industrial and commercial entities. ELCITA operates the following STP's at Electronics City:

- 1.2 MLD MBR Plant at Sustainability Park
- 300KLD Extended Aeration Plant at ELCIA Cluster Campus
- 10KLD SBR Plant at the ELCIA Complex
- 9KLD ABR Plant at Pump House Complex
- 8KLD SBT Plant at the Electronics City Fire Service Station

Furthermore, to enhance operational efficiency, we have installed smart meters that are integrated with our i-Connect platform, enabling continuous monitoring of STP operations using an advanced SCADA system. As a result, our STPs achieve an impressive 95% efficiency and comply with KSPCB norms as per the Water & Air (Prevention & Control) Act. All these STPs operate by processing wastewater received from sources that are not directly dependent on ELCITA's freshwater supply network, reflecting optimized utilization of locally generated sewage and demonstrating operational efficiency in decentralized wastewater management. Through these facilities, ELCITA consistently produces over 1MLD of treated wastewater per day, which is available for reuse across various non-potable applications, supporting water sustainability and resource circularity within the region. ELCITA recycled 276,005 KL of wastewater during the reporting year through its in-house Sewage Treatment Plants.

A key milestone in ELCITA's sustainability journey is the achievement of a "water positive" status. A recent water positivity assessment by TUV Rheinland indicates that the volume of treated wastewater generated through ELCITA's STP operations is approximately 126.5% of the total

freshwater drawn from BWSSB and borewells together. These surplus highlights a "water positive" status, wherein the total quantity of treated wastewater exceeds the volume of freshwater consumed. The finding underscores ELCITA's effective wastewater management and reuse strategy, reflecting its commitment to sustainable water practices and circular water economy principles within the Electronics City ecosystem.

Recycled water is provided to member organizations and used for other secondary purposes across Electronics City, such as gardening, construction, toilet flushing, and road cleaning. Wastewater discharge is monitored by us on a daily basis to check various parameters of effluent and ensure that

they are in line with compliance norms (KSPCB Schedule V - Effluent Water Quality Parameters).

ELCITA's 300 KLD Centralized Sewage Treatment Plant (CSTP) in Bengaluru, Karnataka, consistently processes wastewater received from both KSSIDC via pipeline and tankers from various other companies. The main raw water source for 1.2 ML STP is from KIADB Layout and Silicon Valley layout, located around the Sustainability Park. Raw sewage is collected through an underground drainage system. The total sewage treated at the 1.2 MLD STP, approximately 80% originates from nearby residential villages, while the remaining 20% comes from industrial sources.
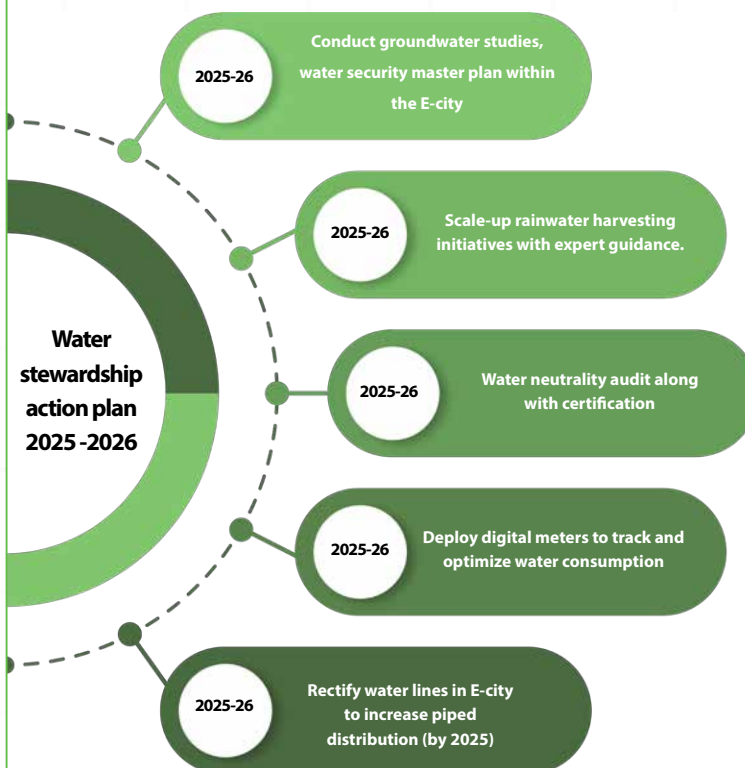
10KLD STP at ELCITA Office

Our Sewage Treatment Plants undergo annual third-party audits, based on which ELCITA undertakes repairs and renovation work as required. The recent work carried out includes the following:

- Renovation of electrical and mechanical systems (pumps, motors, MEP).
- Civil infrastructure repairs.
- Implementation of stricter water treatment protocols to meet water quality parameters
- Automation of operations via online sensors and SCADA systems.
- Entry into Annual Maintenance Contracts (AMCs) for all STPs.
- Expansion of sewage suction trucks and recycled water tankers to improve service to smaller industries where STPs are not available.

Key focus areas for next year

Water stewardship action plan 2025 -2026

- **2025-26** — Conduct groundwater studies, water security master plan within the E-city
- **2025-26** — Scale-up rainwater harvesting initiatives with expert guidance.
- **2025-26** — Water neutrality audit along with certification
- **2025-26** — Deploy digital meters to track and optimize water consumption
- **2025-26** — Rectify water lines in E-city to increase piped distribution (by 2025)

Rainwater Management at Electronics City

In total, 32 recharge wells, each with a capacity of 3.37 cubic meters, are employed for aquifer replenishment. This contributes to sustainable water management within the estate. To replenish groundwater reserves, ELCITA has also constructed 39 injection wells, each measuring 3 ft x 60 ft, across various locations. These wells facilitate the efficient infiltration of rainwater into the aquifer, mitigating the impact of urban runoff and enhancing groundwater availability. ELCITA has plans to increase the number of recharge wells to one hundred, with the help of member companies to sink the same within their campuses.

Water Conservation: ELCITA has adopted several water conservation measures, including, water flow fixtures, dual-plumbing systems, sensor-based appliances, smart water taps to reduce water flow, the use of recycled water for non-domestic purposes in office facilities, and sprinkler irrigation in the biodiversity park resulting in significant water savings and a reduction in freshwater consumption.

Waste Management

(GRI 306-1, 306-2, 306-3, 306-4)

ELCITA recognizes the environmental impact of waste management and the importance of transitioning to a circular economy in the current situation. To enhance resource efficiency and minimize waste generation, we have implemented robust waste management practices. Our scope for waste management extends from our operations to all waste that is being generated by industries and communities within the Electronics City. Our commitment to sustainable waste management spreads across the entire value chain, from generation and segregation to treatment and final disposal/diversion of waste, leading to our "Zero waste to landfill" approach.

Core objective at our
Solid Waste Management System

To collect, segregate, and dispose of all solid waste that is being generated within Electronics City in a systematic, sustainable, and environmentally responsible manner and be" Zero waste to landfill" organization
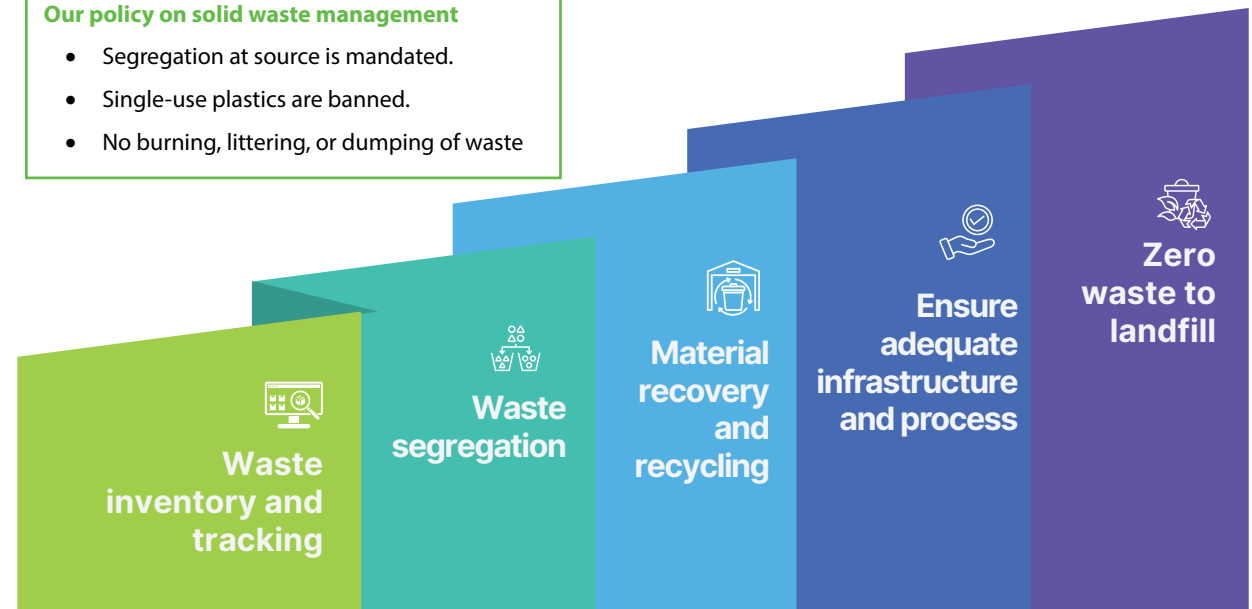

Our policy on solid waste management

- Segregation at source is mandated.
- Single-use plastics are banned.
- No burning, littering, or dumping of waste

Our waste management strategy

At ELCITA, our waste management strategy is centered on achieving the goal of "Zero Waste to Landfill." To this end, we have undertaken significant initiatives by establishing robust infrastructure to efficiently manage the waste generated within the township. Our sustainable actions are seamlessly integrated with critical infrastructure that enables the successful execution of this strategy, ensuring responsible waste handling and long-term environmental stewardship. Our Zero Waste to Landfill verification was conducted by TUV Rheinland, encompassing the operations and waste management practices implemented across three sustainability parks.

Waste inventory and tracking

Waste segregation

Material recovery and recycling

Ensure adequate infrastructure and process

Zero waste to landfill

The core infrastructure includes;

- Our Material Recovery Center operations involve handling mixed dry waste with a processing capacity of 16 tons per day (TPD). Designed to cater to diverse waste streams with a focus on material recovery. This location is a state-of-the-art Material Recovery Facility (MRF) for waste processing and disposal serving 150 member companies of ELCITA.

- Sustainability Park-2 (Doddathogur), operations involve segregation and processing of mixed waste, garden waste, and wet waste. Dry Waste segregated is sent to the MRF for further processing. Wet waste is sent to the biogas plant. Mixed waste, which can't be segregated, is sent to co-processing in cement industries.

- Sustainability Park-3 (S. Bengipura) operations involve handling garden waste and composting activities, which convert garden waste into useful by products.

Each Park is dedicated for a specific purpose. These facilities collectively aim to process, recover, and responsibly manage waste generated by member organizations to eliminate landfill dependency.

Initiatives to streamline Resource Recovery in a Circular Economy Framework – Infrastructure upgradation

- Sustainability Park-1: Upgraded with a trommel feeder and undersize conveyor to improve waste separation.
- Sustainability Park-2: Completed the Supply, Installation, and Commissioning of the feeder and output conveyor
- Sustainability Park-3: Added a hammer mill and briquette molding machine to enhance waste-to-energy conversion.
- Sustainability Park-3: Installed and commissioned an Organic Shredder for composting.

Sustainability Park

1 Material Recovery
- Recyclables

2 Waste Segregation
- Food waste
- Mixed waste
- Garden waste
- Scrap

3 Garden Waste and Composting
- Briquettes
- Compost

Best Waste Management Practices

Category	Key practices
Infrastructure availability	Three sustainability parks with the infrastructure required to cater to sustainable waste management, specialized by waste type (dry, wet, garden waste), are in operation at the premises.
Source Segregation as a Policy	Mandatory waste segregation at source with penalties for non-compliance is adopted to confirm proper source segregation.
Road waste management	Waste from roads swept by M/s. Nikad's housekeeping team is treated at Park 2
Source Segregation in Practice	Segregation of dry waste into 42 categories ensures the recycling of a major quantum of dry waste collected.
Material Recovery Facility (MRF)	Automated sorting equipment (Trommel, ballistic separator, conveyors (undersized/oversized), balling machine works on the concept of size, shape, and weight-based sorting, for 2 to 3 levels of segregation. This ensures that all types of dry waste are properly segregated and sent to recycling.
Waste-to-energy	Mixed waste that cannot be recycled or composted is processed through waste-to-energy plants (biogas plant) / RDF production and co-processing in cement kilns (zero landfill residue).
Biogas generation	The collected food waste was sent to biogas plant for energy conversion.
Composting & Briquetting	The facility for composting from garden waste, briquettes from biomass (40 mm dia.), is well maintained with the absence of any odor and flies.
E-Waste & Hazardous Waste Management	Authorized recyclers for e-waste (M/s. 4R Recyclers Private Limited) and hazardous waste (M/s. Car Recycler) management
Data Monitoring & Reporting	A well-maintained daily data log consisting of driver logbooks/driver detailed entry, bills of waste sold, monthly P&L, etc., is in place, linked to a centralized command center, and annual KSPCB reports.
Trained personnel, training & SOPs	Only trained personnel are in operations, regular training (quarterly)and training/orientations to new Joines, safety drills, PPE, SOP adherence.
Polluter Pays Model/ profit sharing.	The Polluter Pays Principle, to effectively manage solid waste, includes a rate slab for waste management based on waste quantity generated. Also, an agreement with a third party to share a portion of any profits generated at the end of the year
Public Engagement & Policy	Ban on single-use plastics, no burning/littering, and awareness programs

Waste Handled by ELCITA

Waste Generated	2024-25	2023-24
Non-hazardous waste (in MT)		
Dry waste	1498.29	970.64
Wet waste	978.11	1122.53
Garden waste	1398.33	239.52
AFR / Mixed waste	1107.80	281
Total	**4983.19**	**2614**
Hazardous waste (in MT)		
E-waste	-	1.15
Total	**-**	**1.15**

Waste from ELCITA's Own Operations

Waste Generated	2024-25	2023-24
Non-hazardous waste (in MT)		
Dry waste	1.39	0.77
Wet waste	2.18	0.52
Garden waste	-	1.59
AFR / Mixed waste	1.31	5.55
Total	**4.89**	**2.61**
Hazardous waste (in MT)		
E-waste	0.481	-
Battery waste	0.004	-
Used oil – DG set	0.010	-
Other hazardous waste	**0 level .0076**	-
Total	**0.5026**	**-**

Waste Diversion

Non-hazardous waste (in MT)	Recovery operation Type	2024-25	2023-24
Dry waste	Recycled	1601.50	-
Wet waste	Composted	978.11	-
Garden waste	Composted	1398.33	-
AFR / Mixed waste	Co-processed	1177.94	-
TOTAL		**5155.87**	**-**

100% of hazardous waste generated across ELCITA operations is responsibly handled by authorized recyclers or AMC partners.

Green Spaces and Biodiversity

(GRI 304)

ELCITA is committed to fostering a sustainable and resilient township by integrating biodiversity conservation and green space development into its urban planning initiatives. Recognizing the critical role of natural ecosystems in enhancing air quality, mitigating climate change impacts, and improving community well-being, ELCITA continuously works towards ecological restoration and habitat protection. Our approach not only safeguards the environment but also delivers long-term social and economic benefits to the township's residents and businesses.

Key Biodiversity and Greening Initiatives

Carbon stock improvement through green plantation is one of the nature-based solutions for climate impact mitigation. Therefore, ELCITA prioritizes green cover expansion through its organizational reforestation strategy within Electronic City to increase carbon stock while reducing the concentration of CO_2 in the atmosphere. While this serves as a significant part of its climate strategy, it also ensures restoring ecosystems, biodiversity, and water balance.

Vegetative sinks for climate change

Electronic City has demonstrated a commendable transformation in urban greening and ecological stewardship over the last two decades by significantly increasing its tree canopy cover and associated biomass. It has improved its canopy area by 68.2 % from the baseline year of 2004 to 2024, thereby enhancing green cover across the region. This increase in canopy area has led to a 38.9% rise in carbon storage, from 242 kg in 2004 to 336 kg in 2024. More significantly, the CO_2 sequestration potential has increased by over 64% during this period, from 46.4 kg CO_2e in 2014 to 344.4 kg CO_2e in 2024, a natural carbon sink capacity, contributing directly to climate change mitigation.


Inauguration of the NHAI / ELCITA Biodiversity Park

Electronics City becoming Greener -

Carbon Storage Comparison for the year 2004, 2014 & 2024

Year	Trees Canopy Area (sqm)	Above Ground Biomass (kg)	Carbon Storage (kg)	% Change in Canopy Area	% Change in Carbon Storage	CO_2 Sequestration Increase (kg CO_2e)
2004	6,22,083	514	242	-	-	-
2014	8,31,730.13	613	288.4	33.70%	19.20%	178.62 kg CO_2e
2024	10,46,478.75	714	336	68.20%	38.90%	345.02 kg CO_2e

As per ISO 14064 and IPCC guidelines or above ground Biomass (AGB) Carbon Storage = AGB x 0.47

2004

2014

2024
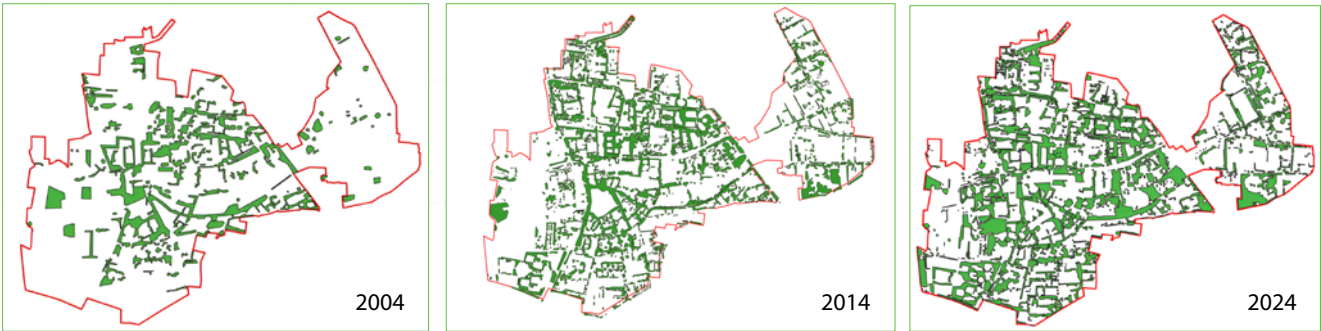
Biodiversity Park Development:

- Adopted a 1-acre plot of land adjacent to the National Highway 47 for greening.
- Planted 8,000 native saplings in this land and created a biodiversity park in this land

Urban Greening and Pollution Reduction:

- Developed extensive roadside plantations and median green zones to improve air quality and reduce pollution.
- Established green spaces at strategic locations, including KSSIBC Block, NHAI premises, and the Beretena Agrahara–E-City Station 1 Metro underpass

Community Participation & Awareness:

World Environment Day Plantation Drive: Organized a large-scale afforestation activity near Chikkanagamangala Lake, engaging local stakeholders in ecosystem restoration efforts.

Incident Management

Effective incident management is essential for maintaining public safety, ensuring quick response times, and fostering transparency within Electronics City. ELCITA has implemented a structured incident reporting framework that enables swift action in emergencies. Our security team plays a vital role in incident response, working closely with relevant authorities and emergency services to mitigate risks and ensure the safety of residents, employees, and businesses.

Incident Reporting Methods

To enhance safety and streamline response efforts, ELCITA provides multiple channels for reporting incidents:

- **ELCITA Mobile App** – A dedicated app for real-time incident reporting and status tracking.
- **24x7 Dedicated Helpline** – A toll-free number to report emergencies such as accidents, fire, security threats, or infrastructure failures.
- **Email & Online Portal** – A web-based reporting system allowing stakeholders to log incidents for prompt review and response.
- **On-Site Security Personnel** – Deployed across the township for immediate response and support in case of emergencies.

Major Environmental Incidents Reported in FY 2024-25

Road Accident - An over-speeding car collided, resulting in severe vehicle damage and an oil spill on the road. The security team responded immediately by controlling traffic and clearing the oil spill to prevent further accidents. Traffic police were informed, and the damaged vehicle was safely removed.

Future Measures and Improvements

To further enhance incident preparedness and response, ELCITA plans to:

- Install additional emergency response infrastructure, including fire suppression systems in high-risk zones.
- Expand training programs for companies on fire safety, hazardous material handling, and emergency evacuation procedures.
- Strengthen digital tracking of incidents through AI-based analytics to predict and prevent recurring safety hazards.

By continuously improving our incident management framework, ELCITA ensures a safer and more resilient Electronics City for all stakeholders.

Social Performance

ELCITA is committed to improving its social responsibilities by fostering a thriving, inclusive, and safe industrial township. A resilient community is built through proactive efforts in employee well-being, fair labor practices, and engagement with the broader community, and stakeholders.

FY 24 Performance Highlights

- 100% Workforce trained on health and safety aspects.
- 160 hours of formal training were provided to permanent & contractual staff.
- 22% of women in the overall workforce.
- Recordable work-related injury rate: 0.497 for contractors and 0 for employees.

Aligning with UN SDGs

| 01 NO POVERTY | 03 GOOD HEALTH AND WELL-BEING | 04 QUALITY EDUCATION | 05 GENDER EQUALITY | 06 CLEAN WATER AND SANITATION | 08 DECENT WORK AND ECONOMIC GROWTH |
| 09 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 10 REDUCED INEQUALITIES | 11 SUSTAINABLE CITIES AND COMMUNITIES | 13 CLIMATE ACTION | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS | 17 PARTNERSHIPS FOR THE GOALS |

Material topics addressed and goals:

Material Topics	Commitments
Health, Safety & Security	Achieve zero fatalities by strengthening risk assessments, enforcing safety controls, and ensuring continuous training, real-time hazard monitoring, and strict compliance with safety protocols.
Human Rights & Ethics	Foster a workplace that upholds human rights, ethical integrity, and fair treatment for all, ensuring zero tolerance for discrimination, forced labor, and unethical practices.
Training & Development	Build a culture of continuous learning with targeted training programs that enhance skills, improve safety awareness, and drive professional growth.
Traffic Management	Reduce traffic congestion, increase the average speed of vehicular movement, and enhance pedestrian crossing safety on Electronics City roads.

Employment

(GRI 401-1, 401-2, 401-3, 404-2, 404-3)

ELCITA employs skilled and semi-skilled people to manage its operations and maintenance. It strictly adheres to all statutory regulations and labor laws. It provides fair working conditions, including balanced working hours, appropriate remuneration, job security, and social security benefits.

ELCITA is committed to non-discrimination across all HR processes in alignment with its Code of Conduct, which is reinforced through annual refresher training sessions.

ELCITA's employment practices are fair, offering employees several benefits including competitive wages, performance incentives, leave including maternity and parental leave, health checks, health and life insurance, retirement benefits including provident fund and gratuity. It promotes employee engagement through multiple avenues, including team-building activities and outings. Any operational changes are communicated in advance by the departments concerned.

ELCITA supports Local employment. During the year, 60% of employees of local domicile were employed with ELCITA.

ELCITA employs skilled and semi-skilled professionals to manage its operations and maintenance, strictly adhering to all statutory regulations and labor laws. It ensures fair working conditions, balanced work hours, appropriate remuneration, job security, and social security benefits.

As of March 2025, ELCITA's workforce includes:

- **29** Employees and Consultants in administration and management.
- **413** contract workers engaged in housekeeping, infrastructure maintenance, security, traffic management, and fleet operations.

ELCITA is committed to non-discrimination in all HR processes, aligned with its Code of Conduct, which is reinforced through annual refresher training.

It promotes employee well-being by offering:

- Competitive wages and performance incentives

- Health checks, health, and life insurance
- Retirement benefits (Provident Fund & Gratuity)
- Parental leave, including maternity benefits
- Employee engagement activities (team outings, celebrations)

Employee Engagement & Performance Management:

It is our objective for all our employees to go through regular performance and career development reviews on an annual basis. Our performance reviews involve the creation of a development plan, which translates into training needs relevant to each employee that serves as an input into our training calendar. The appraisal of our employees' performance also allows us to make career and reward decisions at the year-end. During FY 24-25, 100% of eligible employees underwent regular performance and career development reviews. Employees are offered opportunities to continue working, post-retirement, based on skills, experience, and organizational needs.

Performance Management: Employees undergo annual performance appraisals, including goal setting and skill development planning.

- Reviews involve self-assessment, manager feedback, and leadership evaluation.
- Quarterly incentives and recognition programs reward excellence among employees and contract staff.

- Promotion recommendations are based on performance metrics.
- Mentoring programs provide continuous professional guidance.
- A Performance Improvement Plan (PIP) supports employees needing additional training.

HR Digitalization: ELCITA uses Facto HR application streamlines goal setting, appraisals, and feedback management.

Engagement & Culture:

- Employee birthdays are celebrated monthly.
- Festivals include ethnic wear days, competitions, and traditional food services.
- Open-door policy encourages feedback, fostering transparency and inclusivity.

Outsourcing & Vendor Management: ELCITA follows an outsourcing model, with only management staff on its direct payroll. Contractual roles are outsourced through Karnataka's e-procurement portal, ensuring vendors meet eligibility criteria and comply with fair labor practices.

Vendor labor practices are closely monitored to align with ELCITA's Code of Conduct. In 2025, no instances of non-compliance related to labor laws, discrimination, or harassment were recorded.

The following table shows permanent employee and contract workforce numbers for the FY 24-25 and FY 23-24:

Sr. No.	Category	Unit	Employee Count FY 2024-25				
			Age Group			Gender	
			<30	30-50	>50	M	F
A	Permanent Employees						
1	Senior Consultants	Nos.	0	0	6	6	0
2	Employees	Nos.	11	9	3	12	11
	Total	Nos.	11	9	9	18	11
B	Contractual workers						
4.1	Security Guards, Traffic Wardens and Drivers	Nos.	47	117	19	176	7
4.2	Estate Maintenance	Nos.	48	150	32	152	78
	Total	Nos.	95	267	51	328	85

Sr. No.	Category	Unit	Employee count FY 2023-24				
			Age Group			Gender	
			<30	30-50	>50	M	F
A	Permanent Employees						
1	Senior Consultants	Nos.	0	0	6	6	0
2	Employees	Nos.	11	11	3	13	12
	Total	Total	11	11	9	19	12
B	Other than Permanent Employees - Contractual workers						
4.1	Security Guards, Traffic Wardens and Drivers	Nos.	19	43	17	72	7
4.2	Estate Maintenance	Nos.	58	108	16	113	69
	Total	Nos.	77	151	33	185	76

The following tables show permanent employees hired for the FY 24-25 and FY 23-24:

Employees						
Category	Age Group			Gender		FY 2024-2025
Hired during the year	<30	30-50	>50	Male	Female	Total
Senior Consultants	0	0	1	1	0	1
Other Employees (Non- management Staff)	3	1	0	2	2	4
Total	3	1	1	3	2	5

Employees						
NEW HIRES	Age Group			Gender		FY 2023-2024
Hired during the year	<30	30-50	>50	Male	Female	Total
Consultants	0	0	1	1	0	1
Employees	1	1	0	1	1	2
Total	1	1	1	2	1	3

The following table shows the permanent employees' turnover for the FY 24-25 and FY 23-24:

Employees							
Employee Turnover Rate	Age Group			Gender		FY 2024-2025	FY 2023-2024
Breakup of personnel leaving the organization	<30	30-50	>50	Male	Female	Total	Total
Senior Consultants	0	0	1	1	0	1	0
Employees	1	4	0	2	3	5	6
Total	1	4	1	3	3	6	6

Employee Survey: ELCITA conducted an Employee Satisfaction (ESAT) Survey this year to assess employee well-being and workplace satisfaction. Employees are actively encouraged to share their concerns and feedback through:

- Regular review meetings
- Real-time feedback via email
- Anonymous suggestion boxes

ELCITA ensures an open communication culture, allowing employees to voice concerns on job satisfaction, job rotation, and appraisals directly to management.

Women Employees: At ELCITA, women make up 22% of the total workforce. The organization actively promotes gender inclusivity and supports career growth through various initiatives.

Category	Details
Women Empowerment Programs	Initiatives to enhance leadership skills, career advancement, and workplace inclusion.
Parental Leave	Female employees are entitled to maternity leave and parental benefits.

Training and Development

ELCITA supports the development of our employees and helps them to advance in their careers through training and development programs and mentoring.

- For permanent employees, a total of 114 training hours were delivered across 51 participants, resulting in an average of 2.24 training hours per permanent employee.
- For contractual workers, a total of 46 training hours were delivered across 383 participants, resulting in an average of 0.12 training hours per contractual employee.

Overall, combining both the permanent and contractual workforce, the average training hours per employee stood at approximately 0.37 hours for the year. We are working towards increasing the figures by delivering more training.

Our contractual staff received extensive training in,

- Occupational Safety & First Aid Awareness — delivered to all vendor staff to promote a safe working environment.
- Equipment Handling & Operational Procedures — conducted monthly for waste sorters, ensuring safe and effective use of equipment.
- Chemical Management & Hazardous Waste Handling — provided quarterly for waste sorters and STP operators, reinforcing safe chemical usage and proper hazardous waste disposal practices.
- Workplace Health & Safety Compliance — held monthly for all personnel, emphasizing adherence to health and safety standards.
- Fire Safety & Emergency Response Training — scheduled biannually for all vendor teams to prepare staff for emergency situations.
- Workplace Discipline & Attendance Awareness — conducted monthly for staff to reinforce organizational discipline and accountability.

- Energy Conservation Awareness — provided to vendor teams, promoting sustainable practices and energy-efficient operations.

Our employees and members receive specialized training in,

- Integrity & Compliance,
- Cyber Security Awareness,
- POSH (Prevention of Sexual Harassment),
- Digital tools and websites such as OneDrive, Gem Portal, etc.
- ISO 45001:2018 OH&S Management Training,
- Leadership & Stress Management,
- Investment Awareness Sessions,
- Ergonomics & Workplace Wellness programs

These initiatives ensure a well-trained workforce committed to maintaining a safe, compliant, and efficient work environment.

Our Training Programs

All our employees and security personnel are trained in organizational and human rights policies, procedures, and integrity policies. They follow the ELCITA code of conduct. During the year, we implemented key capability development programs to enhance workplace safety, compliance, and operational efficiency. Beyond technical skill-building, ELCITA prioritizes leadership development to nurture future-ready professionals. In the current year, two leadership programs were conducted, witnessing strong participation.

In FY 2024-25, ELCITA provided a combined total of 160 hours of formal training to permanent and contractual staff.

Employee Category	No. of attendees per category			No. of hours of Training per category			Average hours of training per year per employee		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employee	36	15	51	57	57	114	1.58	3.8	2.23
Contractual Employee	277	96	383	23	23	46	0.08	0.24	0.12
Total	313	111	434	80	80	160	0.26	0.72	0.37

- Policy aligns with national & state laws.
- Clear grievance framework with ICC for POSH.
- Zero tolerance for bullying, harassment.
- Compliance and Governance Sub-Committee oversees Whistle-blower Policy.

Human Rights and Ethics

(GRI 406-1, 408-1, 409-1)

ELCITA's Human Rights Policy is a comprehensive framework designed to uphold and promote human rights across all areas of its operations, in alignment with national and state laws (Indian labour laws). The policy applies to employees, suppliers, vendors, and community stakeholders, emphasizing the importance of engaging with local communities to address human rights issues such as access to essential services and sustainable infrastructure.

ELCITA fosters a safe, respectful, and inclusive workplace, adhering to strict policies against harassment, bullying, and discrimination. The organization promotes diversity and inclusion, ensuring that all employment decisions are based on qualifications and performance. It also promotes freedom of association and provides a flexible work environment to enhance employee well-being.

ELCITA safeguards employee and supplier data privacy with a secure framework featuring multi-layered authentication and automated tools. Information is shared only when necessary, and data breaches are promptly reported through a security incident management process.

It also prohibits child labor and forced labor and continuously monitors human rights risks across its operations. ELCITA conducts thorough human rights impact assessments to identify and mitigate any potential adverse effects on its people.

ELCITA's Whistle Blower Policy is firmly established to facilitate reporting of any unethical behavior, with particular emphasis on anti-corruption and anti-bribery issues. All complaints received through this mechanism are carefully reviewed by the Compliance and Governance Sub-Committee, which ensures thorough investigation and appropriate corrective actions. The policy guarantees confidentiality and protection against retaliation. All reported cases are thoroughly investigated and closed within 120 business days from the date of logging, ensuring timely resolution and accountability. During the reporting period, no cases were received through the whistleblower channel. Whistleblowers may submit their complaints by emailing the Chairman of ELCITA at **chairman@elcita.in** or the Head of the Governance Committee at **head_governance@elcita.in**, with the subject line **"Protected Disclosure under the Whistle Blowing Policy,"** providing full details of the complaint.

During the year, ELCITA conducted a training program for its contractual staff on Human Rights and Ethics

Health, Safety, and Security

(GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9)

ELCITA's Occupational Health and Safety (OHS) Management System applies to all employees, contractors, and third-party vendors. Ensuring a safe and healthy work environment is a top priority, with a strong emphasis on risk management, compliance, and continuous improvement.

ELCITA's management oversees outsourced services such as:

- Housekeeping
- Waste Management
- STP Operations
- Security & Traffic Management

To ensure workplace safety, well-being, and compliance with OHS standards the following are key focus areas:

- Proactive risk assessments to prevent workplace incidents
- Regular safety training and awareness programs
- Real-time hazard monitoring and reporting
- Emergency preparedness and response mechanism
- Strict compliance with safety protocols

Occupational Health & Safety (OH&S) Management System

ELCITA is committed to maintaining a safe, secure, and healthy work environment for employees, contractors, and third-party vendors. In line with the best global practices, ELCITA implemented the ISO 45001:2018 Occupational Health & Safety (OH&S) Management System during the year to enhance workplace safety, reduce risks, and ensure compliance with legal and regulatory requirements.

Key Aspects of the OH&S Management System:

- **Leadership Commitment**: Safety leadership and accountability at all organizational levels.
- **Employee & Contractor Inclusion**: All workers, including outsourced staff, are covered under safety programs.

- **Continuous Improvement**: Regular safety audits, risk assessments, and corrective actions to minimize hazards.

OH&S Policy: ELCITA's OH&S Policy is designed to:

- Eliminate hazards and reduce occupational health and safety risks.
- Ensure compliance with national and international OH&S standards.
- Promote employee participation in safety initiatives and decision-making.
- Continuously enhances safety awareness through training and engagement programs.

Risk Management Approach: ELCITA adopts a proactive risk management approach through:

- **Hazard Identification & Risk Assessment (HIRA)**: Regular assessments to identify and control workplace hazards.
- **Incident Reporting & Investigation**: A structured framework to report, investigate, and prevent workplace incidents.
- **Emergency Preparedness & Response**: Fire drills, evacuation plans, and medical emergency response training.
- **Workplace Ergonomics & Health Programs**: Initiatives to prevent work-related stress, injuries, and occupational diseases.

Safety Interventions & Initiatives: To build a robust safety culture, ELCITA has introduced several safety interventions:
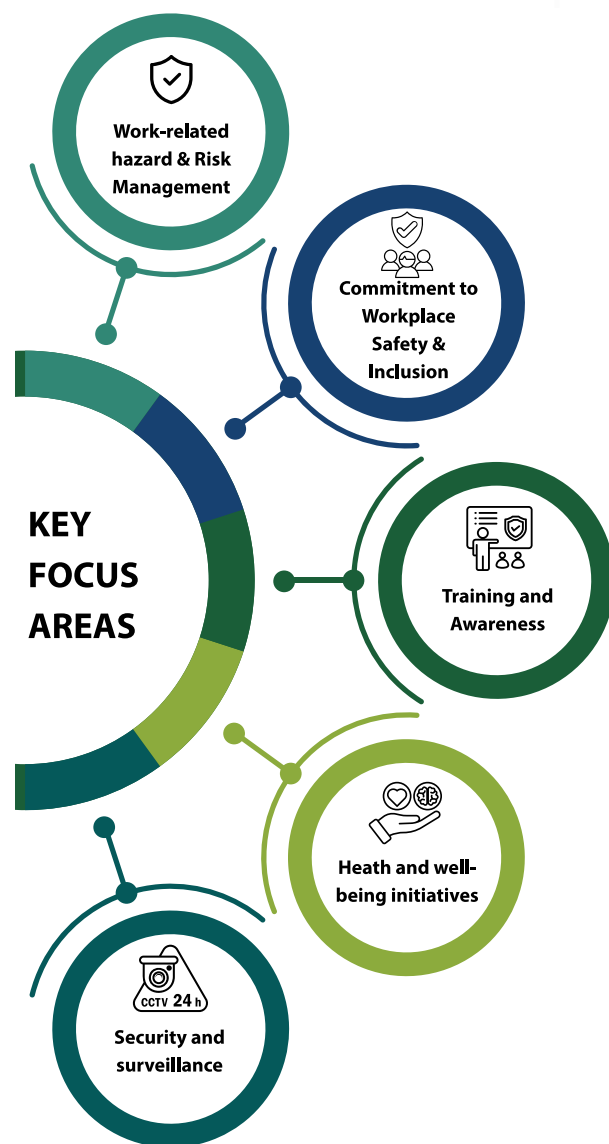
- **Regular Safety Training & Awareness**: Periodic training sessions on fire safety, first aid, and emergency response.
- **Behavior-Based Safety (BBS) Program**: Encouraging employees to identify and correct unsafe behaviors.
- **Real-Time Hazard Monitoring**: Digital reporting mechanisms for quick hazard identification and resolution.
- **Personal Protective Equipment (PPE) Compliance**: Strict enforcement of PPE usage for all high-risk activities.
- **Mock Drills & Emergency Response Training**: Conducted quarterly to ensure preparedness for any emergency.

Performance & Monitoring

ELCITA continuously monitors OH&S performance metrics through:

- Monthly Safety Audits & Compliance Reviews
- Accident/Incident Analysis & Corrective Actions
- Regular Engagement with Employees & Contractors on Safety Improvements

The key focus areas for this section include

KEY FOCUS AREAS

- Work-related hazard & Risk Management
- Commitment to Workplace Safety & Inclusion
- Training and Awareness
- Heath and well-being initiatives
- Security and surveillance

Work-Related Hazards & Risk Management

Key hazards include roadwork, median painting, road sweeping, and machinery usage. ELCITA manages risks for routine and non-routine tasks through competency-based safety training, structured risk assessments, and a hierarchy of controls — elimination, substitution, engineering, and administrative controls, and PPE.

ELCITA's risk assessment outcomes undergo regular safety audits and inspections to ensure effective implementation and continuous improvement. It has also implemented a streamlined process to report incidents, near misses, and unsafe acts or conditions. Root cause analysis is conducted for all incidents, with corrective actions feeding into its H&S Management System. Details of safety KPIs are as follows:

Rates calculated per 100,000 hours worked for contractors. The main illnesses reported were typhoid and dengue. In response to such cases, pest control measures have been implemented.

To mitigate workplace hazards, ELCITA has undertaken several proactive measures, including:

- Conducting regular safety training on protective measures and PPE usage.
- Evaluating vendors for safety compliance and black-listing non-compliant vendors.
- Implementation of ISO 45001 standards.
- Monitoring workplace safety through dedicated safety officers.

Conducting risk assessments and implementing risk mitigation plans for all projects.

Safety KPIs	FY 24-25	FY 23-24
Health & Safety Disclosures for Employees		
Number of Employees & Senior Consultants	29	26
Total hours worked	75888	54145
Total Number of fatalities	0	0
Fatality rate	0	0
High-consequence injuries	0	0
Rate of high-consequence injuries	0	0
Recordable work-related injuries	0	0
Rate of Recordable injuries	0	0
Recorded cases of ill health	0	0
First aid cases	0	0
Health & Safety Disclosures for Contractors		
Total Number of Contractors	430	337
Total hours worked	1207440	946296
Total Number of fatalities	0	0
Fatality rate	0.083	0
High-consequence injuries	0	0
Rate of high-consequence injuries	0	0
Recordable work-related injuries	6	1
Rate of Recordable injuries	0.497	0.105
Recorded cases of ill health	4	0
First aid cases	4	0

Commitment to Workplace Safety & Inclusion

Workplace Safety & Employee Committees - ELCITA has established the following worker-led committees to enhance safety, inclusion, and welfare at all operational sites:

- **Occupational Health & Safety (OH&S) Committee** – Addresses workplace hazards, risk management, and emergency preparedness.
- **Women's Safety Committee** – Ensures a safe and inclusive work environment for female employees.
- **POSH (Prevention of Sexual Harassment) Committee** – Addresses concerns related to workplace harassment and ensures compliance with legal frameworks.

These committees meet periodically to discuss safety concerns, workplace improvements, and employee well-being initiatives. Workers actively participate by identifying hazards, proposing safety improvements, and engaging in risk mitigation strategies.

ELCITA's commitment to worker participation in safety management is reflected in its health and safety committees, which operate at all ELCITA sites. These committees, which include worker representatives, convene periodically to review safety concerns, fostering cooperation between management and workers. This structured engagement enables open dialogue and enhances real-time understanding of safety issues.

The committee's terms of reference encompass various responsibilities that must be adhered to, such as:

- To establish and discuss the Company's safety Policies and practices.
- To conduct sessions to evaluate gaps and implement actions to improve the Safety plan and procedure.
- To review Safety training and to review contractors' monthly HSE reporting.
- Facilitating joint safety walks, incident investigations, and the sharing of lessons learned to strengthen preventive measures.

Training and Awareness

ELCITA is committed to fostering a culture of health and safety through regular training and development programs. These initiatives ensure that all personnel are equipped with the necessary knowledge to adopt risk-free behaviors and maintain a safe working environment. 100% of the employees and contractors participated in health and safety-related training during the reporting period.

As part of its commitment to workplace health and safety, training is mandatory for all ELCITA employees and contractors. Thus, every ELCITA employee and contractor undergoes comprehensive Health and Safety training periodically

Below is a list of specialized training programs provided to contractual workers on various health and safety topics:

- Emergency Response Training | Fire Safety | Security Safety Training

- Traffic Control Training | Electrical Safety
- Use and Care of Personal Protective Equipment | First Aid Training | Spill Kit Training
- Safety Hazard Training | Permit to Work Procedure | Manual Handling
- Risk Assessment | Equipment Handling | Excavation Safety
- Hot Work Activities | Working at Heights | Safe STP operations | Chemical Handling Safety

Employee Health & Insurance Benefits – To further safeguard employee well-being, we provide,

- Life Insurance – Ensuring financial security for employees and their families.
- Healthcare Coverage – Providing medical benefits to support employees' long-term health.
- Disability Coverage – Offering protection against unforeseen medical conditions.

Healthy Workplace Environment: ELCITA is focused on creating a healthy work environment in all its work sites with high standards of housekeeping processes.

1. Medical services:

- First aid boxes at all locations.
- Immediate attention to employees during emergencies & shifting them to hospitals as may be required.
- ELCITA's employees are encouraged to seek online doctor consultations at any time.
- ELCITA has tied up with various hospitals to attend to emergencies.
- ELCITA provides wheelchairs and stretchers across all its operational sites.
- Trained first aid representatives are available at all sites.
- Annual Periodic health checkup for the employees.

2. Workplace risk assessment:

- ELCITA works on hazard identification and risk assessment to identify risks.
- ELCITA works on continuous ergonomic improvement in the workplace.
- Workstation and furniture are designed and procured after considering their ergonomic advantages.
- A workplace assessment will be conducted to identify the gaps.

Health and well-being initiatives

To ensure a healthy and safe work environment, ELCITA has implemented the following key health initiatives:

- Regular Medical Check-ups: All security personnel and drivers undergo an annual medical examination, with a mandatory health check-up required before employment.
- First Aid Training: Conducted biannually by medical professionals from Narayana Hrudayalaya and Sagar Hospital, equipping employees with essential life-saving skills.
- Primary Healthcare Access: ELCITA has supported the establishment of a Primary Health Center at Doddanagamangala, offering medical consultations and essential healthcare services.

- Mental Health Support: Recognizing the importance of mental well-being, ELCITA has set up "Parihar Family Counseling Center", a dedicated initiative providing mental health consultations for women.
- Emergency Medical Support: On-site clinics and first aid facilities are available for employees and contractors, ensuring immediate medical attention for work-related and non-work-related concerns. In case of emergencies, ELCITA facilitates ambulance services or transportation to the nearest hospital.

Electronics City Police Station collaborates with PARIHAR, an initiative of the Bengaluru City Police, which supports women, children, and families in distress through counselling, legal aid, police support, and rehabilitation services. It also conducts awareness programs across schools, colleges, workplaces, and communities to promote safety and protection.

Security and Surveillance

ELCITA prioritizes the safety and well-being of its community by implementing a comprehensive security strategy and traffic control measures in collaboration with the Karnataka State Police, CISF, and other government agencies. Its goal is to create a secure, well-monitored environment that proactively addresses potential risks and ensures smooth traffic flow within the township. Regular drills and audits assess vulnerabilities and preparedness for potential natural calamities, ensuring township readiness and safety.

CSR Sponsorship & Collaboration

The Timken India Limited has sponsored Ambulance :

In a major move to improve emergency medical services, the Electronics City Industrial Township Authority (ELCITA) has introduced a free ambulance service under its CSR program. Enabled by support from TIMKEN and executed by ELCITA, the service became active on 01-05-2025.

The ambulance is already catering to township workers and nearby residents, providing urgent care and fast transport to hospitals when needed. It aims to offer swift responses during emergencies and reduce delays in critical care.

To ensure reach, emergency contact details have been shared across township media channels. This effort highlights a shared dedication to community welfare and ELCITA's focus on delivering impactful, people-first CSR initiatives.

Traffic & Road Safety measures

To enhance road safety, we conduct quarterly training sessions in collaboration with the Electronics City Traffic Police. Our security personnel are equipped with body-worn cameras to improve transparency and accountability. Additionally, 500+ CCTV cameras and 50 base stations enable seamless communication between security forces, companies, and the ELCITA security team, ensuring swift responses to emergencies.

Regular patrolling by ELCITA security and CISF personnel strengthens security across the township. Trained security personnel are stationed at internal roads and junctions, while dynamically controlled traffic signals at key intersections help optimize traffic flow. We have also taken measures such as rumble strips, illuminated signage, and better barricading to improve road safety.

Our Road Safety Subcommittee, comprising experts from member companies, meets quarterly to analyze road safety incidents and identify hazards such as potholes, faulty footpaths, accessibility issues, and inadequate signage.

Case Study - Public Safety & Incident Response

Problem – On 24th January 2025, an incident of indecent exposure occurred in a public area, causing concern among the public, particularly women. The inappropriate behavior raised serious safety concerns and created a distressing environment for those present.

Approach – Our security protocols were immediately activated to address the situation. Leveraging a comprehensive surveillance camera network and a trained on-ground security team, the suspect was quickly identified and apprehended. The swift response ensured that the situation did not escalate further, safeguarding the well-being of the community.

Benefit Achieved - The rapid and effective response not only ensured the safety of the public but also reinforced our commitment to maintaining safe, inclusive, and ethical spaces. It demonstrated the effectiveness of our governance systems, building public trust and highlighting our dedication to social responsibility under the ESG framework. The incident highlighted the strength of our monitoring infrastructure and governance, ensuring a positive outcome for all parties involved.

Local Community Development (GRI-413-1)

ELCITA is dedicated to addressing the needs of both its members and the local community surrounding the estate. Our sustainability journey thrives on collaboration and partnerships. We actively engage with IT and manufacturing industries, commercial establishments, educational institutions within the township, and the local community. Together, we form a team of practitioners who value and implement sustainable practices.

Here are some of the developmental initiatives ELCITA has undertaken for its local communities:

Infrastructure for Safer Roads and Better Mobility:

- **Road Median Construction:** ELCITA constructed road medians along about one-kilometer stretch of Neeladri Road spent an Rs.37 lakhs to enhance safety and streamlining traffic.

- **Road and Junction Improvements:** Re-asphalting of the Shantipura Fruit Market Road (1 km), along with the repair and cleaning of stormwater drains, replacement of kerb stones, and thermoplastic road markings, ensured safer and more efficient travel.

- **Village Road Development:** 1 km of internal roads in Doddathogur village were asphalted to improve rural connectivity and spent an Rs. 48 lakhs

- **Maintenance of Public Service Infrastructure:** An investment of Rs. 45.98 lakhs were made during the year to maintain local police stations and the fire service station, ensuring a safe and secure environment.

- **Namma Clinic:** In partnership with the Health Department, ELCITA funded and completed the interiors of the Namma Clinic in Chikkanagamangala village, investing Rs. 10 lakhs to ensure quality healthcare access for the underserved population.

Public Transport and Last-Mile Connectivity

ELCITA operates intra-city shuttle services to promote shared mobility. Since 2022, a complimentary Metro Feeder Shuttle runs along a 23 km stretch from Silk Institute Metro Station to Electronics City, with 8 daily trips. In 2024 alone, 67,203 commuters benefited from this service.

Water Management and Sewage Recycling

Sewage Treatment & Reuse: ELCITA treats sewage from surrounding areas, including Silicon Valley and KIADB Layout. In 2024, 282,012 KL of sewage was recycled and reused for secondary purposes within the township, reducing dependency on freshwater and promoting circular water use.

Upliftment of Government Schools

ELCITA extended support to 11 government schools in and around Electronics City through targeted infrastructure upgrades and student support initiatives aimed at improving the learning environment and enhancing student safety.

Key projects during the reporting period included:

- Renovation of the Government Primary School, Konappana Agrahara, to improve classroom infrastructure and provide a safe and functional learning space.

- Installation of safety grills at the Government High School, Doddanagamangala, to enhance the safety and security of students.

- School book kits were distributed to 275 students.

Services, Infrastructure Maintenance, and Management

ELCITA focuses on maintaining and enhancing infrastructure, including roads, utilities, and IT systems, to ensure smooth city operations and resident well-being. Key initiatives include setting up the Namma clinic, Parihar counselling center, improving accessibility, and many more. The Civil team handles essential services like roads, sewage treatment, and waste management, while large-scale projects like toll plazas and Sustainability Parks promote sustainable development. ELCITA also emphasizes cleanliness, citizen-centric services, and accessibility. IT infrastructure is robust, secure, and compliant with ISO 27570, ensuring reliable communication and business continuity through cloud services, cybersecurity measures, and regular audits.

Project Pumphouse

The Pumphouse, a crucial infrastructure component within Electronics City, serves as a vital hub for water storage, treatment, and distribution. Within the Pumphouse premises, an approximate area of 2,520 square meters remained largely undeveloped, characterized by overgrowth of vegetation and the accumulation of various debris. To utilize this space effectively, ELCITA initiated the development its key facilities which included:

- A Staff Care Centre to support contractual staff with essential amenities such as washrooms, changing rooms, a cafeteria, and workstations; and

- The ELCITA Operating Centre, which will serve as the central base for ELCITA's maintenance team overseeing daily operations across Electronics City.

- Bamboo available on-site was repurposed to fabricate bamboo frames, which were then used as fencing for the compound wall.

The following initiatives were implemented or redeveloped in the financial year FY 2024-25:

Company Directional Signage and Avenue Markers:
Company directional boards and avenue markers have been installed to enhance navigation and location identification. These boards help visitors, employees, and delivery personnel locate businesses and offices, while avenue markers identify key roads, ensuring smooth traffic flow and better wayfinding for motorists and pedestrians.

Road safety and FOB signages:
Electronics City has installed 455 road safety signs to enhance traffic management, improve pedestrian safety, and provide clear guidance to motorists and commuters. Also, welcome and directional boards have been installed on the Foot Over Bridge (FOB) to guide pedestrians and improve navigation.

PARIHAR Counseling Center at Police Station:
The PARIHAR Counseling Center offers professional guidance and emotional support for personal, social, and psychological challenges. It provides counseling for stress management, workplace issues, family conflicts, and mental well-being, serving as a safe space for confidential support to improve overall quality of life.

Shelter pathway from HP entrance to Velankani Junction:
The metro completion marks a milestone for Konnappana Agrahara commuters to Electronics City Phase 1. To ensure smooth accessibility, a 700-meter shelter pathway from the HP entrance to Velankani junction is being constructed.

Foot over bridge maintenance:
Rust and minor damage were detected in the FOB staircase chequered sheets due to weather and foot traffic. Fabrication and painting work were undertaken to ensure pedestrian safety.


Drain construction near Konappana Agrahara signal to BMRCL metro station:
Drain construction near Konappana Agrahara signal to BMRCL metro station, connecting drain near KP signal to resolve stormwater overflow and improve commuter movement.

A Material Storage Yard:
It has been developed to meet the storage requirements of various departments at ELCITA. The yard includes designated areas for Civil, Estate, Electrical, IT, and Fleet Management.

One Way Option 2: Area wide one way system in ELCITA
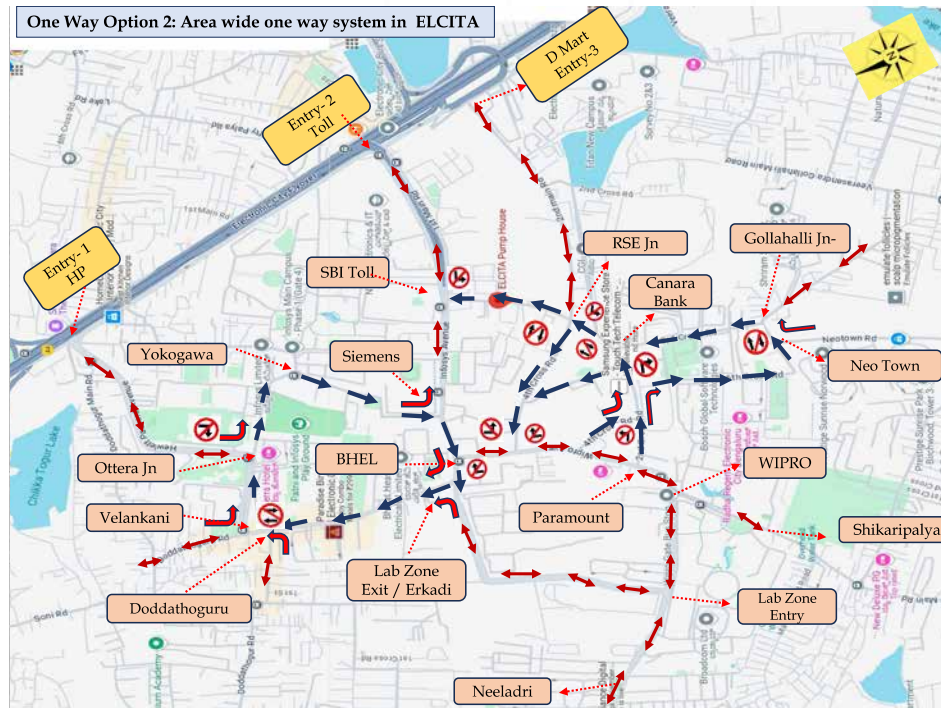
Key highlights:

- 67,203 citizens traveled in 2024 via the free metro feeder.
- One-way roads on selected routes.
- Monitoring with over 500 CCTV cameras.
- Enhancement of air quality by reducing emissions.

Implementation of a One-Way Traffic System

On December 20, 2024, the West phase roads saw the implementation of a one-way traffic system. Initially launched as a trial, the period was extended due to the low traffic density, allowing for a comprehensive evaluation and necessary adjustments. Traffic wardens and security managers are diligently monitoring the flow of vehicles through a network of over 500 CCTV cameras, ensuring smooth and efficient movement. This initiative has also significantly enhanced bus connectivity to Doddathoguru village, providing residents and commuters with improved access to public transportation options. The system aims to streamline traffic, reduce congestion, and promote safer travel within the area.

Traffic Management

ELCITA ensures traffic safety and efficiency with surveillance, signals, signage, wardens, CCTV, and network centers. CCTV aids incident response and police. Traffic flow is managed with heavy vehicle controls and awareness sessions. Dynamic signals and regular expert reviews further enhance management.

ELCITA consumes electricity for operations such as streetlights, CCTVs, traffic signals, high mast lights, foot-over bridges, bus shelters, pump houses, and CSTP (Common Sewage Treatment Plants). To minimize fossil fuel impact, a transition to electric vehicles is made, with twenty added in the last two years.

ELCITA has been providing free Metro Feeder service to encourage the use of public transport over a 23km route from Silk Institute Metro Station to Electronics City from 2022

to date by running 8 trips of shuttle buses. A total of 67,203 citizens travelled in 2024, saving 139.47 tons of CO_2.

In addition, ELCITA hired an Electric BMTC bus for 02 months for Metro Feeder service. A total of 4,115 citizens travelled in 2024, saving 11.37 tons of CO_2.

ELCITA has been running 20 round trips of 20km each per day with two shuttle buses to enable citizens to commute within the township without using private transport. A total of 80,192 citizens travelled in 2024, saving 144.35 tons of CO_2.

ELCITA aims to create a sustainable commuting ecosystem by reducing traffic congestion and pollution, enhancing last-mile connectivity, and promoting public transport. Outdoor LED displays provide real-time updates and alerts. Technology-driven solutions like smart signals and real-time analysis improve mobility, with ongoing traffic management reviews ensuring optimal results.

Improvements Achieved

- **Increased Speeds:**
  The average vehicle speeds increased from a mere 10–15 kmph under the previous system to 35–45 kmph under the one-way system. This was made possible by the elimination of traffic conflicts and smoother traffic flow.

- **Reduced Travel Time:**
  This project aims to ensure the uninterrupted movement of vehicles with limited stoppages, thereby decreasing wait times at traffic signals due to reduced congestion.

- **Streamlined Intersections:**
  Out of fifteen intersections in the network, ten will be eliminated. Fewer intersections meant fewer traffic signal stops and reduced waiting times, allowing for seamless vehicular movement.

- **Environmental Benefits:**
  Reduced congestion and higher traffic speeds significantly lower vehicle emissions and carbon levels, improving air quality and making the environment healthier, especially across many road junctions.

For SBI junction (ppm)	Dropped from	Dropped to
CO2 levels	405.85	392.98
PM10	80.39	75.98
PM2.5	53.14	50.22

- **Stress-Free Commute:**
  With fewer stops and smoother vehicular movement, the one-way system reduced driver fatigue and stress.

- **Seamless Entry and Exit for Companies:** Many corporate zones depend heavily on efficient traffic management for employee commutes and logistical operations. The streamlined traffic facilitated by the one-way system allows companies to benefit from smoother access points and reduces congestion near gates and parking zones.

Before | After

Before
- 10-15 Kmph
- Delays from **400 Secs to 1100 Sec**
- Phase-1 **15 Intersections**
- Emissions
- **CO2**
- **Noise**
- **PM10**
- **PM2.5 03**
- **Reduced Speeds, Stress & Strain**
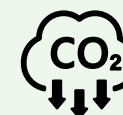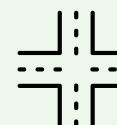
After
- 35-45 Kmph
- **Zero Delays** in 11 Intersections
- **5 intersections** will be retained, 10 Intersections will be eliminated in future.
- **Emissions** due to Vehicle idling at Intersections **have come down** in few intersections
- With free flow of Traffic Movement is resulting in **Stress free driving.**

Building Responsible Citizenship

ELCITA believes that a sustainable township is built not just through infrastructure and policies but through active engagement and responsible participation from its residents, businesses, and stakeholders. By fostering a culture of environmental and social responsibility, ELCITA encourages individuals and organizations to contribute to the community's long-term well-being.

Community Awareness and Engagement: Organized town hall meetings to involve member industries in decision-making processes.

Sustainability Education Programs: ELCITA is committed to promoting sustainability awareness and education by engaging students and research organizations through visits to its Sustainability Parks. These visits offer hands-on learning experiences, enabling students and researchers to understand sustainable urban planning, waste management, renewable energy, and environmental conservation.

Student Engagement & Educational Visits: During the financial year 2024-25, a total of 273 students from various schools and colleges visited ELCITA's Sustainability Park-1 between April 2024 and March 2025. The participating institutions include, International School of Business &

Research, Acharya College, Police Public School, Swami Vivekananda College, West School, IFIM College, and Alliance University.

Research Organizations & Industry Collaboration: ELCITA also welcomes research institutions and organizations to its Sustainability Parks for knowledge-sharing and collaborative research on sustainability innovations. These visits provide researchers with insights into ELCITA's sustainability initiatives, such as Solid Waste Management, Water Management & Rainwater Harvesting Systems, Renewable Energy Implementations (Solar & Biogas).

Below are some examples of public feedback received in appreciation of our traffic and road management efforts across social media platforms:

Feedback from stakeholders

- We encourage feedback and participation from all stakeholders to enhance the effectiveness of our sustainability initiatives. We continuously monitor feedback received from citizens via apps and take corrective actions. Additionally, we respond to feedback and concerns from other stakeholder groups, including trade associations, consumers, NGOs, and advocacy groups.

- Feedback and suggestions can be sent to **esg.manager@elcita.in**.

Governance

Good governance is essential for public entities such as ELCITA as it ensures efficiency, accountability, and transparency. Efficiency and effectiveness enable the best use of available resources and prompt delivery of services. Accountability helps to define roles and responsibilities, making it easier to hold decision makers accountable. Transparency helps to build trust, and this is achieved when decisions and processes are open to scrutiny. Good governance is the foundation for trust, performance, and sustainable progress.

FY 24 Performance Highlights

- Implemented ISO 27001 Information Security Management Systems (ISMS)
- 87.76% of procurement during the year has been from local suppliers
- Periodic Cybersecurity audits conducted for ELCITA
- Have evaluated vendors on safety aspects

Aligning with Sustainable Development Goals

05 GENDER EQUALITY	**08** DECENT WORK AND ECONOMIC GROWTH	**10** REDUCED INEQUALITIES	**11** SUSTAINABLE CITIES AND COMMUNITIES
13 CLIMATE ACTION	**15** LIFE ON LAND	**16** PEACE, JUSTICE AND STRONG INSTITUTIONS	**17** PARTNERSHIPS FOR THE GOALS

Material topics addressed and goals:

Material Topics	Commitments
Business Ethics	To conduct our business in the most ethical and transparent manner.
Sustainable supply chain	To influence our supply chain partners to align with ELCITA's ESG Policy.
Data Privacy and Information Security	To implement robust systems & processes to enable data privacy and information security.
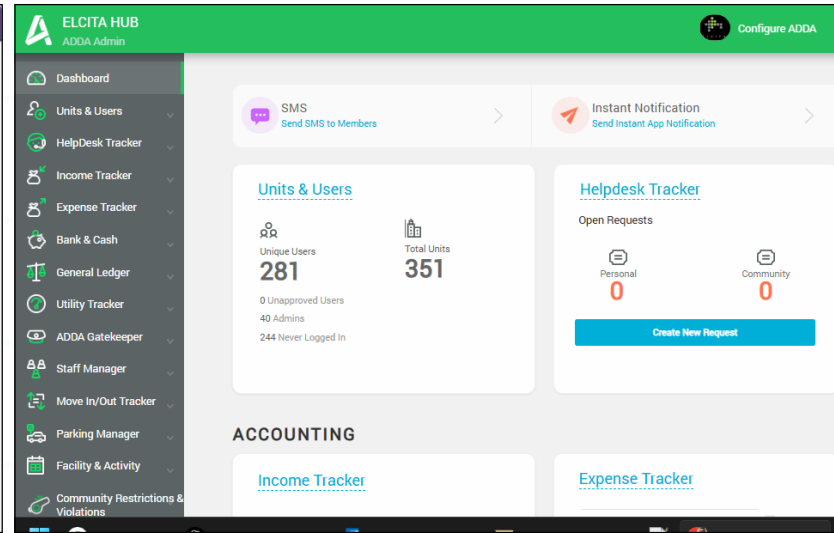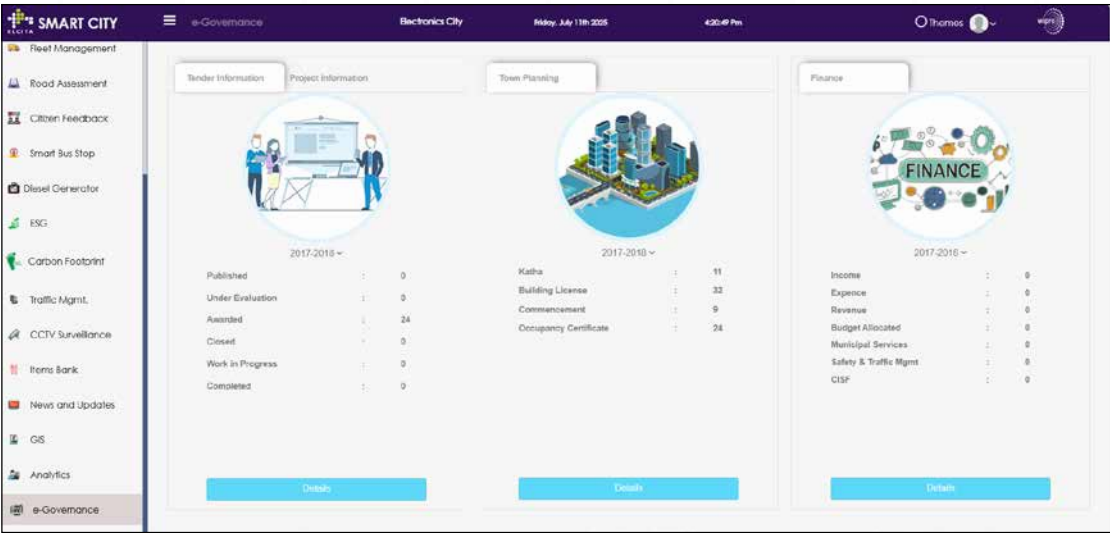
Management and Expert Committees

(GRI 2-9, 2-10, 2-12, 2-13, 2-14, 2-17)

The Governance Section of this report reflects the systems and structures that are in place to ensure ethical, transparent and effective management and decision making which are aligned with stakeholder expectations and regulatory frameworks.

ELCITA's sustainability governance structure is described as follows:

INDEPENDENT OVERSIGHT	EXTERNAL ASSURANCE
Highest governance body	ELCITA Management Committee
Management oversight	CEO/TDO
Coordinators	ELCITA Sustainability Team
Implementation of sustainability-related strategies, policies	ELCITA Departments and Sub-Committees

ESG Embedded in ELCITA

Management Committees (MC)

ELCITA's Management Committee holds the ultimate responsibility for steering its ESG strategy and ensuring its performance. The MC comprises of experienced professionals from diverse fields, contributing their expertise to shaping ELCITA's future initiatives. During the reporting period, there were no changes in its member composition. The details of the members as of 31.03.2025 are as follows:
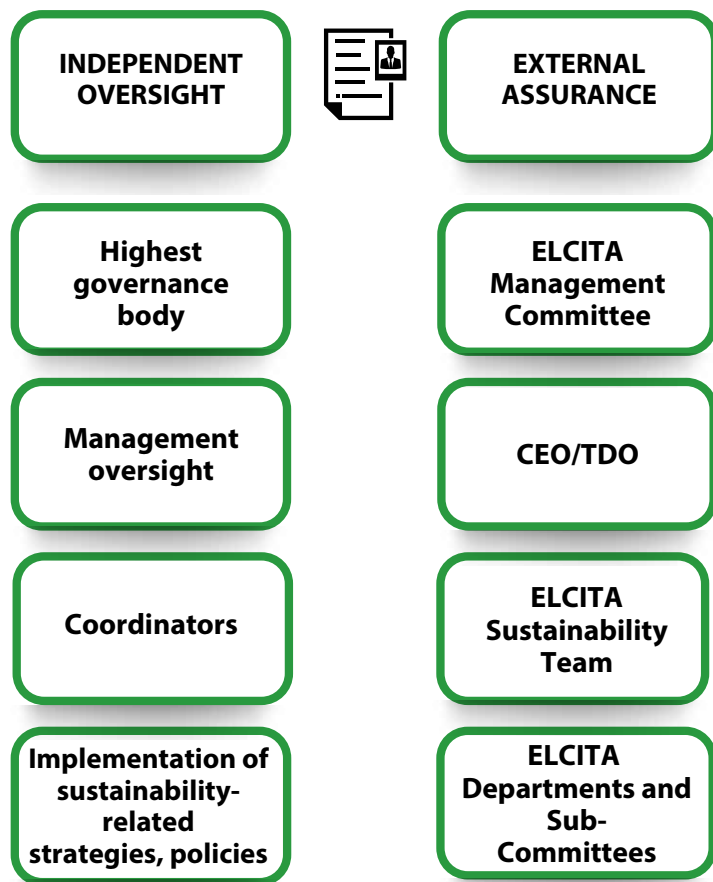
Members	Designation
Dr. V Veerappan Chairman	Chairman of ELCITA Co-founder and President - Tessolve Semiconductor Private Limited.
Mrs. Aruna C Newton Member	Vice President Infosys Limited
Mr. Kiron D Shah Member	Managing Director Velankani Information Systems Private Limited
Mr. Sanjay Koul Member	Managing Director Timken Engineering & Research India Private Limited
Mr. Muralidhar R Member	Managing Director Bangalore Mechatronics Private Limited
Mr. Girirajan Maignanam Nominated Member	Senior Director Hewlett Packard Enterprise Globalsoft Private Limited
Mr. Deepak Mehta Nominated Member	Director Shreetronics Enterprises LLP
Mr. Sriram Kumar V Invited Member – President ELCIA	General Manager FANUC India Private Limited
Mr. Ramesh R Nominated Member	Director Commerce and Industries Department, Government of Karnataka.
Mr. Krishna Murthy Nominated Member	Deputy Secretary to Government – II, Urban Development Department, Government of Karnataka
Mr. T.V Murali Member	Joint Director Town and Country Planning Department, Government of Karnataka

The profiles of the leadership committee members are available on **ELCITA Elections-2023 - ELCITA, Township Authority - ELCITA**

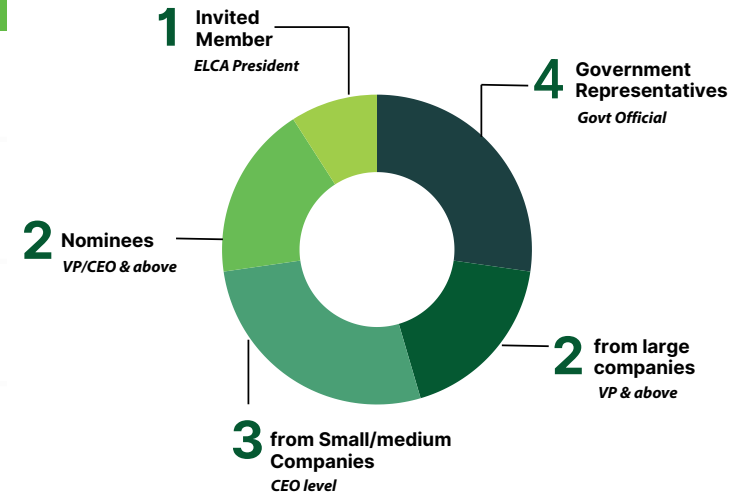## Management Committee composition and selection

The Management Committee of ELCITA comprises of ten members from Industries, Government and Local Authority in Electronics City.

1. Two Representatives from large Industries
2. Three Representatives from Medium & Small Size Industries
3. One Nominated Member from the Department of Industries & Commerce, Government of Karnataka
4. One Nominated Member from the Urban Development Department, Government of Karnataka
5. One Nominated Member from the Department of Town & Country Planning, Government of Karnataka
6. One Nominated Member from the Industrial Township having special knowledge and experience in municipal administration, urban management or town planning
7. One Representative of the local authorities from the areas of which the area of Industrial Township is carved out, nominated by the Government of Karnataka. This position has remained vacant during the report period since elections to office are yet to take place in all of the cited local bodies

The elected Committee Members can also invite a few members to assist in management of the Township activities. These normally include the sitting president of ELCIA and any other representatives from Industry. Collectively, our committee brings a balance of relevant skills, professional experience, and diversity of backgrounds to effectively oversee the Township's business risks and strategies. The committee members were elected for a tenure of 2023-2026 through elections held in August 2023 and meet once a month.

Roles & Responsibilities

- Provide leadership and ensure adherence to ELCITA's Code of Conduct.
- Allocate time for active engagement, knowledge sharing, and informed decision-making.
- Monitor sustainability initiatives, approve budgets, and align projects with long-term goals.
- Communicate performance updates to the Department of Municipal Administration, which reports to the Urban Development Department.
- Provides strategic direction to the operational team, which ensures execution and manages operational impacts.
- They oversee the preparation of ELCITA's Annual Report and its Sustainability Report, ensuring alignment with regulatory requirements and stakeholder expectations.

1 Invited Member
ELCA President

4 Government Representatives
Govt Official

2 Nominees
VP/CEO & above

2 from large companies
VP & above

3 from Small/medium Companies
CEO level

Composition: ELCITA Committee

Expert Committees (EC)

The governance structure at ELCITA extends beyond the Management Committee, with dedicated Expert Committees for driving Sustainability and other important initiatives for ELCITA. This sub-governance structure at ELCITA comprises the following committees

- The Expert Committees meet once in two months to review ongoing project updates and progress on the goals and targets. They provide recommendations and strategies to achieve targeted objectives.
- Eight Expert Committees have been established to set goals in their respective domains, with their recommendations reviewed at the committee level for further action. The current expert committees include the following.

Infrastructure

Identifies and oversees large capital projects to enhance Electronics City's infrastructure, user experience, and business environment and monitor the quality of works executed.

Finance and Governance

Enhances governance, financial audits, e-governance, digital payments, and service delivery with a focus on transparency, efficiency, and stakeholder satisfaction.

Sustainability

Defines sustainability goals, promotes renewable energy, and ensures water-positive township development.

POSH

Ensures a safe, inclusive workplace by preventing and addressing sexual harassment through awareness, grievance redressal, and legal compliance.

Establishes Service Level Agreements, ensures compliance with building regulations, resolves property-related issues and facilitates approvals for licenses and NOCS

Town Planning

Strengthens industry collaboration, citizen engagement, government relations, and public outreach.

Stakeholder Engagement

Focuses on road safety, security, and disaster management through technology and expert guidance.

Security, Safety and Mobility

Enhances smart city initiatives, data analytics, and AI-driven solutions for efficient city management.

Smart city

- Women's Safety Committee – The Women's Safety Committee has been set up to review the safety and well-being of women in and around Electronics City. It undertakes initiatives such as self-defense workshops, awareness programs, and collaboration with local authorities to enhance security measures. Action items are reviewed with management for further implementation.

- Occupational Health & Safety (OHS) Committee – The OH&S Committee focuses on fostering a safe, healthy, and supportive work environment. Key initiatives include regular health check-ups, wellness programs, mental health support, workplace safety training, and work-life balance initiatives to enhance employee engagement. Action items from each meeting are reviewed with management, which also approves the necessary budget for execution.

ELCITA's Management Dashboard

ELCITA's Management Dashboard includes key performance indicators (KPI's) across various operational areas to enable quick decision making and performance tracking. ELCITA's Management Committee meets once a month, during which the following KPI's are presented for their review. These KPI's align with the organization's strategic objectives:

Financial & Procurement
- Efficiency in revenue generation
- Profit and Loss
- Collections and Bad Debt
- Budget utilization
- Contract Performance

Security & Traffic Management
- Health & Safety Incidents
- Current Issues
- New Initiatives

Sustainability
- ESG Performance. Carbon footprint, Net Zero, Water positivity, Zero Waste to Landfill, Renewable energy adoption, etc.
- Performance of Energy, Water, and Waste Management Initiatives
- Conservation measures
- New Initiatives

Infrastructure
- Update on New Projects
- Status of electrical and civil infrastructure and

IT & Smart City
- Project updates
- Technology adoption
- ITMS data, including traffic flow, incidents, and system uptime
- GIS
- Smart City Initiatives
- Maintenance

Town Planning
- Building Plan Approvals, Commencement & Occupancy Certificates, Katha / e-Katha, Building license, Trade Licenses
- Current matters

Business Ethics and Corporate Governance

GRI 2-18,2-19, 2-20, 2-21, 2-23, 205-2, 205-3

Our robust governance framework ensures that we embrace the highest professional integrity and ethical business conduct in our operations. We ensure that our values are reinforced amongst our workforce through training and communication. We are committed to meeting all applicable legal and regulatory compliance requirements. We have established policies to demonstrate and ensure commitment to ethical operations, which are available on our website. These include:

Code of Conduct for Committee Members & Staff Members

Integrated Management

Human Resource Security Policy

Vendor Management Policy

Supplier Code of Conduct

Whistleblower Policy for Committee Members & Staff Members

IT Security and Governance Policies

Policy on Prevention and Redressal of Sexual Harassment

Human Rights Policy

We encourage diversity amongst our Governance Committees and employees. The composition of our committees is given below:

Category	Number of Associates		
	Male	Female	Total
Management Committee	04	01	05
Town Planning Committee	02	00	02
Infrastructure Committee	06	00	06
Stakeholder Committee	05	01	06
Sustainability Committee	02	03	05
Security, Safety & Mobility Committee	03	00	03
POSH Committee	02	03	05
Smart City Committee	05	01	06
Total	**29**	**09**	**38**
Percentage	**76%**	**24%**	**100**

Among our employees and contractual staff, women make up 22% of the overall workforce. The detailed breakdown is as follows:

Category	Number of Associates		
	Male	Female	Total
ELCITA Employees	12	11	23
Senior Consultants	6	0	6
Contractual Staff (Security Guards, Traffic Wardens & Drivers)	176	7	183
Contractual Staff (Estate Maintenance)	152	78	230
Total	**346**	**96**	**442**
Percentage	**78 %**	**22%**	**100%**

At ELCITA, our Code of Conduct and other policies establish a framework of integrity, compliance, and ethical behavior that guides all aspects of our operations. These codes define the minimum standards of conduct expected from all stakeholders, reflecting our unwavering commitment to transparency, accountability, and adherence to our core values.

Code of Conduct at a Glance

- Our Committee Members are bound by ELCITA's Code of Conduct once they take on roles in the Committee.
- We expect all committee and staff members to act with honesty, fairness, ethics, and integrity at all times.
- We are committed to equal opportunity employment, prohibiting discrimination, and providing reasonable accommodation for disabilities.
- We maintain a harassment-free workplace, enforcing strict policies against any form of harassment.
- We require members to avoid conflicts of interest and always act in the best interests of ELCITA.
- We enforce disciplinary actions, including dismissal, for violations of this Code of Conduct.
- We uphold workplace standards by prohibiting smoking, alcohol, and drug use, and enforcing punctuality, attendance, and dress code policies.
- Acceptance of gifts is prohibited.
- We protect confidentiality and restrict unauthorized public statements regarding ELCITA.
- We regulate IT and social media usage to prevent misuse of organizational resources and protect our reputation.
- We establish employment policies covering work hours, remuneration, leave entitlements, and personnel record maintenance.
- We require all members and staff to sign and acknowledge adherence to this Code of Conduct.

Appointment of CEO and remuneration

Members of the Committee do not have any remuneration tied to their roles as they work voluntarily. They carry out performance appraisal for Management teams during the year.

Our CEO is appointed as per the parameters and requirements for expertise defined by the Urban Development Department, that is, possessing at least ten years of experience in a senior management profile. Salary structures are reviewed and approved by the Management Committee.

Metric	Value
Ratio of the highest-paid employee's total annual compensation to the median annual compensation of all employees (excluding the highest-paid individual)	2500000:1085360 =2.3:1
Ratio of the percentage increase in annual compensation for the highest-paid employee to the median percentage increase for full-time employees	5:20 =1:4

The compensation ratio aligns with industrial township governance structures and is benchmarked against similar entities in India. Salaries for management teams are as per the Government of Karnataka under the Karnataka Municipalities Act (KMA), 1964, and its subsequent revisions. Performance-based incentives are directly linked to the achievement of individual ESG goals and targets, ensuring alignment with ELCITA's strategic and operational priorities.

Grievance Management

(GRI 2-16, 2-25, 406-1, 408-1, 409-1)

Our Whistleblower Policy sets out how employees and members can report any suspected breaches of our Code of Business Conduct without fear of repercussions. It is designed to protect individuals who raise concerns from retaliation, discrimination, or harassment. Any suspected violations of ethics and integrity are taken seriously, and we respond with urgency. If violations are confirmed, appropriate disciplinary and corrective measures are implemented to prevent recurrence and ensure accountability. Employees and members can report any suspicion or concern about conduct that may be in breach of the Policy or any other illicit or unethical behavior through email or anonymously.

During the reporting period of FY 2024-25, there have been zero incidents/complaints regarding critical concerns such as discrimination at the workplace, use of child labor, forced/compulsory/involuntary labor, sexual harassment, and other human-rights-related issues through the whistleblower channel.

Additionally, we ensure an effective grievance redressal and conflict resolution system for our citizens. Through the Tic Track app, we provide a transparent and efficient platform for uploading complaints, allowing us to foster satisfaction among the citizens in our township.
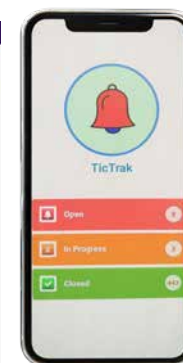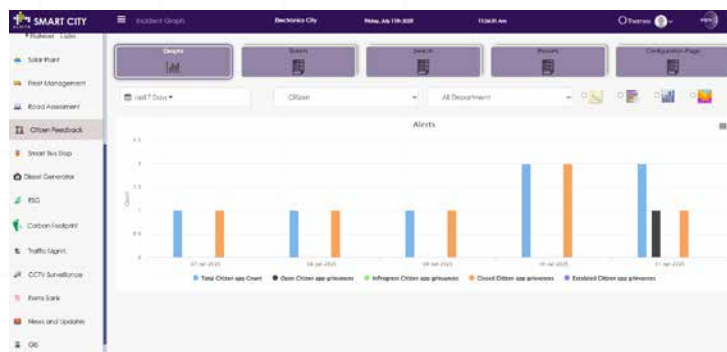
Sustainability KPI	Unit of measurement	2024-25	2023-24
% Grievances resolved and received through the Tic Track app	(No. of complaints resolved by received) * 100	100% (152)	100% (152/152)

Economic Performance

(GRI 201-1, 201-3, 203-1, 203-2)

ELCITA drives economic sustainability by managing finances, collecting and utilizing taxes, and prioritizing service delivery. Our budgeting follows state regulations, fair taxation, and prudent fund deployment. We maintain financial accuracy through daily ledger checks, monthly reconciliations, and timely remittance of statutory taxes and Cess. We hold regular audits, reconciliations, and financial checks to maintain accuracy and accountability while supporting the township's overall economic growth.

(In Lakhs of Rupees)	FY 2024-25	FY 2023-24	FY 2022-23	FY 2021-22
Direct economic value generated (A)	6197.46	5,746.31	5,139.73	5,060.59
Revenue (through core business segments)	5495.03	4,194.13	4,124.41	4,389.38
Other income (through other sources)	702.43	1,552.18	1,015.31	671.21
Economic value distributed (B)	4972.71	4,523.35	4,558.62	3,746.03
Operating costs	4178.38	4,300.66	4,370.37	3,574.93
Personal expenses (Employee wages and benefits)	172.28	222.69	188.25	171.1
Payments to Local Authorities (Panchayat)	622.05	491.57	457.94	462.77
Community deployment / CSR investments	-	-	-	-
Economic value retained (A-B)	1224.75	731.39	123.17	851.79

Table: Economic Performance of ELCITA for the last four financial years

We provide a fulfilling work environment by offering our employees a competitive wage structure. Regular benefits, including retirement plans, provident funds, and the Employees' State Insurance Scheme, are available.

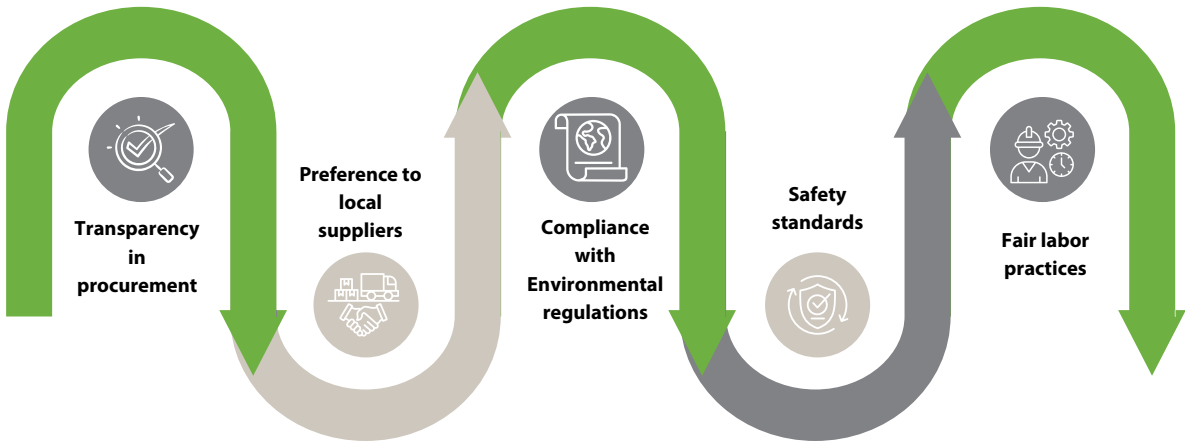| (In Lakhs of Rupees)	FY 2024-25	FY 2023-24	FY 2022-23
Contributions to Provident and Other Funds	5.15	5.83	5.63
Staff welfare expenses	41.40	35.21	23.90

Table: Defined benefit plan obligations

Aside from generating economic value, we also contribute to job creation and enhancing local community activities. ELCITA's investments in infrastructure, transportation, and community services generate significant indirect economic benefits for Electronics City and neighboring communities, details are covered in the local community development section.

Sustainable Supply Chain

(GRI 204-1, 407-1, 408-1)

As a responsible organization, we are committed to integrating sustainability into every facet of our activities, from our operations to the supply chain. We are dedicated to advancing ESG standards among our suppliers and vendors, ensuring adherence to ethical and transparent business practices, environmental compliance, commitment towards human rights principles, and safety in supply chains. We partner with suppliers and vendors who share ELCITA's commitment to sustainability. This proactive approach highlights our commitment to transparency and positive impact across our value chain while cultivating the same throughout our suppliers and vendors, while setting a benchmark for responsible conduct.

Transparency in procurement → **Preference to local suppliers** → **Compliance with Environmental regulations** → **Safety standards** → **Fair labor practices**

Key focus area of our sustainable supply chain

1. Transparency in procurement
We aim to prevent any potential corruption, favoritism, and inefficiencies in our supplier/vendor selection process by ensuring transparency in the procurement of goods, services, and works. Therefore, we implement the Karnataka Transparency in Public Procurement (KTPP) Act, 1999, which primarily necessitates an E-procurement mandate for open and competitive bidding. The ELCITA Code of Conduct policy is an integral part of the tender terms and conditions.

2. Supporting Local Suppliers
Supporting local procurement is a cornerstone of ELCITA's strategy for community engagement and sustainable economic growth. By prioritizing local suppliers and vendors, we strengthen regional economies and enhance operational efficiency and responsiveness. This commitment extends beyond economic benefits, encompassing social responsibility and environmental stewardship, in alignment with our broader goals, such as reducing carbon emissions in supply chain logistics and vendor operations. During the reporting period, 87.76 % of our total procurements (materials and services) were centered on local suppliers and vendors. As a result, ELCITA exceeded its local sourcing commitment.

3. Compliance With Environmental Regulations
We ensure all electrical appliances that we procure meet high energy efficiency standards, including 5-star ratings. Our purchase and work orders are issued only to vendors compliant with the KTPP Act, ISO 9001, and ISO 14001, ensuring quality and sustainability. Ultimately, this system serves as a vital safeguard, protecting ECLITA from potential reputational harm stemming from working with risky entities.

4. Occupational Health and Safety Compliance in the Supply Chain
ELCITA prioritizes Occupational Health and Safety (OH&S) compliance throughout its contractor evaluation process. We include safety guidelines in our tender terms and conditions, which are communicated to vendors during pre-bid meetings as well as through all the contracts issued. This stringent assessment ensures that all our suppliers and vendors adhere to the highest standards of workplace safety and regulatory requirements, thereby safeguarding employees and workers.

5. Fair Labor Practices
We expect our suppliers and vendors to conform to human rights-related laws and regulations. The human rights-related requirements include fair labor practices, prevention of sexual harassment, discrimination, child labour, forced labour or involuntary labour, providing freedom of association and collective bargaining, wages (minimum wages), equal wages, maintaining good working conditions, etc.

6. Supplier ESG Awareness through vendor meetings
ELCITA engages with its key suppliers to raise their awareness on sustainability priorities and initiatives through sustainability / ESG training workshops and capacity-building programs by conducting vendor meets. This helps us to deepen our collaboration with our suppliers while mitigating any negative ESG impacts and creating a positive impact that extends beyond our operations. These sessions also provide an opportunity for ELCITA to engage with suppliers who were identified to have significant actual and potential environmental and social impacts and subsequently agreed on the improvements.
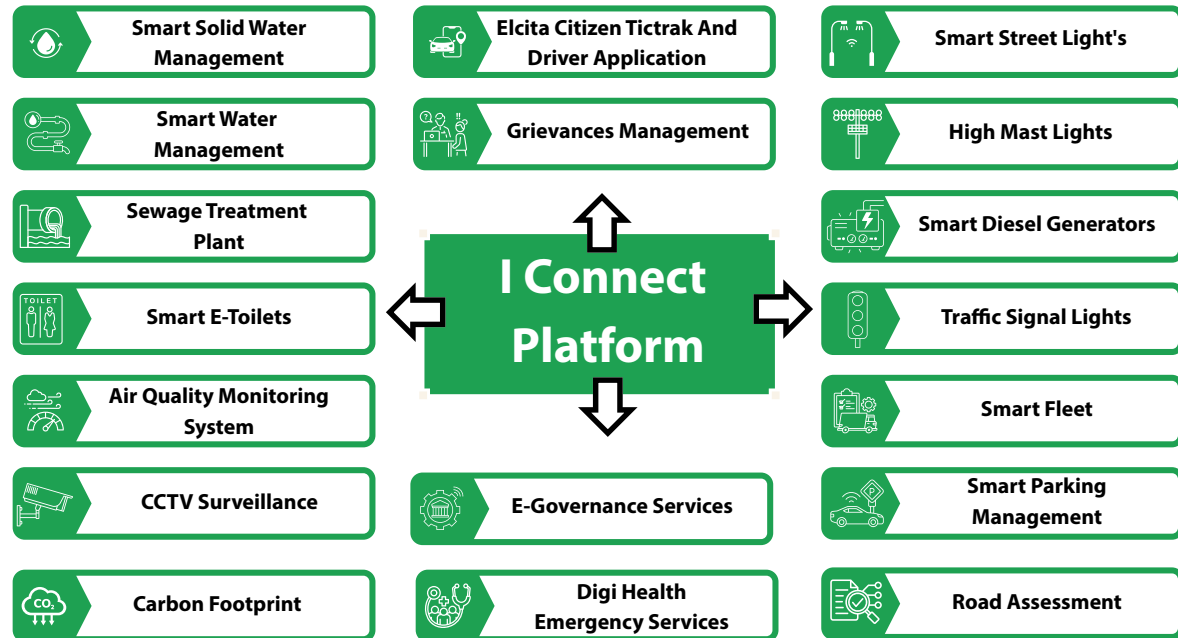
Smart City

ELCITA aims to provide core infrastructure while giving a first-rate quality of life to our residents and businesses, encompassing a clean and sustainable environment, smart mobility, and efficient governance through the application of 'Smart' solutions, through the core vision of a smart city. The application of smart solutions encompasses applying technology, information, and data to enhance infrastructure and services at the township. Integration of such smart technology into our operations ensures economic growth along with local area development that leads to smart outcomes.
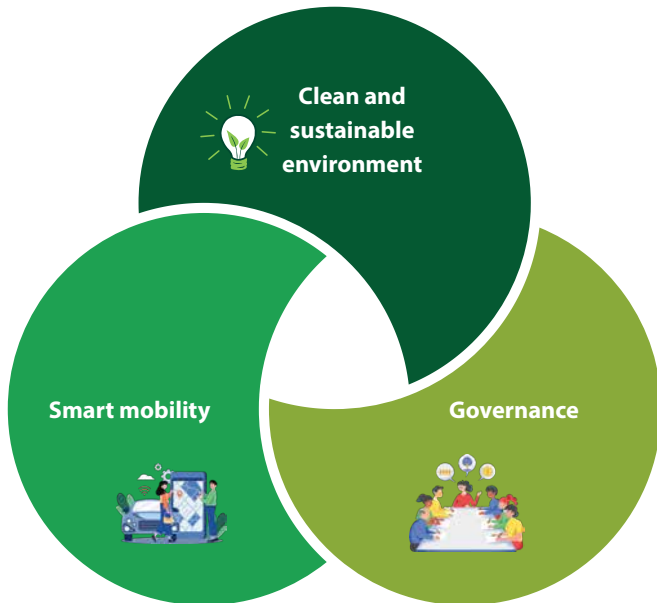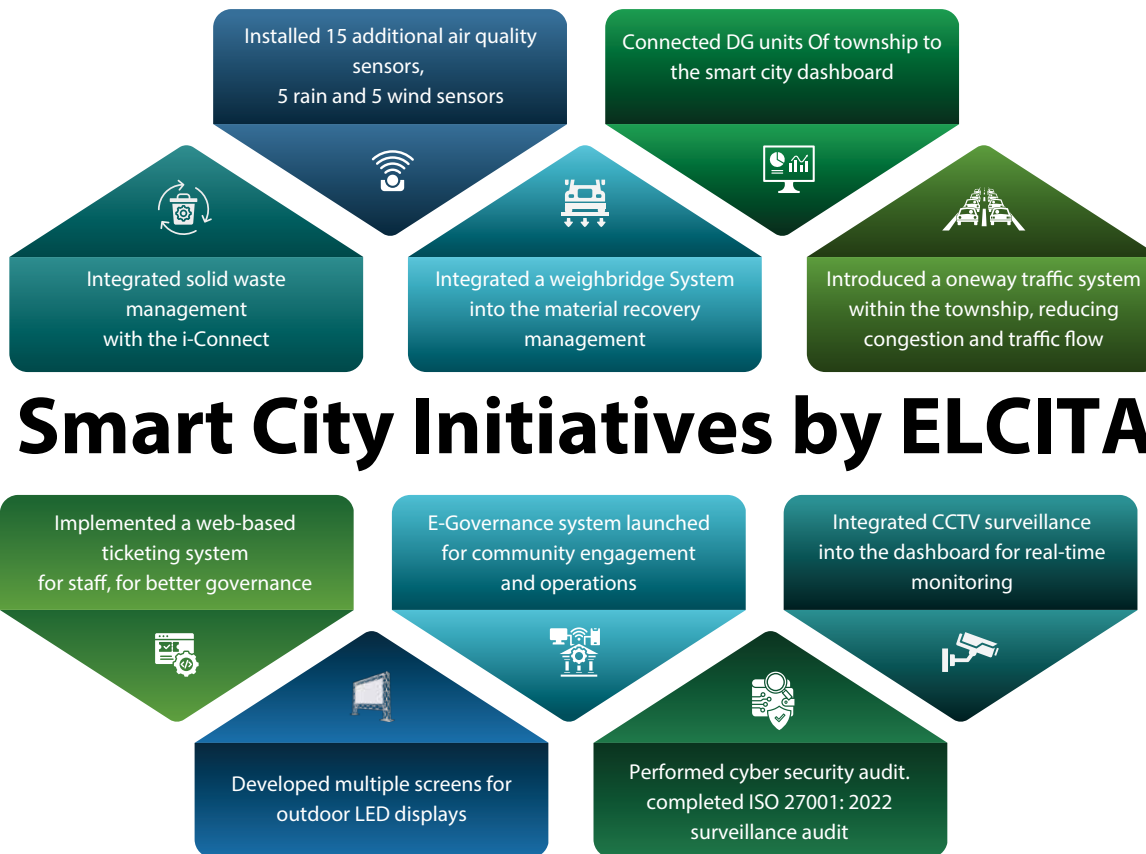

Features of a futuristic smart city

The internet of things (IoT) at ELCITA enables ubiquitous digitalization, and it forms the core of our smart city efforts. The IoT refers to the pervasive connecting of objects to a centralized hub for data collection, where our Centralized Command Centre (CCC) allows communication of IoT data, analytics, and real-time monitoring and ensures that data is processed and acted upon to optimize our operations. These integrated smart solutions at ELCITA offer innovative solutions to enhance efficiency, sustainability, and overall quality of life at Electronics City.

Smart City IoT Platform – I Connect

The i-connect platform of ELCITA consists of 23 modules covering various municipal and non-municipal functions that are critical for the monitoring of the services provided and ensure smooth functioning of the city. Our dashboard integrates various software modules for monitoring and managing environmental initiatives, social initiatives, and governance functions. These modules provide valuable data and insights, fostering collaboration and informed decision-making. This platform enables

- **Environmental Monitoring –** Tracks waste management, water supply, air quality, and electrical infrastructure to promote a cleaner, greener township.

- **Social Initiatives –** Enhances citizen welfare through services like cutlery banks to reduce plastic waste, as well as emergency and health services.

- **Governance Efficiency –** Leverages technology for seamless administration, including the E-Katha system and advanced traffic and estate management.

Smart City Initiatives by ELCITA

Installed 15 additional air quality sensors,
5 rain and 5 wind sensors

Connected DG units Of township to the smart city dashboard

Integrated solid waste management with the i-Connect

Integrated a weighbridge System into the material recovery management

Introduced a oneway traffic system within the township, reducing congestion and traffic flow

Implemented a web-based ticketing system for staff, for better governance

E-Governance system launched for community engagement and operations

Integrated CCTV surveillance into the dashboard for real-time monitoring

Developed multiple screens for outdoor LED displays

Performed cyber security audit. completed ISO 27001: 2022 surveillance audit

Enhancement of CCTV coverage

CCTV coverage has been increased by 30%, covering blind spots of the estate, and additional cameras installed at KSSIDC, Shelter Pathways, Kiosks. Currently 470 CCTV cameras have been deployed to cover the estate on a 24X7 basis.

ELCITA OFC duct laying Project

As part of enhancing the Optical Fiber Cable (OFC) network infrastructure across Electronics City, ELCITA has successfully laid 7 HDPE ducts across the Industrial Township Area. The initiative includes:

- 38 km of ducts laid across both Left-Hand Side (LHS) and Right-Hand Side (RHS) of the road network

- Installation of 320 access chambers positioned near company gates

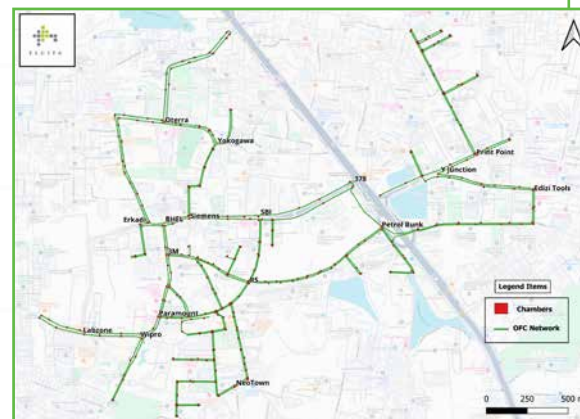- Provision for last-mile connectivity directly to company campuses

Additionally, 96F Optical Fiber Cables have been routed through the newly laid ducts, offering robust connectivity across Phase 1 and Phase 2 of Electronics City, including seamless cross-connectivity via the National Highway.

Key Benefits to Member Companies:

- Quick provisioning of high-speed internet directly to company premises

- Scalable infrastructure to support growing bandwidth needs.

- Affordable and reliable high-speed connectivity.

- Providing robust Infrastructure for ISPs to expand service and technology outreach.

- Improved network uptime and reliability with minimized points of failure.

Geographic Information System (GIS)

GIS –Strategic Implementation at ELCITA

GIS plays a critical role in ELCITA's smart city operations, providing spatial insights that support evidence-based planning, inter-departmental coordination, and proactive service delivery.

Key Functional Areas

1. Project Planning & Monitoring

GIS enables location-based monitoring of civil and infrastructure projects. Visual dashboards track work progress, timelines, and resource deployment, improving project transparency and accountability.

2. Disaster Management

GIS is utilized to map, emergency infrastructure, and road accident hotspots. Spatial analysis helps identify high-risk zones, supports emergency response planning, and improves road safety through targeted interventions.

3. Property Tax Management

Geo-tagged property layers ensure accurate tax assessments. The system identifies unauthorized constructions and ensures zoning compliance, enhancing revenue collection and operational efficiency.

4. Security & Surveillance

GIS maps all surveillance assets, including CCTV locations, patrol routes, and dark zones. Integration with live feeds and incident reporting enhances situational awareness and supports preventive policing
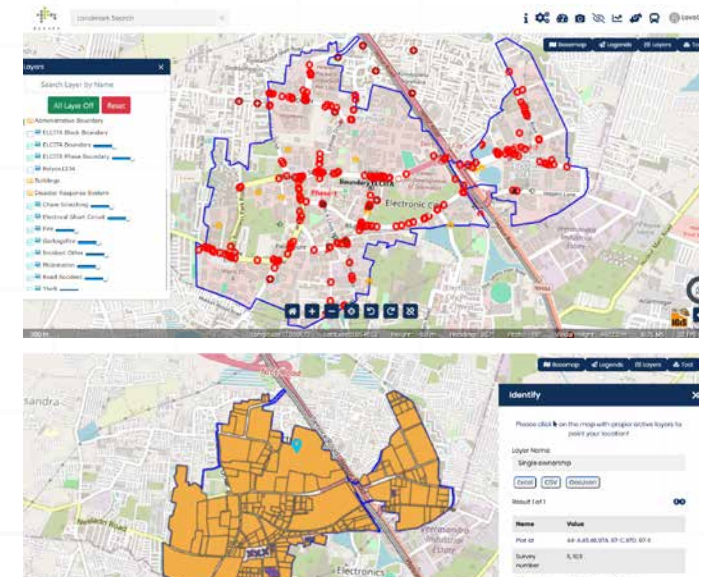
Intelligent Transport Management System (ITMS):

As part of its technology-driven approach to traffic management aimed at enhancing efficiency and road safety, ELCITA has implemented the Intelligent Transport Management System (ITMS) at eight key traffic junctions in Electronics City.

The system is equipped with:

- Red Light Violation Detection (RLVD)
- Automatic Number Plate Recognition (ANPR)

These smart surveillance tools automatically detect and record traffic violations, specifically:

- Triple Riding
- Wrong-Way Driving
- Riding Without a Helmet

The violation data is shared in real-time with the Bangalore Traffic Police (BTP) for automated challan generation, enabling swift enforcement and promoting safer commuting practices.

Data Privacy and
## Information Security

(GRI 418-1)

In an increasingly digital world, cybersecurity is vital for maintaining organizational integrity and stakeholder trust. ELCITA has implemented a strong cybersecurity framework, combining advanced technologies, robust policies, and continuous testing to protect both data and stakeholders from evolving cyber threats.

At ELCITA, we are committed to safeguarding our IT infrastructure, data, and citizen-centric services within Electronics City Industrial Township, ensures that all systems are secure, efficient, and resilient. We integrate automation and cloud solutions to enhance operational efficiency, reduce resource consumption, and align our IT practices with broader sustainability goals, thereby contributing to both organizational and environmental well-being.

Our dedicated IT team focuses on maintaining a robust system that supports uninterrupted delivery service, with an emphasis on protecting sensitive information and ensuring business continuity.

In FY 2024-25, ELCITA achieved zero cybersecurity breaches, demonstrating our commitment to safeguarding information. Our efforts are further supported by regular audits, including internal and external IT security assessments, ensuring we remain resilient to emerging threats.

ELCITA conducted a Cybersecurity Audit to assess and enhance IT security, covering network, server, and infrastructure protection, policy compliance, and risk management. The audit evaluated firewalls, applications, IoT devices, and APIs to identify vulnerabilities and ensure best practices.
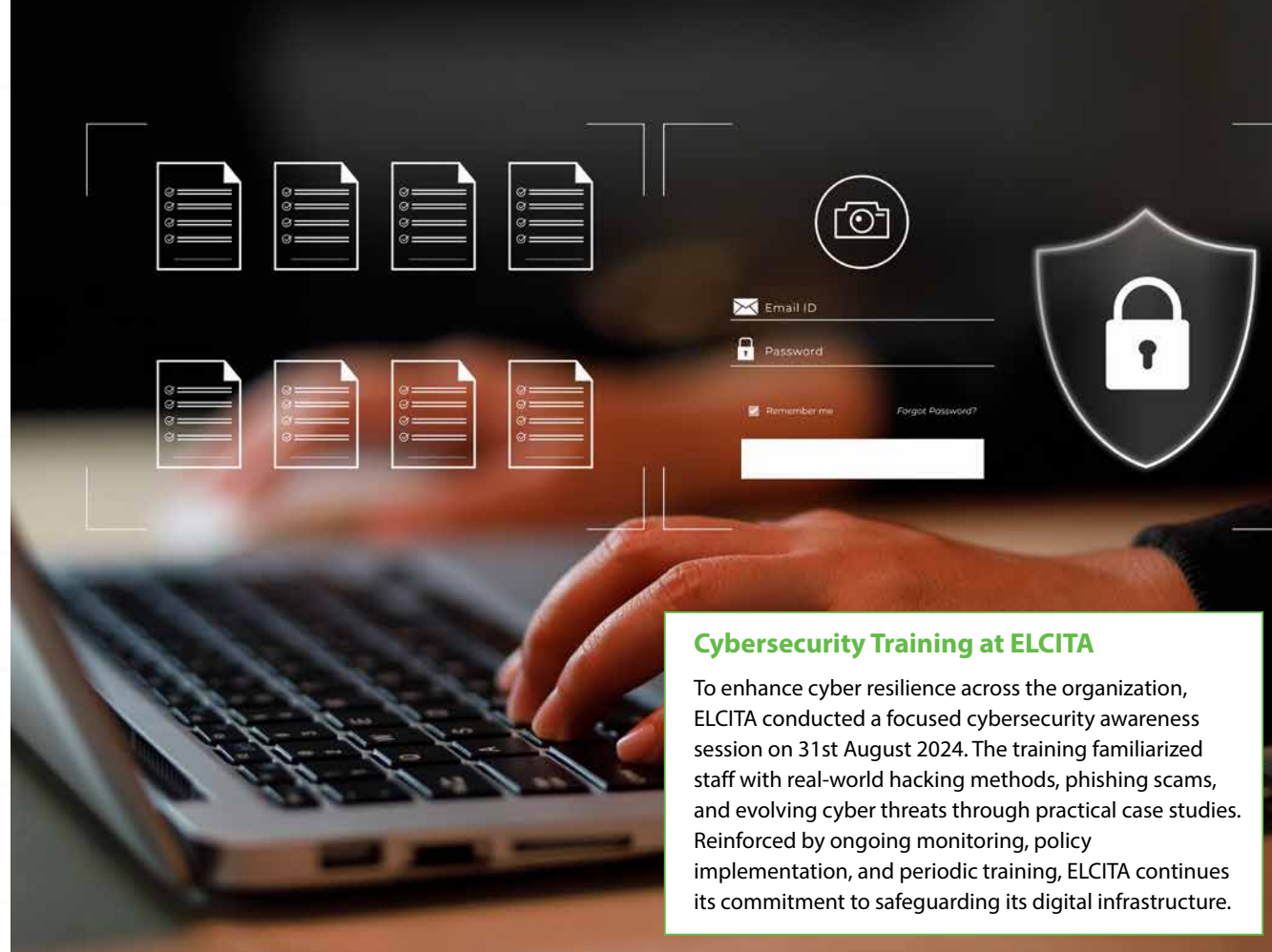
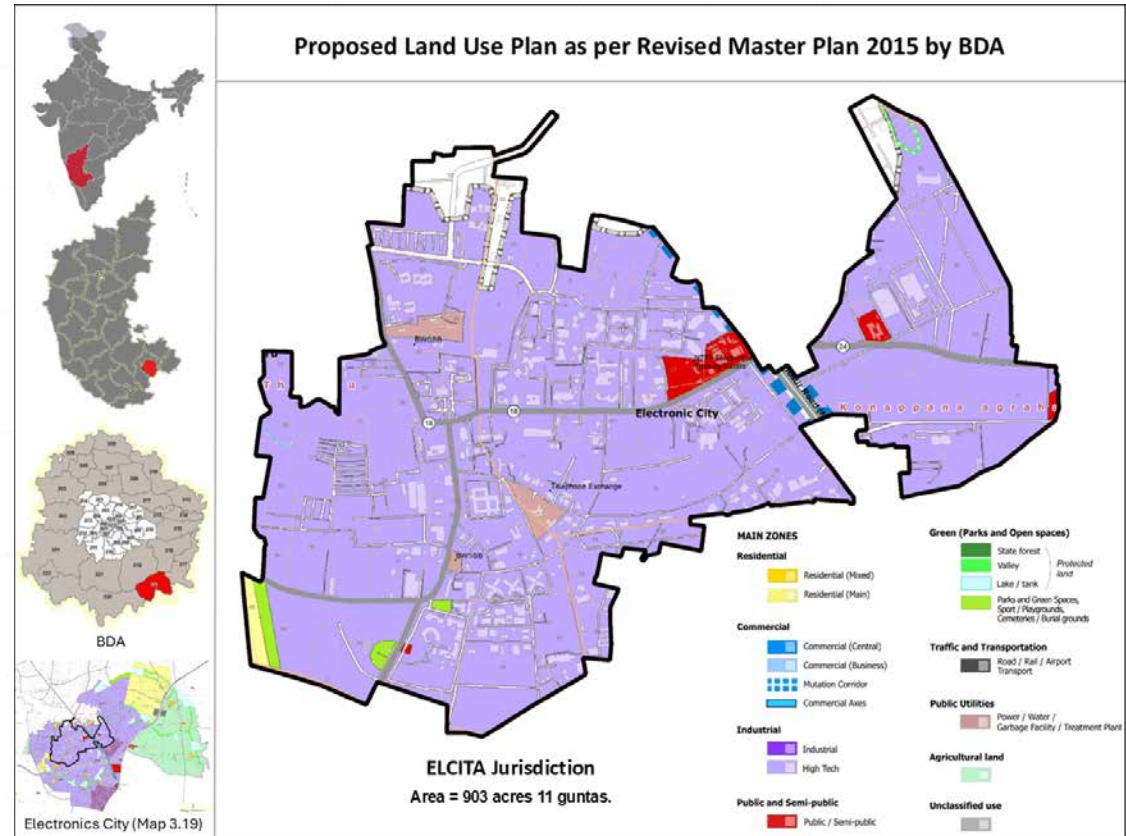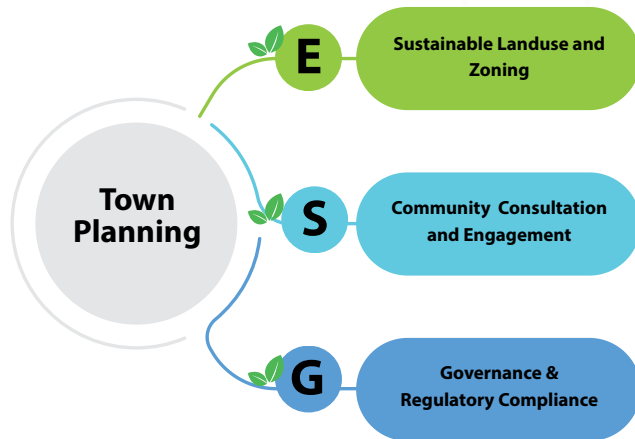### Cybersecurity Training at ELCITA

To enhance cyber resilience across the organization, ELCITA conducted a focused cybersecurity awareness session on 31st August 2024. The training familiarized staff with real-world hacking methods, phishing scams, and evolving cyber threats through practical case studies. Reinforced by ongoing monitoring, policy implementation, and periodic training, ELCITA continues its commitment to safeguarding its digital infrastructure.

Our Commitments

- **Data Security:** We are committed to ensuring the protection of IT infrastructure, data, and citizen services through strong cybersecurity measures, including compliance with ISO 27001:2022 and Cert-IN. Our Smart City Service complies with ISO 27570:2021, focusing on privacy protection and guidelines for Smart Cities. Furthermore, servers and endpoints are centrally managed with antivirus and patch management systems to maintain a secure infrastructure and mitigate potential vulnerabilities.

- **Business Continuity:** We prioritize system uptime and business continuity by regularly conducting cybersecurity audits and maintaining comprehensive data backups for all critical IT infrastructure.

- **Secure communication :** ELCITA fosters secure communication within the township by adopting cloud-based email services and utilizing Azure Active Directory for effective identity and access management, ensuring a stable and secure communication infrastructure.

Town **Planning**

Town planning and sustainability are closely linked, and any decisions or strategies in town planning made today will have a profound impact on the environmental protection and resilience, social & economic viability, and spatial equity, thereby largely affecting the quality of life of tomorrow. This chapter explores how the town planning department contributes to the achievement of ESG objectives of ELCITA, highlighting key initiatives, challenges, and opportunities within urban development by focusing on environmental stewardship, social inclusivity, and governance transparency. The following contents are incorporated in the Town Planning ESG objectives.

Town Planning

- **E** — Sustainable Landuse and Zoning
- **S** — Community Consultation and Engagement
- **G** — Governance & Regulatory Compliance

Proposed Land Use Plan as per Revised Master Plan 2015 by BDA

ELCITA Jurisdiction
Area = 903 acres 11 guntas.

Electronics City (Map 3.19)

Environmental Responsibility

Sustainable Land Use and Zoning - The Electronics City Industrial Township Authority (ELCITA) prioritizes smart land use and zoning to promote environmental sustainability. Established in 2013 under the Karnataka Municipalities Act, 1964, ELCITA was the first industrial township authority in Karnataka. The township's land, allocated by Karnataka State Electronics Development Corporation (KEONICS), Karnataka Industrial Areas Development Board (KIADB), and Karnataka Small Scale Industries Development Corporation (KSSIDC), is primarily designated for industrial use, with select parcels for non-industrial purposes.

The Town Planning Department is committed to fostering environmental sustainability through effective zoning and land use planning. Our department integrates environmental considerations into the urban planning process, ensuring that all developments contribute positively to the natural environment.

Land Use Planning - The land use plan, prepared by the Bangalore Development Authority (BDA) in 2007, places Electronics City Industrial Township under Planning District 28. The major approved land use within ELCITA's jurisdiction is designated as Hi-Tech Industrial.

Climate-Resilient Infrastructure

ELCITA prioritizes climate-resilient infrastructure by incorporating:

- Rainwater harvesting systems
- Solar panel installations in new developments
- Green cover enhancement through mandated tree planting in building approvals. These measures align with the criteria outlined in the Karnataka Municipalities Model Building Byelaws, 2017.

Building Approvals and Compliance

The Town Planning Department regulates building construction within ELCITA's jurisdiction. Applicants must secure a Building License Approval before initiating construction. Approvals adhere to the Zonal Regulations set by BDA, the Karnataka Town and Country Planning Act, 1961, and the Karnataka Municipality Model Building Byelaws, 2017. Additionally:

- A **Commencement Certificate** is required after completing the foundation or erecting columns up to ground level.
- An **Occupancy Certificate** is mandatory before occupying the building, as per the Karnataka Municipalities Act, 1964.

Building Approvals	2022-23	2023-24	2024-25
Building Licenses	10	11	12
Commencement Certificates	6	4	7
Occupancy Certificates	17	17	15
Total	**33**	**32**	**34**

Trade License and Digital Transformation

To maintain an organized business environment, ELCITA oversees the issuance of trade licenses.
From April 1, 2024, ELCITA adopted the government software E-Vyapar for electronic trade license issuance. A total of 17 trade licenses have been issued through E-Vyapar, ensuring businesses operate legally and are recognized by ELCITA.

E-Khatha and Digital Property Management

Since June 2022, ELCITA has adopted E-Aasthi software, digitizing around 54 properties into E-Khatha records. Approved E-Khatha entries automatically reflect in Kaveri Software, making it a mandatory document for property transactions within ELCITA's jurisdiction.

Governance Responsibility

Governance and Compliance: We uphold the highest standards of governance, ensuring all urban planning activities align with local regulations, policies, and ethical standards. Our Town Planning Department adheres to:

Karnataka Municipalities Model Building Byelaws -2017

- This document covers a set of guidelines and regulations developed by the Government of Karnataka to govern the construction, renovation, and development of buildings within municipalities in the state. These byelaws are aimed at ensuring safe, systematic, and planned urban development across Karnataka, with a focus on the health, safety, and well-being of the citizens.
Bangalore Development Authority (BDA) Zonal regulation 2007
- BDA Zonal regulation contains the essential guidelines for the development of Bangalore in a structured, efficient, and sustainable manner. By defining land use categories, building standards, and infrastructure requirements, the regulations help to manage urban growth, improve the quality of life for citizens, and protect the environment.

Transparency in Planning Processes: We promote transparency by sharing approval details in Town Hall meetings, maintaining a public dashboard of approved Khatha names, and confirming tax assessment areas with property owners and BBMP-licensed architects. Property tax assessments for the financial year 2024-25 are based on Town Planning Approvals and verified As-Built plans, with Capital Value System (CVS) tax calculations aligned with Government of Karnataka guidelines.

Social Responsibility

Community Consultation and Engagement - We prioritize balanced community development through active stakeholder engagement in town planning. Public participation is fostered via subcommittee meetings and customer discussions, ensuring transparency and alignment with local needs. The ELCITA Town Planning Department emphasizes site verifications and guidance for member companies and architects on regulations.

ELCITA conducts **biannual Town Hall meetings** to encourage collaboration among taxpayers and companies. Key discussions include:

- Review of previous action items
- Increased frequency of Town Halls twice a year
- Open house interactive sessions
- Updates on policy decisions, financial matters, and governance improvements

ELCITA's Sustainability Awards 2024-25

ELCITA's Sustainability Awards was launched primarily to recognize and celebrate exceptional sustainability efforts of organizations across Bengaluru. These awards also provide a valuable platform for companies to showcase their sustainability best practices and inspire others within the community.

Sustainability Awards Winners for 2024 - 25

GOLD AWARDS	SILVER AWARDS
Biocon Limited	Christ Academy Institute for Advanced Studies
Centre for Development of Telematics (C-DOT)	Cyient Limited
Hewlett Packard Enterprise	Fanuc India Private Limited
Infosys Limited	Hical Technologies Private Limited
International Institute of Information Technology – Bangalore	Indian Institute of Management Bangalore
Moog India Technology Center	Labzone Electronics Private Limited
Syngene International Limited	Orkla India Bommasandra Facility
Tata Consultancy Services, Thinkcampus – Bengaluru	Siemens Healthcare Private Limited
Tata Power Renewable Energy Limited	Siemens Technology & Services Private Limited
The Oterra	Tata Advanced Systems Limited
Velankani Information Systems Private Limited	Tech Mahindra Limited
	Wipro Limited, Electronics City Campus
	Wipro Limited, Kodathi SEZ
	Wipro Limited, Sarjapur

ELCITA'S SUSTAINABILITY AWARDS 2024-25

GOLD AWARD

ELCITA'S SUSTAINABILITY AWARDS 2024-25

SILVER AWARD

Award for Excellence in Integrated Water Management

- Flextronics Technologies (India) Private Limited
- Hewlett Packard Enterprise
- Infosys Limited
- Moog Controls India Private Limited
- Quasitum Intelisoft India Private Limited
- The Oterra
- Velankani Information Systems Private Limited

Award for Excellence in Waste Management

- Biocon Limited
- Fanuc India Private Limited
- Hewlett Packard Enterprise
- Infosys Limited
- Siemens Technology & Services Private Limited
- Tata Advanced System Limited
- Tata Consultancy Services, Think Campus – Bengaluru
- The Oterra

Award for Excellence in Energy Management

- Cyient Limited
- Hewlett Packard Enterprise
- Infosys Limited
- Tata Consultancy Services, Thinkcampus – Bengaluru
- Tech Mahindra Limited
- The Oterra
- Wipro Limited, Kodathi SEZ

Award for Excellence in Biodiversity Management

- Christ Academy Institute for Advanced Studies
- Indian Institute of Management- Bangalore
- Infosys Limited
- International Institute of Information Technology Bangalore
- Wipro Limited, Electronics City

Award for Excellence in Air Quality Management

- Environmental Management & Policy Research Institute (EMPRI)
- Moog India Technology Center
- Quasitum Intelisoft India Private Limited
- Velankani Information Systems Private Limited
- Yaskawa India Private Limited

Award for Excellence in Sustainable Buildings

- Cyient Limited
- Infosys Limited
- Labzone Electronics Private Limited
- Quasitum Intelisoft India Private Limited
- Siemens Technology & Services Private Limited

Award for Excellence in Social Welfare and Community Services

- Biocon Limited
- Indian Institute of Management – Bangalore
- Infosys Limited
- International Institute of Information Technology Bangalore
- Moog India Technology Center

ELCITA'S SUSTAINABILITY AWARDS 2024-25

AWARD FOR EXCELLENCE

Global Reporting Initiative (GRI) Index

ELCITA has reported the information cited in this GRI content index for the period 1st April 2024 – 31st March 2025 with reference to the GRI Standards:

GRI Indicator	Description	Section(s) Reference
GRI 2: General Disclosures 2021		
GRI 2-1	Organizational details	ELCITA-An update - About ELCITA, ELCITA Operations Overview
GRI 2-2	Entities included in the organization's sustainability reporting	ELCITA's Second ESG Report - Reporting Boundary
GRI 2-3	Reporting period, frequency and contact point	ELCITA's Second ESG Report - Reporting Period
GRI 2-4	Restatements of Information	ELCITA's Second ESG Report
GRI 2-5	External assurance	ELCITA's Second ESG Report - Independent Audit and Assurance
GRI 2-6	Activities, value chain and other business relationships	About ELCITA - ELCITA Operations Overview
GRI 2-7	Employees	Employment, Business ethics & corporate governance
GRI 2-8	Workers who are not employees	Employment, Business ethics & corporate governance
GRI 2-9	Governance structure and composition	Management & Expert Committees - Management Committees
GRI 2-10	Nomination and selection of the highest governance body	Management & Expert Committees - Management Committee composition and selection
GRI 2-11	Chair of the highest governance body	Management & Expert Committees -Management Committees
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Management & Expert Committees - How is ESG embedded throughout ELCITA?
GRI 2-13	Delegation of responsibility for managing impacts	Management & Expert Committees - How is ESG embedded throughout ELCITA?
GRI 2-14	Role of the highest governance body in sustainability reporting	Management & Expert Committees - Roles & responsibilities
GRI 2-15	Conflicts of interest	Business ethics & corporate governance - Code of Conduct at a Glance
GRI 2-16	Communication of critical concerns	Grievance Management
GRI 2-17	Collective knowledge of the highest governance body	Management Committees - Management Committee composition and selection
GRI 2-18	Evaluation of the performance of the highest governance body	Business ethics & corporate governance - Appointment of CEO and remuneration
GRI 2-19	Remuneration policies	Business ethics & corporate governance - Appointment of CEO and remuneration
GRI 2-20	Process to determine remuneration	Business ethics & corporate governance -Appointment of CEO and remuneration
GRI 2-21	Annual total compensation ratio	Business ethics & corporate governance - Appointment of CEO and remuneration

GRI Indicator	Description	Section(s) Reference
GRI 2-22	Statement on sustainable development strategy	A message from the Chairman, Thoughts from the CEO / CEO's report
GRI 2-23	Policy commitments	Business ethics & corporate governance - Code of Conduct at a Glance Environmental Stewardship - ESG policy, Operational Structure for ESG Implementation, Human Rights and Ethics
GRI 2-24	Embedding policy commitments	Business ethics & corporate governance - Code of Conduct at a Glance, Sustainable supply chain
GRI 2-25	Processes to remediate negative impacts	Grievance Management
GRI 2-26	Mechanisms for seeking advice and raising concerns	Grievance Management
GRI 2-27	Compliance with laws and regulations	Business ethics & corporate governance, Employment - Engagement & Culture
GRI 2-28	Membership associations	ELCITA did not attain any membership during the reporting period
GRI 2-29	Approach to stakeholder engagement	Our Stakeholders
GRI 2-30	Collective bargaining agreements	Sustainable supply chain - Fair Labor Practices
GRI 3-1	Process to determine Material Topics	Material Topics for the year
GRI 3-2	List of Material Topics	Material Topics for the year
Procurement Practices – GRI 204: Procurement Practices 2016		
GRI 3-3	Management of Material Topic	Material topics and their management - Sustainable supply chain
GRI 204	204-1 Proportion of spending on local suppliers	Sustainable supply chain - Key focus area of our sustainable supply chain
Ethics and Integrity – GRI 205: Anti-corruption 2016		
GRI 3-3	Management of Material Topic	Material topics and their management -Business ethics and corporate governance
GRI 205-2	Communication and training about anti-corruption policies and procedures	Business ethics & corporate governance -Zero Tolerance for Non-Compliance
GRI 205-3	Confirmed incidents of corruption and actions taken	Business ethics & corporate governance -Zero Tolerance for Non-Compliance
Energy – GRI 302: Energy 2016		
GRI 3-3	Management of Material Topic	Material topics and their management -Energy management
GRI 302-1	Energy consumption within the organization	Energy management
GRI 302-3	Energy intensity	Energy management
GRI 302-4	Reduction of energy consumption	Energy management

GRI Indicator	Description	Section(s) Reference
Water & Effluents – GRI 303: Water and Effluents 2018		
GRI 3-3	Management of Material Topic	Material topics and their management - Water management
GRI 303-1	Interactions with water as a shared resource	Water Management
GRI 303-2	Management of water discharge-related impacts	Water Management
GRI 303-3	Water withdrawal	Water Management
GRI 303-4	Water discharge	Water Management
GRI 303-5	Water consumption	Water Management
Emissions – GRI 305: Emissions 2016		
GRI 3-3	Management of Material Topic	Material topics and their management - GHG emissions
GRI 305-1	Direct (Scope 1) GHG emissions	GHG emissions
GRI 305-2	Energy indirect (Scope 2) GHG emissions	GHG emissions
GRI 305-5	Reduction of GHG emissions	GHG emissions - Key Initiatives and achievements
GRI 305-6	Emissions of ozone-depleting substances (ODS)	No refrigerants were refilled during the reporting period
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Air quality management
Waste - GRI 306: Waste 2020		
GRI 3-3	Management of Material Topic	Material topics and their management -Waste management
GRI 306-1	Waste generation and significant waste-related impacts	Waste management - Our waste management strategy
GRI 306-2	Management of significant waste-related impacts	Waste management - Our waste management strategy, best waste management practices
GRI 306-3	Waste generated	Waste management
GRI 306-4	Waste diverted from disposal	Waste management
GRI 306-5	Waste directed to disposal	Waste management
Human Rights and Ethics		
GRI 3-3	Management of Material Topic	Material topics and their management -Human Rights and Ethics
GRI 406-1	Incidents of discrimination and corrective actions taken	Human Rights and Ethics, Grievance Management
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights and Ethics, Sustainable supply chain, Grievance management
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights and Ethics, Sustainable supply chain, Grievance management

GRI Indicator	Description	Section(s) Reference
Health and Safety - GRI 403: Occupational Health and Safety 2018		
GRI 3-3	Management of Material Topic	Material topics and their management - Health, safety, and security
GRI 403-1	Occupational health and safety management system	Health, safety, and security - Occupational Health & Safety Management System
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Health, safety, and security - Risk Management Approach, Work-Related Hazards & Risk Management
GRI 403-3	Occupational health services	Health, safety, and security - Work-Related Hazards & Risk Management, Training and Awareness
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Health, safety, and security - Commitment to Workplace Safety & Inclusion_
GRI 403-5	Worker training on occupational health and safety	Health, safety, and security - Training and Awareness
GRI 403-6	Promotion of worker health	Health, safety, and security - Health and well-being initiatives
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, safety, and security - OH&S Policy, Risk Management Approach
GRI 403-8	Workers covered by an occupational health and safety management system	Occupational Health & Safety Management System - Key Aspects of the OH&S Management System:
GRI 403-9	Work-related injuries	Health, safety, and security - Work-Related Hazards & Risk Management
GRI 403-10	Work-related ill health	Health, safety, and security - Work-Related Hazards & Risk Management
Training and Development – GRI 404: Training and Development 2016		
GRI 3-3	Management of Material Topic	Material topics and their management - Training and development
GRI 404-1	Average hours of training per year per employee	Training and Development - Our Training Programs
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Training and Development - Our Training Programs
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Employment - Employee Engagement & Performance Management
GRI 410-1	Security personnel trained in human rights policies or procedures	Training and Development - Our Training Programs
GRI 418: Customer Privacy 2016		
GRI 3-3	Management of Material Topic	Material topics and their management - Data privacy and information security
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data privacy and Information Security
Traffic Management (non-GRI material topic)		
GRI 3-3	Management of Material Topic	Material topics and their management - Traffic Management

Assurance Statement

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Independent Assurance Statement to Electronics City Industrial Township Authority (ELCITA) on their ESG Report-FY 2024 – 25

TUV Rheinland (TUV) was engaged by Electronic City Industrial Township Authority (ELCITA) to provide an independent Type 1 moderate assurance on its ESG Report for FY2024 – 25 ("the Report"). The scope of the Report comprises the reporting period of FY2024-25. The Report is prepared by ELCITA with reference to the Global Reporting Initiative - GRI Standards.

Intended Users of this Assurance Statement are the stakeholders of ELCITA and this statement is intended to be a part of the ESG Report FY2024-25 of ELCITA.

Responsibilities
The management of ELCITA is solely responsible for the development of the Report and its presentation. Management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report so that it is free from material misstatement, whether due to fraud or error.

TUV's responsibility, as agreed with the management of ELCITA, is to provide assurance and express an opinion on the data and assertions in the Report based on our verification following the assurance scope and criteria. TUV does not accept or assume any responsibility for any other purpose or to any other person or organization.

Assurance Standard
The independent assurance was carried out as per AA1000 AS v3, and related standards AA1000 AccountAbility Principles, and GRI standards 2021.

Scope & Type of Assurance
The scope of the assurance covers the following
- ELCITA's sustainability performance as described in the ESG Report prepared with reference to GRI Standards, performance indicators, quality of information presented in the Report covering the reporting period from 1st April, 2024 to 31st March, 2025, within the reporting boundaries defined in the report
- Review of the disclosures with respect to policies, initiatives, practices and performance described in the Report
- Review of the Report against the requirements of Type 1, Moderate level assurance based on Accountability's AA1000 Assurance Standard-V3

Limitation
The assurance engagement was carried out at ELCITA office, Electronics City, Bengaluru. The interactions with external stakeholders were not carried out. We have not observed any limitations to our assurance activity. The assurance was carried out based on the data and information provided by ELCITA, assuming they are complete and true. We did not verify the reported financial data as the same is verified by another third party in the annual report.

Assurance Methodology
TUV Rhienland has verified the report contents and assessed the process followed by ELCITA during the disclosure of information in the ESG report. Our judgment is based on the objective review of reported data & information, and based on the principles of the assurance standard.

The assurance task was planned and carried out in the months of May and July 2025. The assurance included the following:
- Assessment of the Report that was prepared with reference to GRI standards
- Review of processes and systems used to gather and consolidate data
- Examined and reviewed documents, data and other information made available

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- Verification of the correctness of the reported data & contents
- Conducted physical interviews with key personnel responsible for data management, including the senior management and relevant employees
- Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed

The approach deemed to be appropriate for the purpose of assurance of the report since all the data therein could be verified through original proofs, verified database entries.

Assurance was carried out by experienced professional in ESG, and we are of the opinion that our work offers a sufficient basis to come to conclusion.

Conclusions

Based on the procedures performed as above, in our opinion, the data and information on sustainability disclosures for the period of 01 April 2024 to 31 March 2025 included in the ESG Report, is, in all material respects, in reference with the ESG reporting standards of GRI Standards and other standards.

Based on our review scope and methodology for obtaining a Type 1, Moderate level of assurance (in accordance with AA1000 AS v3), our conclusions are as follows:

- **Inclusivity:** The company has outlined its stakeholder engagement approach and activities in the report, and use the process to identify material issues. We have not identified any issues that would lead us to conclude that the company has failed to apply the principle of inclusivity in engaging with the key stakeholder groups mentioned in the report.

- **Materiality:** The company has determined key issues that are material to its value creation and has detailed its materiality assessment process in the report. Identification was based on the requirements of stakeholders. We have not come across any indications suggesting that the company has omitted any of the identified material issues from the report.

- **Responsiveness:** We have found no evidence to suggest that the company has not adhered to the principle of responsiveness in addressing stakeholder concerns on material aspects related to its sustainability performance, as outlined in the report.

- **Impact:** Company has identified and fairly represented the impacts that were measured and disclosed in an effective way. Based on the information provided to us, we have not identified any concerns that would lead us to conclude that the company has failed to apply the impact principle for its key stakeholders.

In conclusion, we can mention that no instances or information came to our attention that would be contrary of the statement made below

- ELCITA ESG report meets the requirements of Type 1, Moderate level assurance

- Report includes statements and claims that reflect ELCITA achievements supported by documentary evidence and internal records

- TUV Rheinland shall not bear any liability or responsibility to a third party for the perception and decision about ELCITA based on this assurance statement

Gayathri Ramanna
Assurance Practitioner
PCSAP – C16102401

AA1000
Licensed Assurance Provider
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ELCITA

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