

INSIGHT TO IMPACT



Sustainability REPORT 2024–25

Responsible Growth Through Data,
Trust, People and Low-Footprint
Operations

ENVIRONMENT

Climate | Energy | Water
| Waste

SOCIAL

People | DEI | Wellbeing
| Community

GOVERNANCE

Ethics | Privacy | Risk |
Compliance

PROCUREMENT

Supplier ESG |
Responsible Sourcing

About this report

This report presents Polestar Analytics' ESG performance, governance framework, community commitments and strategic sustainability direction for FY 2024-25. It is structured in accordance with GRI Standards 2021, aligned to BRSR principles, IFRS S1/S2 climate disclosure architecture, the GHG Protocol and the TCFD framework. The report serves as our annual Communication on Progress to stakeholders and as our baseline for assurance readiness.

Reporting Period:

FY 2024–25 (April 2024 – March 2025)

Reporting Boundary:

Operational control — Noida, Kolkata, Bangalore

Frameworks:

GRI Standards 2021 · BRSR · GHG Protocol · TCFD · IFRS S1/S2

Assurance Status:

External assurance planned FY 2026–27 · Selected ESG disclosures have been independently assured under a limited assurance engagement by P CUBE C SERVICES LLP.

Website:

www.polestaranalytics.com

FY 2024-25 at a Glance

Total Employees	586
Women in Workforce	17.4%
Scope 1+2 GHG Reduction	-22.4%
Statutory Benefits	100%
CSR Investment (↑87% YoY)	INR 29L
Ethics Incidents / Data Breaches	0



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Insight to Impact

586

Employees

↑11.2% YoY



17.4%

Women in Workforce

↑from 11.4%



~22.4

Scope 1+2 Emissions

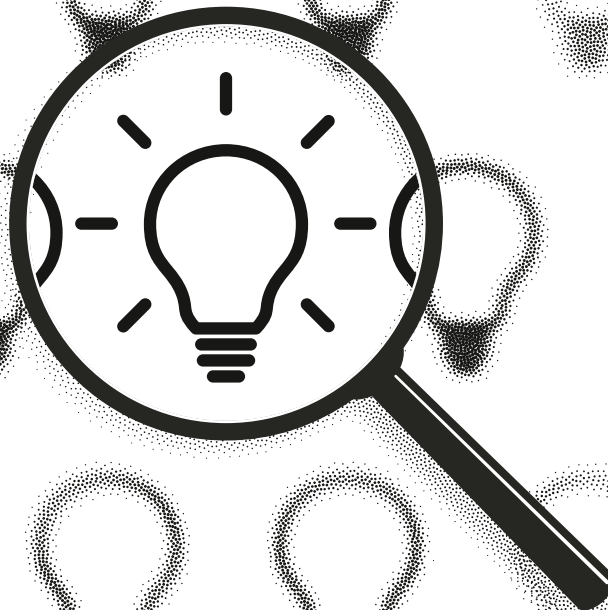
vs FY 2023-24 baseline



INR 29L

CSR Investment

↑87% Year-on-Year



Message from Leadership

Message from Leadership

Dear Stakeholders,

Polestar Analytics exists to help organisations make better decisions with data. If we cannot apply that same discipline to our own people, our own emissions, and our own governance - we have no business asking clients to trust us with theirs. This discipline is consistent with our own values, which we do not treat as aspirational. They are operational.

FY 2024–25 was a year of genuine, measurable progress at Polestar Analytics.

We grew our workforce to 586 professionals while holding average working hours stable. That matters to me because it signals disciplined growth, not extraction. We improved women's representation by six percentage points to 17.4 percent, driven by deliberate changes to sourcing, hiring panel design, and role architecture. We reduced Scope 1 and Scope 2 greenhouse gas emissions by 22.4 percent against a growing revenue base. We invested INR 29 lakhs in community and social impact initiatives, an 87 percent increase on the prior year, through structured NGO partnerships, employee volunteering, and capability-building programmes across Noida, Kolkata, and Bangalore. And we maintained zero reported ethics incidents and zero material data breaches across both years of the reporting comparison period.

While I am proud of each of those outcomes, I am also clear-eyed about what remains unfinished.

Ethics, cybersecurity and data protection training completion rates have improved substantially but remain below the 100 percent threshold we have committed to achieve in the next reporting cycle. Our water and waste baselines are not yet fully established - a gap we are addressing by formalising facility manager data protocols across our three offices. Our Scope 3 emissions inventory, while initiated, requires deeper category-level data for business travel, employee commuting and cloud infrastructure. And our community

investment programme, while genuine and growing, is at an early stage of structured measurement; we will report quantified beneficiary outcomes in future cycles as our CSR governance matures.

Our ESG Vision 2030 is to be the AI, analytics, & planning firm clients choose not only for our technical capability but for our integrity. To build a workforce where every professional can thrive regardless of background, gender, or career stage. To operate with a carbon footprint that reflects the standards we apply to client work. And to invest in communities with the same evidence-based discipline we bring to analytical problems.

Where we are is a foundation. What we build on it is the commitment.



Chetan Alisaria,

Co-Founder & CEO, Polestar Analytics



“

An analytics organisation that cannot govern its own data, people and environmental impact transparently cannot credibly help clients govern theirs. That conviction is at the heart of everything reported here.



Chetan Alsisaria

Co-Founder & CEO,
Polestar Analytics

Corporate Overview

Corporate Overview

Polestar Analytics is a specialist analytics, artificial intelligence, data engineering, enterprise planning and advisory organisation serving enterprise clients across India. The company's operating model is knowledge-intensive: its competitive advantage lies in the skill, judgement and integrity of its 586 professionals, the depth of its delivery frameworks, and the trust its clients place in its handling of their data and strategic information.

Founded on the conviction that data-driven insight should be a force for better outcomes,

Polestar Analytics has built its practice with the motto, “Data to Outcomes, Simplified”. It operates from offices in Noida, Kolkata and Bangalore, serving enterprise clients across sectors who require rigorous, transparent and commercially useful analytical work. The company's emerging ESG advisory practice reflects the same standards it applies internally - making its own sustainability management both an obligation and a demonstration of capability.

Business Dimension	Description
Sector	Analytics, AI, data engineering, enterprise planning, ESG advisory and business transformation
Client Profile	Enterprise organisations across multiple sectors requiring insight-led decision support
Service Verticals	Analytics delivery · AI & ML solutions · Data engineering · ESG advisory · Enterprise performance
Operating Offices	Dallas, Texas(HQ) · Noida · Kolkata · Bangalore
Workforce	586 professionals as at March 31, 2025
Principal Assets	Human capital · Intellectual property · Delivery frameworks · Client relationships
Environmental Profile	Office-based; no owned combustion sources; primary impact from electricity and IT

Value Creation Model

Polestar Analytics creates value through the integration of five strategic capabilities — technical excellence in analytics and AI; structured delivery governance; an inclusive, high-calibre workforce; responsible data and technology management; and a growing sustainability advisory practice. These capabilities are mutually reinforcing. The rigour that defines the company's

client work must also define how it manages itself. An organisation whose sustainability practices are inconsistent with the standards it recommends to clients has a credibility problem. Polestar Analytics does not have that problem — and intends to keep it that way.

Value Creation Model - Polestar Analytics

Inputs	Business Activities	Outcomes
Human Capital 586 skilled professionals	Analytics & AI Delivery Data engineering, modelling	Client Value Trust, quality, innovation
Intellectual Capital AI, analytics, ESG expertise	ESG & Advisory Services Client sustainability support	Employee Value Growth, wellbeing, inclusion
Natural Capital Electricity, office resources	Governance & Compliance Ethics, privacy, risk controls	Env. Value -22.4% Scope 2 emissions
Financial Capital Responsible growth	People Development L&D, wellbeing, DEI	Social Value CSR, community, engagement



Approach to Reporting



Approach to Reporting

Polestar Analytics has prepared this ESG Report in alignment with the GRI Standards 2021 (core disclosures and topic-specific standards), the BRSR framework, the GHG Protocol Corporate Accounting and Reporting Standard, ISO 14064-1 principles, IFRS S1 (general sustainability disclosures) and IFRS S2 (climate-related disclosures), and the TCFD recommendations. Where relevant, disclosures are mapped to the EcoVadis assessment framework, which the company is actively preparing for.

The reporting boundary covers Polestar Analytics' operations under the operational control approach — including all leased offices, directly employed workforce, relevant contractor activities, and selected value-chain activities where ESG risks are material. This report covers FY 2024–25 (April 2024 through March 2025). Unless explicitly stated, all disclosures refer to this period and these operations.

Framework	Application in This Report
GRI Standards 2021	Core organisational disclosures; topic-specific disclosures for energy, emissions, employment, H&S, training, DEI, ethics, privacy and procurement
BRSR (SEBI)	Nine-principle disclosure mapping; responsible business conduct, employee wellbeing, environment, human rights, stakeholder engagement, governance
GHG Protocol	Scope 1, 2 and 3 emissions boundary, calculation methodology and reporting conventions
IFRS S1 / S2	Governance-strategy-risk-metrics architecture; climate-specific disclosures and transition plan
TCFD	Climate governance, scenario thinking, transition planning and physical risk identification
ILO Core Conventions	Foundation for Labour and Human Rights Policy commitments
UN Global Compact	Ten-principle alignment across human rights, labour, environment and anti-corruption

Data Quality & Assurance Statement

The information in this report has been prepared from internal management records, KPI data collection systems, HR information, energy invoices, emissions calculations, supplier assessment records, CSR activity documentation and policy archives. This report has been reviewed and approved by senior management.

Selected ESG disclosures have been independently assured under a limited assurance engagement by P CUBE C SERVICES LLP.



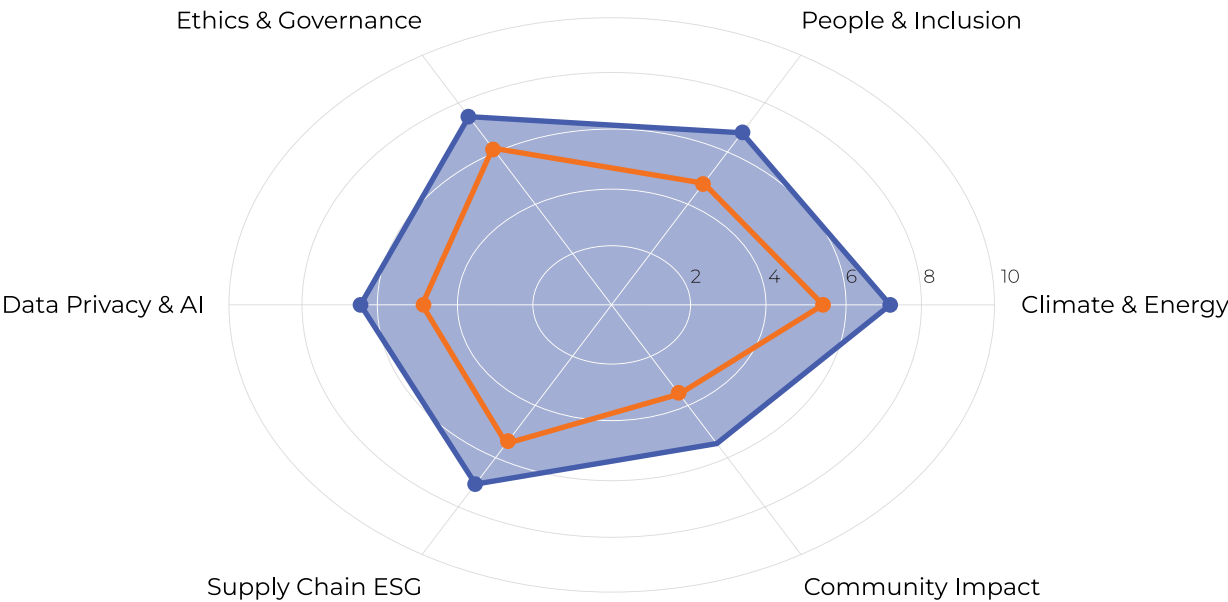
ESG Highlights

ESG Highlights

FY 2024-25 | ESG Performance at a Glance

586 Total Employees ↑ 11.2%	17.4% Women in Workforce ↑ from 11.4%	-22.4% Scope 1+2 Emissions ↑ 11.2%	-15.4% Electricity Consumption 302k kWh
INR 29L CSR Investment ↑ 87% YoY	100% Benefits Coverage All employees	100% Supplier Code Adoption All suppliers	0 Ethics Incidents Zero maintained
0 Data Breaches Zero maintained	73% Procurement Training ↑ from 60%		

ESG Maturity Progression



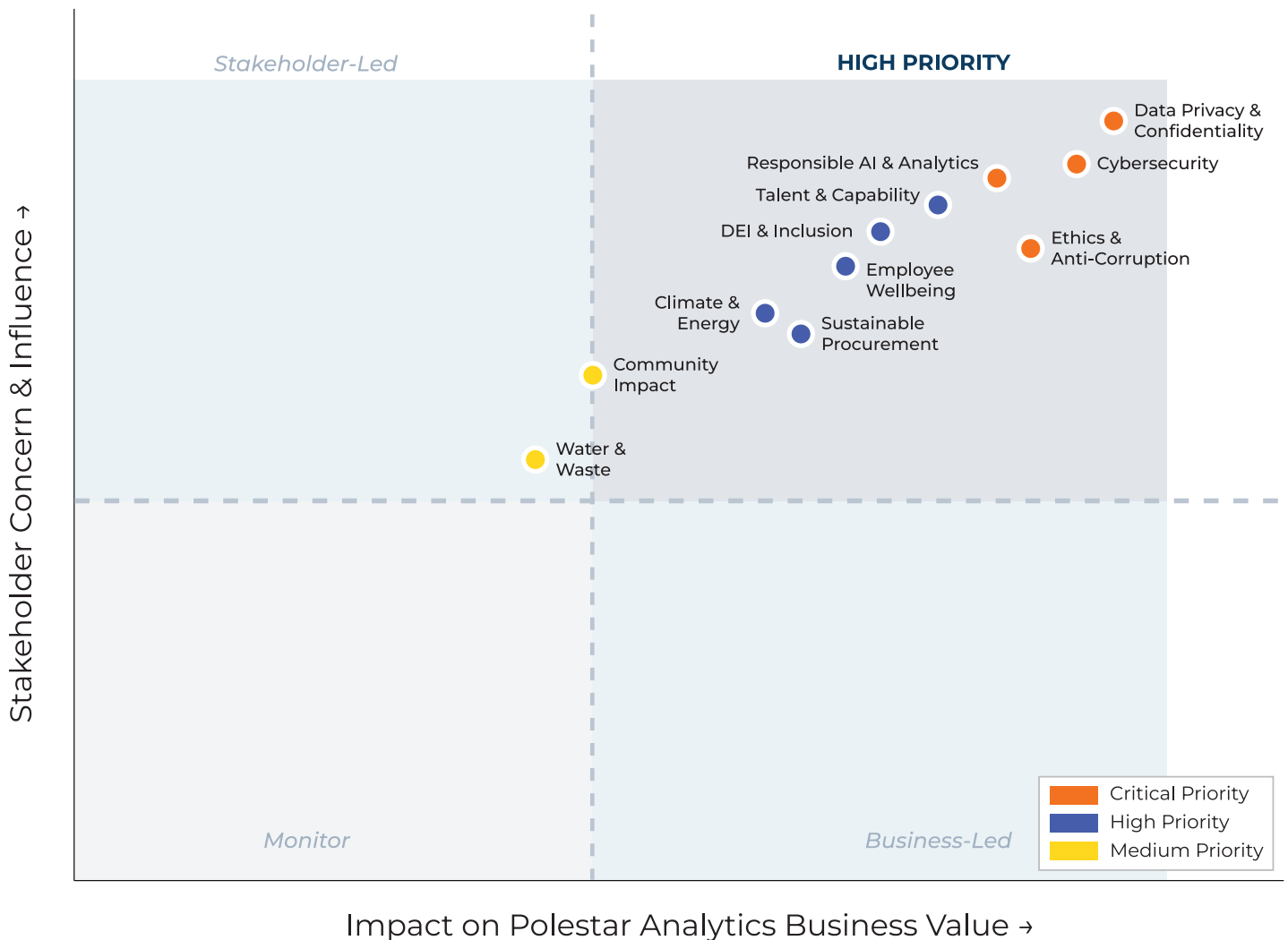
Our ESG Priorities

Our ESG Priorities

Polestar Analytics' material ESG topics were identified through a structured four-stage process aligned with GRI 3 methodology: topic universe identification, stakeholder and business impact assessment, cross-functional management validation, and board-level review and approval.

The materiality assessment draws on risk register analysis, stakeholder feedback channels, peer benchmarking across the Indian IT services sector, and direct input from client due diligence processes that increasingly include ESG criteria.

Materiality Matrix - FY 2024-25



Material Topic	Business Case	Stakeholder Priority	ESG Pillar
Data Privacy & Confidentiality	Clients share proprietary data under assumption of absolute protection	Clients, Regulators, Management	Governance
Cybersecurity	Single breach could undermine years of client trust & regulatory standing	Clients, Regulators	Governance
Responsible AI & Analytics	Quality and ethics of outputs drive reputational and commercial position	Clients, Management	Governance / Social
Ethics & Anti-Corruption	Integrity is non-negotiable in an advisory business; trust is the product	All stakeholders	Governance
Talent & Capability Development	Human capital is the only source of competitive advantage	Employees, Management	Social
Employee Wellbeing	Well employees deliver better analytical quality and stay longer	Employees	Social
Diversity, Equity & Inclusion	Diverse teams produce better analytical outcomes	Employees, Clients	Social
Climate & Energy Management	Measurable Scope 2 impact; client & regulatory expectations rising	Investors, Clients, Regulators	Environment
Sustainable Procurement	Supply chain ESG risk is a reputational and compliance exposure	Clients, Regulators	Procurement
Community Impact	Social license; employee engagement; talent attraction	Communities, Employees	Social
Water & Waste	Office operations; compliance; reporting maturity	Regulators, Management	Environment

Environment



ENVIRONMENT

Climate, Energy & Resource Stewardship

-22.4%

Scope 1+2
Emissions

FY 2024-25 vs FY 2023-24

-15.4%

Electricity
Consumption

302,171 kWh in FY 2024-25

-23.9%

Energy
Intensity

515.7 kWh per employee

42%

2030 Reduction
Target

Scope 1+2 vs 2024 baseline

“

Environment
Vision 2030

Manage our environmental footprint with the same rigour and transparency we apply to our clients' analytical challenges — and on a trajectory that is consistent with a net zero future

Performance on Environmental Goals

Material Topic	2030 Ambition	FY 2024-25 Progress
Climate Change	~42% reduction in Scope 1+2 emissions vs 2024 baseline	22.4% reduction achieved in first year — ahead of trajectory
Energy Efficiency	Continuous intensity reduction; renewable electricity exploration by FY 2028	23.9% reduction in energy intensity per employee
Scope 3 Maturity	Category-level data for travel, commuting, cloud, IT assets and suppliers	Initial Scope 3 baseline established: 261.0 tCO2e; data improvement roadmap active
Water Stewardship	15% reduction in water intensity vs baseline by 2027	Baseline establishment in progress; facility manager data protocols initiated
Waste & Circularity	80% diversion from landfill by 2030; 50% paper reduction by 2027	Waste segregation maintained; quantitative data improvement in progress

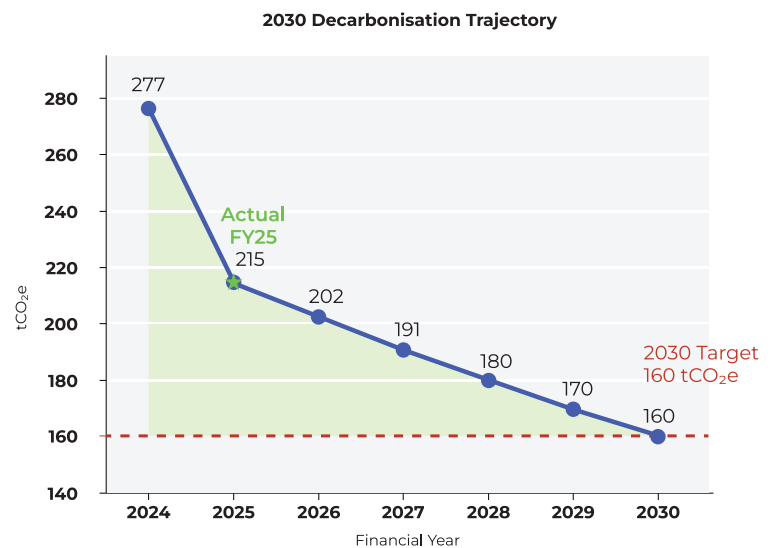
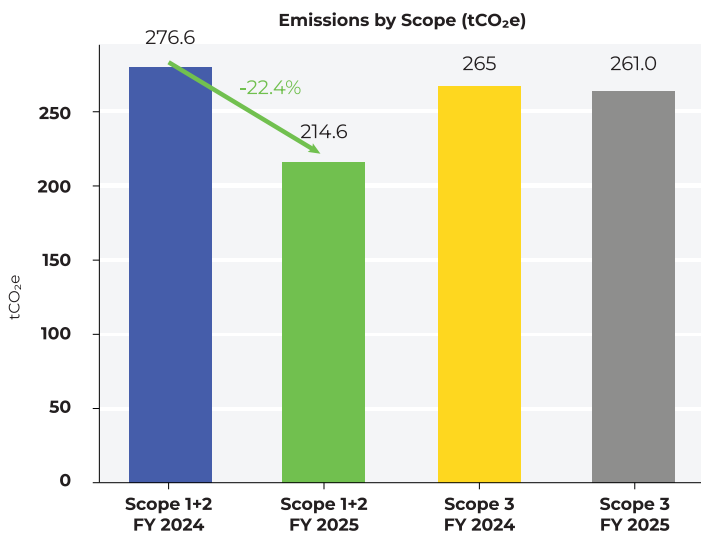
Climate Change

Climate change is Polestar Analytics' most significant environmental topic. While the company's direct footprint is modest relative to asset-heavy industries, the electricity consumed in its three offices, the IT infrastructure underpinning its operations, business travel, employee commuting and the broader supply chain all generate greenhouse gas emissions that the company is responsible for measuring, managing and progressively reducing.

The headline FY 2024-25 story is a 22.4 percent reduction in combined Scope 1 and Scope 2

emissions, from 276.55 tCO₂e to 214.61 tCO₂e. Critically, this reduction occurred against a backdrop of 11.2 percent workforce growth — meaning the improvement reflects genuine operational efficiency gains rather than reduced business activity. The energy intensity metric, which captures electricity consumption per employee, improved by 23.9 percent over the same period. This decoupling of energy use from headcount is the defining environmental achievement of the year.

Climate Performance & 2030 Decarbonisation Trajectory



Climate Performance Insight

At 22.4 percent in a single year, Polestar Analytics has achieved more than half its 2030 decarbonisation target in year one. This exceptional pace reflects both the efficiency potential in office-based operations and the quality of management commitment. Sustaining

this trajectory will require active engagement with landlords on renewable electricity options, completion of the Scope 3 data programme, and — in due course — procurement of renewable energy certificates or a green tariff arrangement.

2030 Decarbonisation Trajectory

Year	Scope 1+2 Target (tCO ₂ e)	Cumulative Reduction vs 2024
2024 (Baseline)	276.55	—
2025 (Actual)	214.61	22.4% ✓ Achieved
2026 (Target)	202.38	26.8%
2027 (Target)	190.84	31.0%
2028 (Target)	179.96	34.9%
2029 (Target)	169.71	38.6%
2030 (Target)	160.03	42.1%

Decarbonisation Levers

Lever	Implementation Approach	Timeline
Electricity Efficiency	Office energy review, behavioural awareness, equipment shutdown protocols, LED migration, HVAC optimisation	Annual
Landlord Engagement	Structured dialogue with facility managers on energy data access, sub-metering and renewable sourcing	FY 2025-27
Renewable Electricity	Explore green tariffs, renewable energy certificates (RECs) and power purchase options	FY 2025-28
Scope 3 Data Maturity	Improve category-level data for business travel, commuting, cloud services, IT procurement and supplier emissions	FY 2025-28
Supplier Engagement	Engage major IT, facilities and professional service suppliers on environmental performance disclosure	2027
Digital Workflows	Expand paper-light operations, reduce printing, shift to electronic approvals and document management	Ongoing

Water Stewardship

Water consumption at Polestar Analytics is associated with employee facilities, office operations and building services across the company's Noida, Kolkata and Bangalore offices. No water-intensive processes are involved. The company has committed to establishing a metered water baseline in FY 2025-26 through structured engagement with facility managers and landlords, and to reducing water consumption intensity by 15 percent against that baseline by 2027.

The decision not to present water figures in this report reflects our commitment to reporting data we can substantiate rather than estimates of uncertain quality. A reliable water baseline is a prerequisite for credible water performance reporting, and it will appear in the FY 2025-26 report.

Waste & Circularity

Polestar Analytics' waste profile is consistent with an office-based services organisation: paper, packaging, general office materials, cafeteria waste and electronic waste from IT hardware. The company maintains waste segregation practices, engages authorised recyclers for e-waste disposal and is progressively shifting to digital-first workflows to reduce paper dependence. Quantitative waste data by category, disposal route and diversion rate is being strengthened for future disclosure.

Resource Area	Current Approach	Target
Electricity	Efficiency disciplines, equipment shutdown, LED, HVAC coordination	42% Scope 1+2 reduction by 2030
Paper	Digital workflows, controlled printing, electronic approvals	50% consumption reduction by 2027
Water	Awareness, facility manager engagement, baseline establishment	15% intensity reduction by 2027
E-Waste	Authorised recycler contracts, documented disposal, asset lifecycle management	100% documented disposal (ongoing)
General Waste	Segregation, responsible disposal, facility coordination	80% landfill diversion by 2030
IT Assets	Responsible procurement, maintenance, secure data wiping, end-of-life recycling	Full lifecycle tracking by FY 2025-26

Social

Social

People, Inclusion, Wellbeing & Community

586

**Total
Employees**

↑ 11.2% from 527 in FY 2023-24

17.4%

**Women in
Workforce**

↑ from 11.4% in FY 2023-24

0

**Workplace
Incidents**

Zero incidents FY 2023-24
& FY 2024-25

INR 29L

**CSR
Investment**

↑ 87% year-on-year



Performance on Social Goals

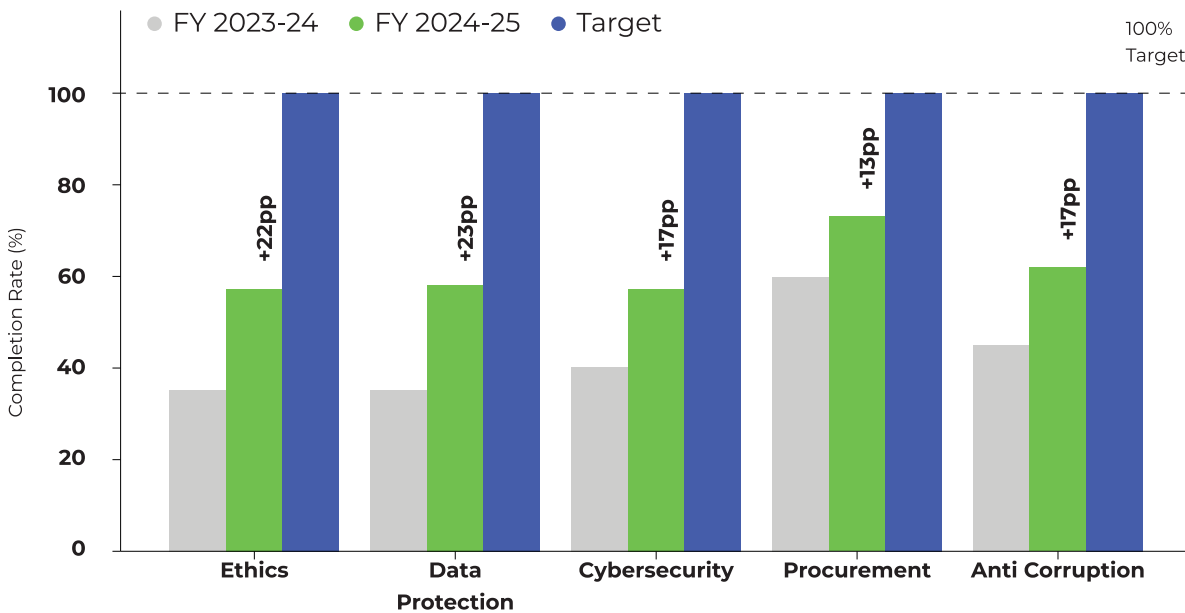
Material Topic	2030 Ambition	FY 2024-25 Progress
Enabling & Retaining Talent	100% training completion; 40+ training hrs/employee/year by 2026	Training completion improved across all modules (35%→57% ethics; 40%→57% cyber)
Diversity, Equity & Inclusion	Women to 25% of workforce; 20% of management roles by 2030	Women's representation: 11.4%→17.4% (+6.0 pp); zero pay equity gap maintained
Employee Wellbeing	Annual structured wellness calendar; zero incident record maintained	10 wellness initiatives across physical, mental, preventive and gender-specific themes
Human Rights	Full ILO compliance; 100% living wage; grievance mechanism for all	100% statutory benefits; living wage framework active; zero forced/child labour
Community & Social Impact	CSR governance framework by 2026; quantified outcomes in future cycles	INR 29L invested; 9 NGO partnerships; 6 CS; 3-city reach

Enabling Digital Talent at Scale

In an analytics and AI organisation, learning is not a benefit programme. It is the mechanism through which the company's core asset — human intelligence applied to data — is continuously enhanced and kept relevant. The pace of change in data science, machine learning, cloud infrastructure and enterprise planning

means that professionals who are not actively developing their skills are, in a real sense, losing competitive position. Polestar Analytics' learning and development framework is built to address this challenge systematically, not as an annual compliance exercise.

Training Completion Progress by Module



*Anti-Corruption: hours-based metric (283h → 354h)

Training completion across the four core governance and compliance modules improved materially in FY 2024–25. Ethics training completion rose from 35 to 57 percent (+22 percentage points); data protection training from 35 to 58 percent (+23 pp); cybersecurity awareness training from 40 to 57 percent (+17 pp); and sustainable procurement training from 60 to 73 percent (+13 pp). In every case the direction of travel is correct. In every case, the distance to the 100 percent mandatory completion threshold the company has committed to remains significant, and it is the primary governance priority for FY 2025–26.

Beyond compliance training, Polestar Analytics

invested in technical capability development across its core delivery disciplines during the year. Three batches of shadow training, each placing junior professionals into live delivery projects under structured mentorship, engaged 40 employees in hands-on, accelerated development. The Graduate Engineer Trainee programme saw 37 recent graduates complete an intensive six-month, multi-technology curriculum spanning Power BI, Anaplan, Azure, GCP, Snowflake and data engineering foundations. Technical certifications in Microsoft Security and Databricks were made available to professionals in security and data engineering roles, with additional hyperscaler certification programmes across AWS, Azure and GCP.

Learning Initiative	Reach	Focus
Graduate Engineer Trainee (GET) Programme	37 graduates; 6-month intensive curriculum	Multi-technology: Power BI, Anaplan, Azure, GCP, Snowflake
Shadow Training Batches	3 batches; 40 employees	On-the-job mentored delivery; analytics and data engineering
Microsoft Security Certifications	Selected IT and security professionals	Information security management; cybersecurity practice
Databricks Certification Vouchers	Data engineering and ML professionals	Cloud data platform; lakehouse architecture
Hyperscaler Training (AWS/Azure/GCP)	Analytics and delivery teams	Cloud capability; partner certification
Compliance & Governance Training	All employees (target: 100%)	Ethics, data protection, cybersecurity, procurement ESG

Learning & Development Insight

The GTE programme's combination of residential intensity and multi-technology breadth positions Polestar Analytics to build a pipeline of versatile analytical professionals from early career stage — rather than relying solely on lateral hiring in a competitive talent market. This is both a cost-effective talent strategy and a meaningful contribution to building India's analytics capability.

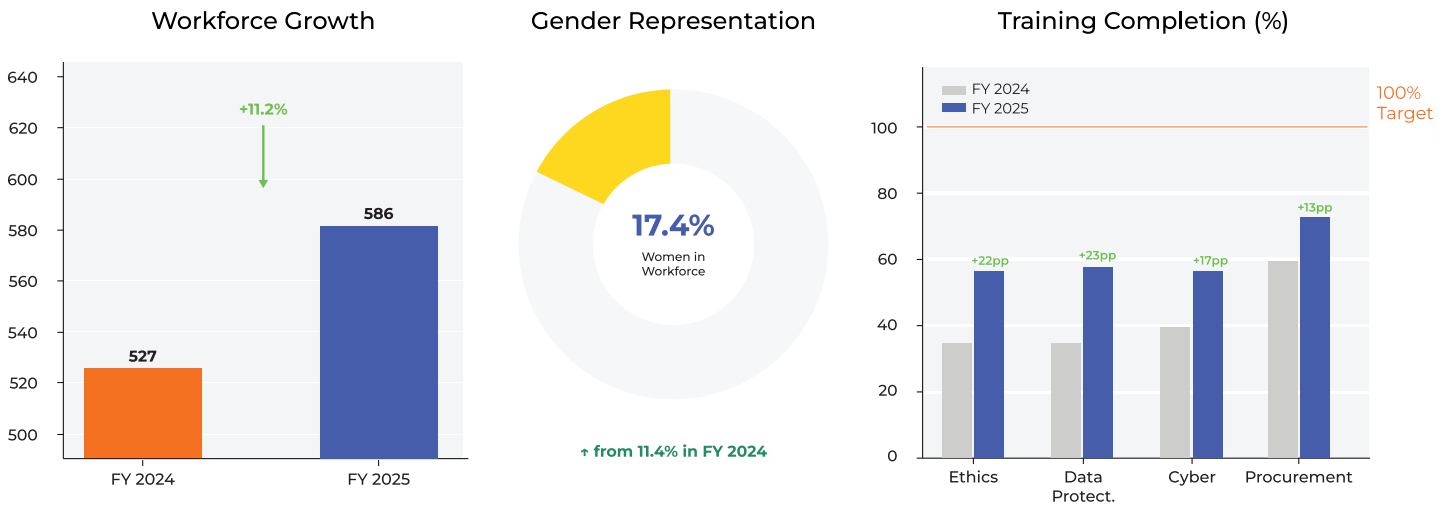


Nurturing Workplace Inclusivity

Polestar Analytics' approach to diversity, equity and inclusion is grounded in a straightforward analytical observation: diverse teams produce better analytical outcomes, make fewer systematic errors, and are more likely to identify and challenge assumptions that homogeneous

groups accept as given. For an organisation whose entire value proposition rests on the quality of its analytical judgement, inclusion is not a social obligation separated from business performance. It is a quality imperative embedded within it.

People & Inclusion - FY 2024-25 Performance



The improvement in women's representation from 11.4 to 17.4 percent — an increase of six percentage points in a single year — is the product of deliberate interventions: changes to sourcing channels, the composition of interview panels, job description design and a conscious

effort to expand the talent pipeline beyond traditional sourcing concentrations. The trajectory toward the company's 2030 target of 25 percent is encouraging, but continuation requires sustained effort in retention as well as recruitment.



Indicator	FY 2023-24	FY 2024-25	2030 Target
Women in total workforce	11.4%	17.4%	~25%
Women in leadership / management	12 individuals	12 individuals	~20% of management
Gender pay equity gap	0%	0%	Maintain zero gap
POSH incidents	0	0	Zero tolerance maintained

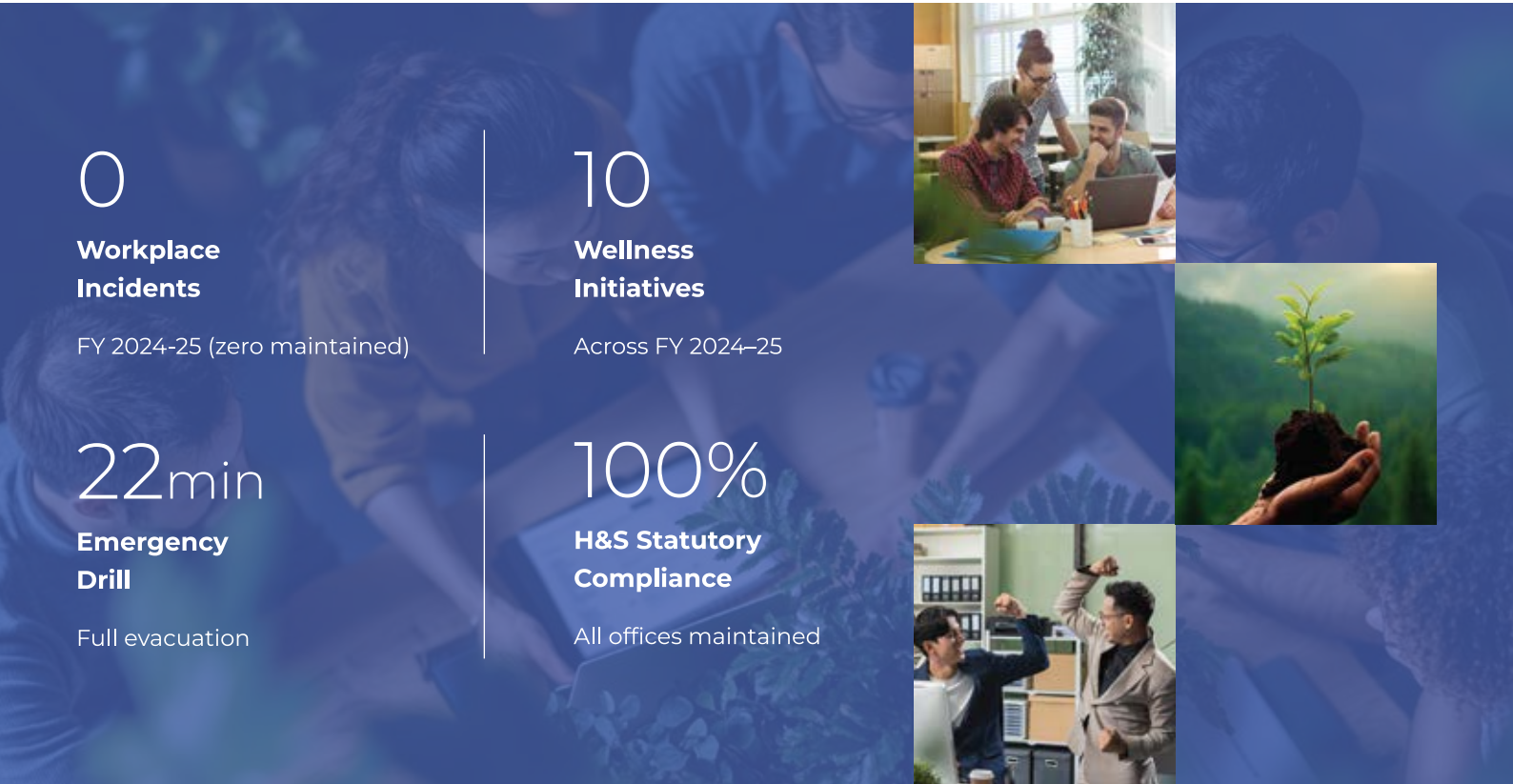
In May 2025, Polestar Analytics launched a Special Work-From-Home Day for Female Employees — providing one additional WFH day per calendar month in support of menstrual wellness. The initiative is a concrete expression of the company's commitment to creating an inclusive workplace where women feel genuinely supported rather than merely accommodated. It complements the company's POSH governance infrastructure, which maintains zero tolerance for sexual harassment with confidential reporting channels, defined investigation procedures and non-retaliation protection.

The W.I.Th (Women in Technology) platform, still maturing in its programme design and measurement, represents Polestar Analytics' ambition to contribute to the sector-level challenge of women's underrepresentation in data science, engineering and AI. As the programme develops structured outcomes and measurable reach, it will be reported in greater detail in future cycles.

Facilitating Employee Wellness and Experience

Polestar Analytics' approach to employee wellbeing is grounded in the conviction that performance and health are not in competition — they are interdependent. Analytical professionals who are physically well, mentally resilient, financially secure and genuinely valued by their organisation are more engaged, more productive

and more likely to deliver the quality of thinking that Polestar Analytics' clients depend on. The company's wellness programme covers physical health, mental resilience, preventive healthcare, financial literacy, ergonomics and gender-specific support.



Wellness Initiative	Theme	Period	Significance
Desktop Yoga Session	Ergonomics & posture health	January 2024	Addresses sedentary desk work risks for analytics professionals
Zumba Session	Physical fitness & team cohesion	April 2024	Group activity; builds team connection beyond project structures
World Food Safety Day	Preventive health awareness	June 2024	Practical health education in workplace setting
Dance Fitness Session	Physical wellness & engagement	Jul/Aug 2024	Cross-functional participation; physical and social wellbeing
Mindful Meditation	Mental wellness & stress resilience	January 2025	Addresses psychological demands of complex analytical work
Oral Hygiene Awareness	Preventive dental health	March 2025	Addressing employee-selected health priority
Kidney Health Awareness	Preventive healthcare	March 2025	Early detection education; conditions prevalent in sedentary professionals
Special WFH Day (Female Employees)	Menstrual wellness & inclusion	May 2025	Gender-sensitive flexible support; industry-leading inclusive practice
International Yoga Day	Physical & mental wellbeing	June 2025	Annual commitment to holistic wellness culture
Zumba Session	Physical wellness & engagement	November 2025	Year-end physical health reinforcement

Desktop Yoga Session





Zumba Session





World Food Safety Day





Dance Fitness Session





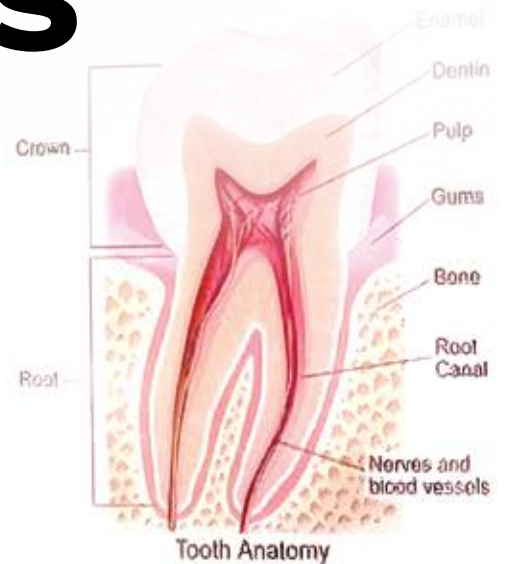
Mindful Meditation





Oral Hygiene Awareness

- The gingiva, also known as the gums, is the pink-coloured keratinized mucosa that surrounds and protects the teeth.
- The gingiva is part of the periodontium, which includes the investing and supporting structures of the teeth.
- The oral gingiva is also responsible for sensation in the mouth and provides a source of micronutrients.



Tooth Anatomy

Cross-section of a tooth with gums labelled
(Source: Wikipedia)

Miller, Adams, et al. "The Gingiva." StatPearls. StatPearls Publishing, 6 August 2022.



Special WFH Day (Female Employees)





International Yoga Day





Wellbeing Programme Insight

The breadth and deliberateness of Polestar Analytics' wellness programme — spanning physical fitness, mental resilience, preventive health education and gender-specific support — reflects a genuinely sophisticated understanding of employee wellbeing. The addition of organ-specific health awareness sessions (oral, kidney) in response to employee preferences demonstrates that the programme is demand-driven rather than template-driven. The priority for the next cycle is to add participation metrics, employee feedback scores and longitudinal health outcome data to what is already a substantive initiative calendar.

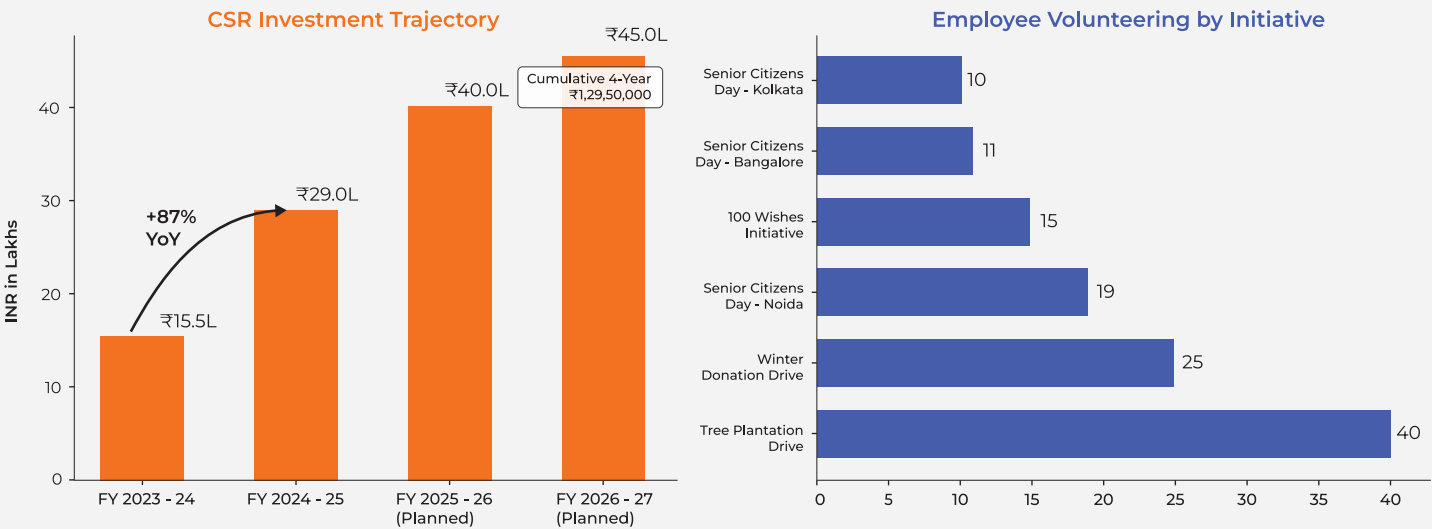


Energizing Local Communities

Polestar Analytics' community ambition is grounded in what an analytics organisation can authentically contribute: skills, structure, evidence and partnership. The company's CSR strategy does not attempt to replicate the scale of infrastructure-sector social investment. Instead, it

focuses on deploying the capabilities that Polestar Analytics genuinely possesses — data thinking, analytical discipline, structured problem-solving and the personal commitment of its professionals — in service of communities that can benefit from them.

Community Social Impact - FY 2024 - 25



During FY 2024-25, Polestar Analytics invested INR 29,00,000 in community and social impact — an 87 percent increase on the prior year. The cumulative four-year CSR commitment from FY

2023–24 through FY 2026-27 is projected at INR 1,29,50,000 — a figure that places the company among the more substantial CSR investors relative to its headcount in the analytics sector.

Financial Year	CSR Investment (INR)	Year-on-Year Change
FY 2023-24	15,50,000	Baseline established
FY 2024-25t	29,00,000	+87%
FY 2025-26 (Planned)	40,00,000	+38%
FY 2026-27 (Planned)	45,00,000	+13%
4-Year Cumulative	1,29,50,000	190% increase from FY2024 to FY2027

Employee Volunteering — Building Communities in Person

The most direct expression of Polestar Analytics' community commitment is the personal time its professionals dedicate to the communities where they work and live. The company's three-city volunteering programme brought together employees in Noida, Kolkata and Bangalore through a structured calendar of community engagement activities during the reporting year.

On World Senior Citizens Day, the Noida team sent 19 volunteers to Aangan Old Age Home, Kolkata sent 10 employees to Help Age's Kalyan Ashram, and Bangalore dispatched 11 professionals to Asha Bhavan. These engagements were not one-day gestures — they form part of an ongoing relationship with partner organisations that the company has chosen to

invest in over time. The Tree Plantation Drive brought together 40 employees across Noida and Bangalore, partnering with Aangan Old Age Home and Asha Bhavan to combine environmental action with community connection.

The '100 Wishes to Go!' initiative stands out as one with particular character: the Noida team identified 100 individual wishes from students at Kiddies Foundation and fulfilled each personally, delivering gifts directly during a visit to Balvatika. The Winter Donation Drive, coordinated with SEVA Group Foundation and Madhu Mansion Charitable Trust, channelled food, blankets, winter wear and essentials to people facing seasonal hardship in Noida and Bangalore.

Partner Organisation	Location	Area of Collaboration	Initiative
Goonj	Pan-India	Donation drives, resource redistribution	Winter Donation Drive
Ank Foundation	Noida	Community engagement and development	Community engagement
SEVA Group Foundation	Noida	Winter welfare and community support	Winter Donation Drive
Aangan Old Age Home	Noida	Senior citizens' welfare and green initiatives	Volunteering; Tree Plantation
Kiddies Foundation/Balvatika	Noida	Children's education and wish fulfilment	100 Wishes to Go!
Madhu Mansion Charitable Trust	Noida	Winter welfare support	Winter Donation Drive

Partner Organisation	Location	Area of Collaboration	Initiative
BITAN	Kolkata	Community engagement	Local community activities
Help Age – Kalyan Ashram	Kolkata	Senior citizens' welfare	World Senior Citizens Day
Asha Bhawan	Bangalore	Senior citizens' welfare and green initiatives	Volunteering; Tree Plantation

Education, Skills & Capability Building

As a data, analytics and AI organisation, Polestar Analytics' most distinctive social contribution is the skills it can help build. Internally, the company's Graduate Engineer Trainee programme provides structured entry into the analytics profession for 37 graduates per year, with a curriculum that spans the full technology stack. The shadow training programme places junior professionals into live client delivery under mentored supervision — accelerating growth while building the diverse talent pipeline the Indian analytics sector requires.

The W.I.Th (Women in Technology) platform and the BODHI thought leadership programme represent the company's emerging external education contribution — connecting Polestar's expertise to communities of learners and practitioners beyond its own workforce. These initiatives are at an early stage of structure and measurement; their full impact will be reported as they mature.

CSR Activities









Disciplined Approach to Community Impact Reporting

Polestar Analytics has chosen not to publish community spend allocations by programme, beneficiary counts or detailed outcome data in this report. This is because those figures are not yet supported by the verification records, partner confirmations and governance approvals required to present them credibly. Reporting impact

responsibly means measuring it rigorously first. The company is establishing the data governance and partner reporting protocols needed to disclose quantified community outcomes — including volunteering hours per employee and beneficiary reach — in the FY 2025-26 report.



People, Labour & Human Rights

Polestar Analytics Labour and Human Rights Policy is anchored in applicable Indian labour law, ILO core conventions, the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. The policy prohibits child labour, forced labour, bonded labour and human trafficking absolutely, and applies to

employees, contract workers, interns, temporary staff and relevant third parties. Human rights due diligence is applied across the workforce and supply chain, with grievance access for all covered workers.

People KPI	FY 2023-24	FY 2024-25	Status
Total employees	527	586	↑ 11.2%
Total working hours	1,016,056	1,129,808	Proportional increase; avg. stable
Average hours per employee	1,928	1,928	Stable — no excess burden
Medical benefits coverage	100%	100%	Full coverage maintained
Provident fund coverage	100%	100%	Full coverage maintained
Gratuity coverage	100%	100%	Full coverage maintained
Living wage coverage (internal)	100%	100%	Benchmark mapping in progress
Pay equity gap (gender)	0%	0%	Maintained

Governance



GOVERNANCE

Ethics, Data Trust & Corporate Integrity

0	0	100%
Ethics Incidents	Data Breaches	Supplier Code Adoption
Zero substantiated — FY 2024-25	Zero material breaches — FY 2024-25	All covered suppliers

Performance on Governance Goals

Material Topic	2030 Ambition	FY 2025 Progress
Corporate Ethics	100% ethics training; zero substantiated incidents maintained	Ethics training: 35%→57%; zero incidents, complaints and retaliation cases
Data Privacy	100% data protection training; ISO 27001 certification readiness	Data protection training: 35%→58%; zero material breaches; security audits maintained
Cybersecurity	100% cybersecurity awareness; robust incident response capability	Cyber training: 40%→57%; IT controls strengthened; incident response procedures active
Responsible AI	Formal AI governance policy; bias review programme	Responsible analytics framework in place; AI governance policy in development
Sustainable Procurement	80%+ ESG spend coverage; 90% high-risk supplier assessment by 2030	100% supplier code adoption; 100% ESG screening (covered suppliers); training 73%

Corporate Governance

Polestar Analytics' governance framework is built on the conviction that ethical conduct, transparent reporting and disciplined risk management are not constraints on business performance — they are the conditions that make sustained performance possible. In an advisory

organisation that handles confidential client data and provides strategic recommendations, trust is the primary product. Every governance control, every policy, every training module and every reporting mechanism exists to protect and strengthen that trust.

ESG Control & Governance Cycle

Step	Stage	FY 2025 Progress
Step 1	Policy Definition	Define ESG policies, governance boundaries and sustainability commitments. Senior leadership approval required. Covers all 11 policy documents: Environment, Labour & HR, Business Ethics, Procurement, Supplier Code, Living Wage, Career Development, Collective Dialogue, Risk Assessment, SOP Manual, HR Manual.
Step 2	Risk & Impact ID	Identify and assess ESG risks across H&S, information security, code of conduct and operational categories. Use probability × impact scoring (0–1 × 1–10). Monthly/quarterly/annual review cycles assigned by risk type.
Step 3	KPI Selection & Evidence	Select KPIs aligned to material topics. Establish data collection processes, documentation standards, evidence sources and functional ownership for all E, S, G and procurement metrics.
Step 4	Functional Implementation	HR, IT, procurement, operations and ESG functions implement controls, deliver training programmes, execute wellness initiatives and run supplier ESG screening within their defined domains.
Step 5	Monitor & Review	Management reviews against KPI targets at monthly, quarterly and annual frequency. Escalation protocols for off-track metrics. Corrective action initiation and tracking through to resolution.
Step 6	Report & Improve	Consolidate ESG performance data. Prepare stakeholder disclosures. Identify improvement priorities. Update policies. Initiate next cycle. Assurance readiness review aligned to FY 2026-27 timeline.

The company's governance architecture establishes clear accountability at every organisational layer. Senior leadership provides strategic direction, approves all material ESG policies, reviews significant risks and oversees corrective actions. Functional heads in HR, IT, procurement and operations own implementation within their domains and are

accountable for KPI performance. The ESG and compliance function provides methodology, consolidation and disclosure governance. Employees are expected to follow policies, complete training, report concerns through designated channels and actively support responsible operations.

Governance & Ethics Performance FY 2024-25

Zero Incidents Maintained Across All Governance KPIs

Governance KPI	FY 2023-24	FY 2024-25	Status
Substantiated Ethics Incidents	0	0	✓ Zero — maintained both years
Bribery Complaints	0	0	✓ Zero — maintained both years
Retaliation Cases	0	0	✓ Zero — maintained both years
Whistleblower Reports	0	0	✓ Zero — maintained both years
Material Data Breaches	0	0	✓ Zero — maintained both years
Workplace Safety Incidents	0	0	✓ Zero — maintained both years

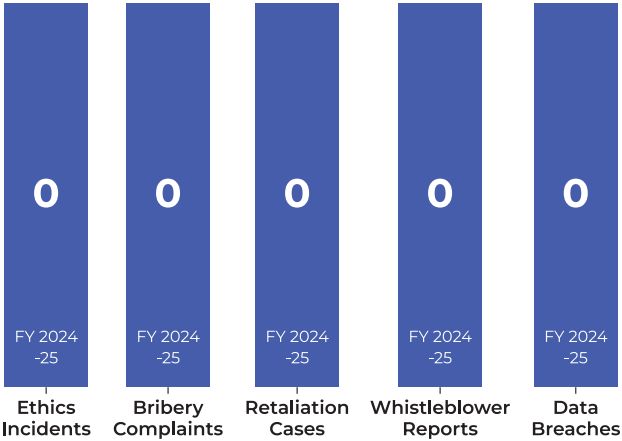


Policy Coverage & Compliance Rates

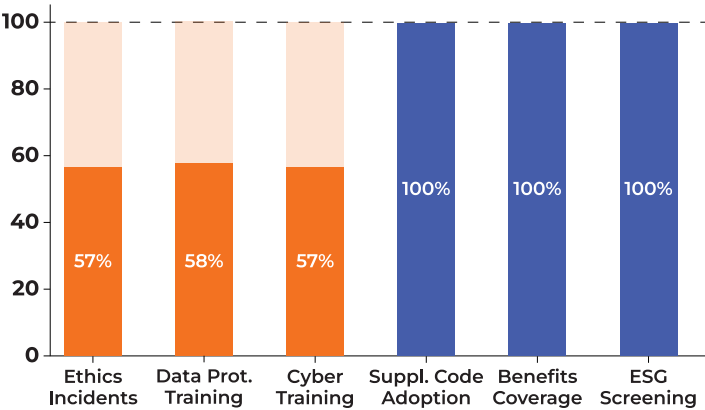
Area	FY 2024-25 Rate
Ethics Training	57%
Data Protection Training	58%
Cybersecurity Awareness	57%
Supplier Code Adoption	100%
Statutory Benefits	100%
Supplier ESG Screening	100%
Procurement Training	73%

Governance & Ethics Performance

Zero Incidents Maintained
Across All Governance KPIs



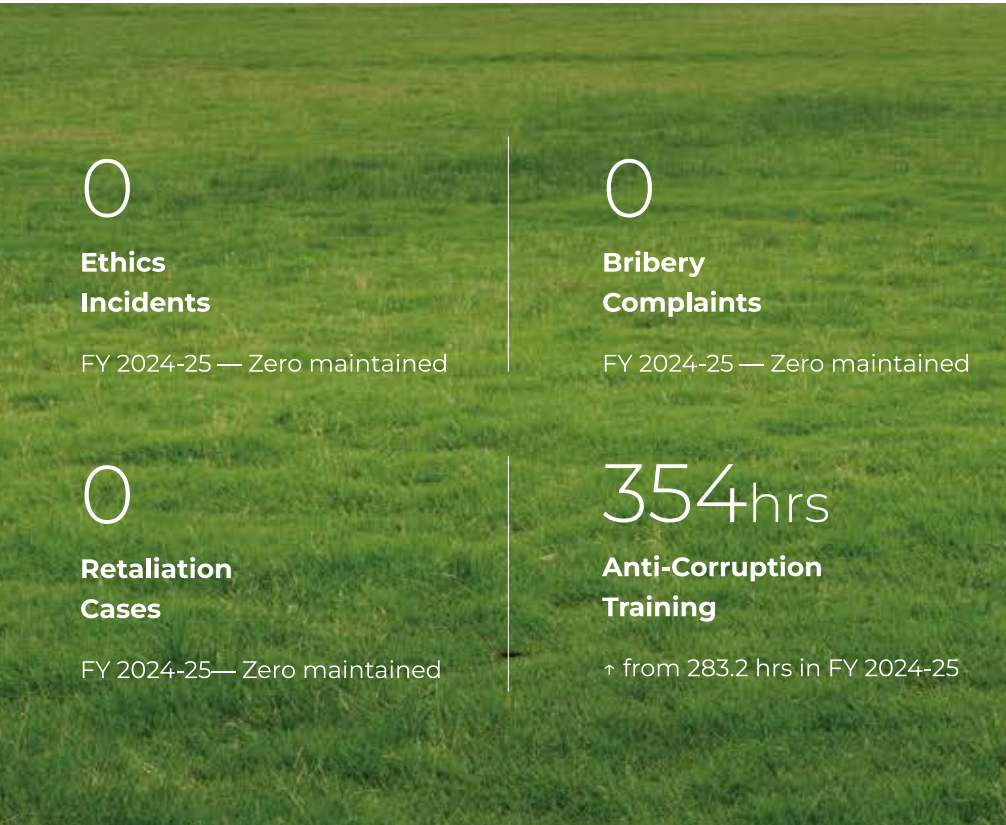
Policy Coverage & Compliance Rates



Business Ethics & Anti-Corruption

The Business Ethics Policy establishes zero tolerance for bribery, corruption, kickbacks, facilitation payments and improper advantages. Employees, contractors and relevant business partners are required to act with integrity and comply with applicable anti-corruption

requirements at all times. The policy defines clear thresholds for gifts and hospitality, prohibits cash gifts and high-value items, and requires documentation and approval for reportable items. Annual conflict of interest declarations are being implemented for all identified roles.



Ethics & Integrity Observation

Zero reported incidents is the correct outcome. The company is equally clear that the absence of reports does not automatically imply the absence of concerns — particularly while ethics training completion remains below 100%. Strong speak-up cultures require years of sustained investment in communication, leadership modelling and

demonstrated follow-through on reported concerns. The focus for the next reporting cycle must be on both achieving 100% training completion and on strengthening confidence in the reporting channels — so that any concern that arises is surfaced, addressed and resolved.

Data Privacy, Cybersecurity & Responsible AI

For Polestar Analytics, responsible data management is the defining trust obligation of the entire business. The company works with proprietary client data, analytical models informing business-critical decisions, cloud environments and digital systems where confidentiality, integrity and availability are

non-negotiable. A failure in any of these dimensions — whether through a security breach, a privacy violation or the deployment of a model with undisclosed limitations — would damage client relationships, regulatory standing and professional reputation in ways that are difficult to reverse.

Cybersecurity Control Area	Key Practices
Access Provisioning	IT access granted only following HR and functional head authorisation; role-based permissions
Authentication	Multi-factor authentication configured across critical systems
Monitoring & Logging	System activity, alerts and security events monitored on a continuous basis
Patch Management	Regular software updates and vulnerability patching across all managed endpoints
Backup & Recovery	Critical systems backed up with periodic restoration testing
Incident Response	Defined process: identify → log → assess → contain → investigate → resolve → document → close
Third-Party Access	External access controlled through contractual security clauses and technical safeguards
Employee Training	Annual mandatory cybersecurity awareness training (target: 100% completion)

Responsible Analytics & AI Governance

Polestar Analytics client delivery work produces analytical models, data transformations, dashboards and advisory recommendations that organisations use to make real strategic, operational and financial decisions. The integrity of those outputs — their accuracy, their

documented limitations, and their alignment with the client's genuine needs rather than with what the client might prefer to hear — is both a quality obligation and an ethical one. The company embeds seven principles into every material client engagement.

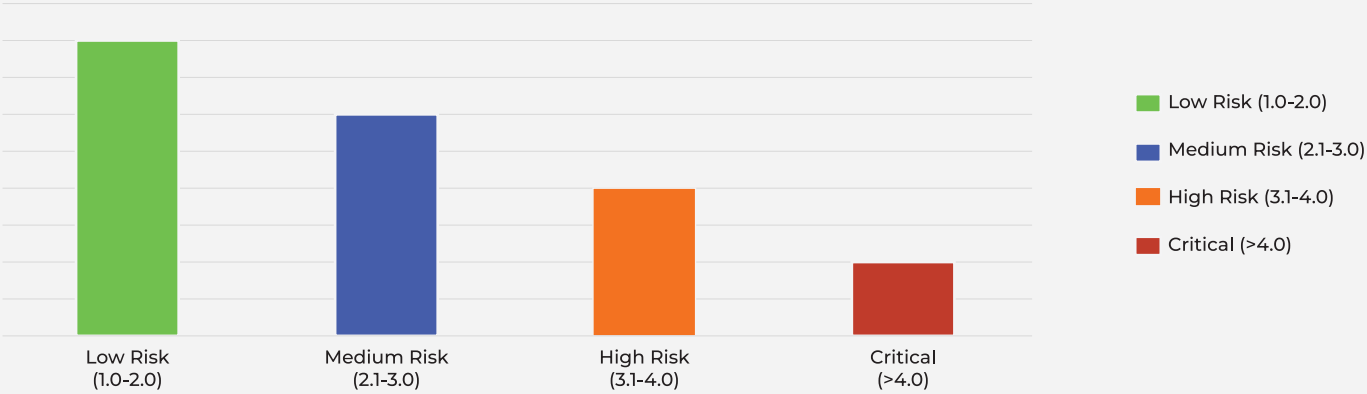
Principle	Application in Client Delivery
Data accuracy	Input data reviewed for completeness, consistency and reasonableness before use in models or analysis
Documented assumptions	Methodology notes, assumption registers and limitation statements prepared for all material engagements
Quality review	All deliverables subject to peer review process before release; senior sign-off for strategic outputs
Confidentiality	Client data accessed only by authorised team members; NDA and data handling protocols enforced
Human oversight	AI-supported analytical outputs reviewed by qualified professionals prior to finalisation and client delivery
Ethical use	Models and recommendations developed in line with professional standards and the client's stated objectives
Evidence retention	Analytical workpapers retained per agreed schedules; available for audit if required

Sustainable Procurement & Supplier ESG

Polestar Analytics supplier base spans cloud and software providers, IT hardware vendors, facility management companies, professional services firms, outsourced contractors and operational service providers. While the company's procurement scale is modest relative to

manufacturing or infrastructure businesses, its supply chain influences its sustainability performance through Scope 3 emissions, labour standards in the value chain, data security practices of third-party IT providers and the ethical conduct of service partners.

Supplier ESG Risk Classification



100%

Supplier Code Adoption

All covered suppliers
— FY 2024-25

73%

Procurement Training

↑ from 60% — full coverage target

100%

ESG Screening Coverage

All covered suppliers
— FY 2024-25

Sustainable Procurement Target	Timeline	Status
100% of new strategic/high-spend suppliers to sign Supplier Code of Conduct	December 2026	On track
>=60% of total procurement spend covered by ESG-screened suppliers	December 2026	In progress
80% of procurement spend with ESG-screened suppliers	December 2027	In progress
>=50% of high-risk suppliers with corrective action plans where gaps identified	December 2027	Initiation phase
100% of strategic suppliers assessed on ESG criteria every three years	December 2030	Roadmap defined
>=15% of addressable spend with diverse or social enterprises	December 2030	Roadmap defined

ESG KPI Dashboard

ESG KPI Dashboard

The following tables present Polestar Analytics' key ESG performance indicators for FY 2023-24 and FY 2024-25. These represent the quantitative core of the company's sustainability disclosure.

Where data limitations exist, they are disclosed explicitly and the improvement timeline is provided.

Environmental KPIs

KPI	Unit	FY 2023-24	FY 2024-25	Change
Electricity consumption	kWh	357,323	302,171	-15.4% ↓
Energy intensity	kWh/employee	678.0	515.7	-23.9% ↓
Scope 1 emissions	tCO2e	N/A (not applicable)	N/A (not applicable)	No owned combustion sources
Scope 1+2 emissions	tCO2e	276.55	214.61	-22.4% ↓
Scope 3 emissions (material categories)	tCO2e	265	261.023	-1.5% ↓
Waste segregation	Yes/No	Yes	Yes	Maintained
Authorised e-waste recycler engagement	Yes/No	Yes	Yes	Maintained
Water consumption baseline	m ³	Not available	Not available	Baseline in progress

Social KPIs

KPI	Unit	FY 2023-24	FY 2024-25	Change
Total employees	Number	527	586	↑ 11.2%
Total working hours	Hours	1,016,056	1,129,808	Proportional increase
Average hours per employee	Hours	1,928	1,928	Stable
Women in total workforce	%	11.4%	17.4%	↑ +6.0 pp
Women in leadership / management	Number	12	12	Stable
Gender pay equity gap	%	0%	0%	Maintained
Living wage coverage (internal)	%	100%	100%	Maintained
Medical benefits coverage	%	100%	100%	Maintained
Provident fund coverage	%	100%	100%	Maintained
Gratuity coverage	%	100%	100%	Maintained
Workplace incidents	Number	0	0	Zero maintained
Employee satisfaction score	Score	50	55	↑ Improved
Dialogue & engagement coverage	%	50%	55%	↑ Improved
CSR investment	INR	15,50,000	29,00,000	↑ +87%

Governance & Ethics KPIs

KPI	Unit	FY 2023-24	FY 2024-25	Change
Total employees	Number	527	586	↑ 11.2%
Total working hours	Hours	1,016,056	1,129,808	Proportional increase
Average hours per employee	Hours	1,928	1,928	Stable
Women in total workforce	%	11.4%	17.4%	↑ +6.0 pp
Women in leadership / management	Number	12	12	Stable
Gender pay equity gap	%	0%	0%	Maintained
Living wage coverage (internal)	%	100%	100%	Maintained
Medical benefits coverage	%	100%	100%	Maintained
Provident fund coverage	%	100%	100%	Maintained
Gratuity coverage	%	100%	100%	Maintained
Workplace incidents	Number	0	0	Zero maintained
Employee satisfaction score	Score	50	55	↑ Improved
Dialogue & engagement coverage	%	50%	55%	↑ Improved
CSR investment	INR	15,50,000	29,00,000	↑ +87%

ESG Vision 2030

ESG Vision 2030 — Roadmap & Targets

Polestar Analytics' ESG Vision 2030 translates strategic commitments into a structured, time-bound implementation roadmap. Targets are assigned to accountable functions, supported by defined KPIs and evidence sources, and reviewed at management level on a quarterly

basis. The roadmap is designed to support progressive maturity — from policy establishment (completed) through systematic implementation (current focus) to assurance-ready performance (2026 onwards) and demonstrated leadership (2030 and beyond).

ESG Vision 2030 Implementation Roadmap

Year	Stage	Key Milestones & Targets
FY 2024-25	Foundation	- Initiate wage mapping covering ≥70% of employees - Establish metered water baseline at all offices - Achieve ethics and cyber training completion ≥80% - Launch structured CSR governance framework - Formalise facility manager data protocols
FY 2025-26	Strengthen	- Achieve 100% completion for ethics, cybersecurity & data protection training - Supplier Code: 100% of new strategic / high-spend suppliers signed ≥60% of total procurement spend covered by ESG screening - Implement annual conflict of interest declarations for all identified roles - Wage assessment coverage for 100% of permanent employees
FY 2026-27	Scale	- Scope 1+2 emissions: 31% reduction vs 2024 baseline 50% reduction in paper consumption 80% of procurement spend with ESG-screened suppliers ≥70% employee survey participation 15% water intensity reduction vs baseline
FY 2027-28	Accelerate	- Scope 1+2 emissions: 34.9% reduction vs 2024 baseline - Renewable energy pilot / green tariff arrangement - Women's representation: ~25% of workforce ≥80% favourable employee feedback on communications
FY 2029-30	Lead	- Scope 1+2 emissions: ~42% reduction vs 2024 baseline 100% living wage alignment for all permanent employees 90% of high-risk suppliers assessed on ESG criteria ≥15% of addressable spend with diverse or social enterprises 80% operational waste diverted from landfill

Environmental Roadmap

Objective	Target	Owner	Timeline
Scope 1+2 GHG reduction	~42% reduction vs 2024 baseline	ESG / Admin	2030
Energy intensity	Continuous annual reduction	Admin / Facilities	Annual
Renewable electricity	Green tariff, REC or landlord-enabled renewable sourcing	ESG / Management	FY 2025–28
Scope 3 data maturity	Category-level data for travel, commuting, cloud, IT, suppliers	ESG / Finance / HR	FY 2025–28
Supplier env. engagement	Engage >=80% of major suppliers on environmental performance	Procurement / ESG	2027
Water intensity	Establish baseline; reduce by 15%	Admin / Facilities	2027
Waste diversion	80% diversion from landfill	Admin / ESG	2030
Paper consumption	50% reduction	Admin / All functions	2027

Social Roadmap

Objective	Target	Owner	Timeline
H&S training coverage	100% employee completion	HR / Admin	FY 2025-27
Training hours	>=40 hrs/employee/year	HR / L&D	2026
Training hours (stretch)	>=50 hrs/employee/year	HR / L&D	2030
Women in workforce	~25% representation	HR / Business Leads	2030
Women in management	~20% of management roles	HR / Management	2030
Employee engagement	>=70% survey participation	HR / Managers	2027
Living wage alignment	100% of permanent employees	HR / Finance	2030
CSR governance framework	Structured outcomes reporting	ESG / CSR function	2026

Governance Roadmap

Objective	Target	Owner	Timeline
Ethics training	100% employee coverage	HR / Compliance	Next cycle
Data protection training	100% employee coverage	IT / HR	Next cycle
Cybersecurity training	100% employee coverage	IT / HR	Next cycle
Conflict declarations	Annual declarations for all identified roles	HR / Compliance	FY 2025–26
Data breaches	Maintain zero material breaches	IT / InfoSec	Annual
Assurance readiness	KPI dictionary, evidence index, control review	ESG / Finance / HR	FY 2025–27
ISO 27001 readiness	Assessment and gap closure programme	IT / Management	FY 2026–27

SDG Alignment

SDG Alignment

Polestar Analytics' sustainability priorities are aligned with nine United Nations Sustainable Development Goals. The alignment reflects the company's actual activities and commitments rather than aspirational mapping, and is concentrated in the goals where an analytics and

advisory organisation can make an authentic, evidence-based contribution: health, education, gender equality, decent work, innovation, responsible consumption, climate action, strong institutions and partnerships.

Alignment with UN Sustainable Development Goals

SDG	SDG No.	Polestar Analytics Contribution	Supporting Evidence
SDG 3: Good Health & Well-being	3	10 wellness initiatives; menstrual wellness WFH support; preventive health sessions; zero workplace incidents; emergency drill	Wellness calendar; H&S records; emergency drill report (Feb 2026)
SDG 4: Quality Education	4	GTE programme (37 graduates); shadow training (40 employees); Microsoft Security & Databricks certifications; W.I.Th Women in Tech platform	Training completion records; GTE programme documentation
SDG 5: Gender Equality	5	Women's workforce representation: 11.4%→17.4% (+6.0 pp); Special WFH Day for female employees; POSH governance; zero pay equity gap	HR data; policy records; POSH governance documents
SDG 8: Decent Work & Economic Growth	8	100% statutory benefits (PF, gratuity, medical); living wage framework; 11.2% workforce growth; career development programme	HR records; benefits data; workforce statistics

SDG	SDG No.	Polestar Analytics Contribution	Supporting Evidence
SDG 9: Industry, Innovation & Infrastructure	9	Analytics, AI, data engineering, enterprise planning, ESG advisory and digital transformation services	Service portfolio; client delivery records
SDG 12: Responsible Consumption & Production	12	100% supplier code adoption; 100% ESG screening; paper reduction target; authorised e-waste recyclers; 80% waste diversion target	Procurement records; supplier screening data; e-waste disposal documentation
SDG 13: Climate Action	13	22.4% Scope 2 reduction in FY25; 42% reduction target by 2030; Scope 3 roadmap; tree plantation drive (40 employees)	GHG calculation records; energy invoices; Environment Policy
SDG 16: Peace, Justice & Strong Institutions	16	Zero ethics incidents; zero data breaches; whistleblower protection; grievance redressal; data governance framework; anti-corruption controls	Ethics records; governance policies; audit trail
SDG 17: Partnerships for the Goals	17	9 NGO partners across 3 cities; client ESG advisory collaboration; supplier ESG engagement; landlord energy data engagement	CSR records; NGO partner documentation; supplier data

Alignment with UN Sustainable Development Goals



Framework Alignment

Framework Alignment

GRI Content Index (Selected Disclosures)

GRI Disclosure	Report Section
GRI 2-1: Organisational details	Section — Corporate Overview
GRI 2-2: Entities in scope	Section — Approach to Reporting
GRI 2-3: Reporting period and contact	Section — Approach to Reporting
GRI 2-7: Employees	Section — People, Labour & Human Rights; KPI Dashboard
GRI 2-9: Governance structure	Section — Corporate Governance
GRI 2-23: Policy commitments	Section — Corporate Governance; all ESG sections
GRI 2-25: Remediation processes	Section — Labour & Human Rights; Supplier ESG
GRI 3-1/3-2: Materiality	Section — Our ESG Priorities
GRI 302: Energy	Section — Climate Change
GRI 305: Emissions	Section — Climate Change; KPI Dashboard
GRI 401: Employment	Section — People, Labour & Human Rights
GRI 403: OHS	Section — Employee Wellness & Experience
GRI 404: Training	Section — Enabling Digital Talent at Scale
GRI 405: Diversity	Section — Nurturing Workplace Inclusivity
GRI 205: Anti-corruption	Section — Business Ethics & Anti-Corruption
GRI 418: Customer Privacy	Section — Data Privacy, Cybersecurity & Responsible AI
GRI 308/414: Supplier ESG	Section — Sustainable Procurement
GRI 413: Local Communities	Section — Energizing Local Communities

TCFD & IFRS S1/S2 Alignment

Pillar	Polestar Analytics Response
Governance	ESG policies approved by senior leadership; functional accountability across HR, IT, procurement and operations; periodic management review against KPIs
Strategy	Four-pillar ESG strategy (Digital Trust, People, Climate, Community) embedded in annual planning; materiality-aligned resource allocation
Risk Management	Risk register covering H&S, information security, code of conduct and operational risks; probability-impact scoring; monthly-to-annual review cycles
Metrics & Targets	Full KPI dashboard across E, S, G and procurement; 2030 targets with annual milestones; trajectory tracking against baseline
Climate Metrics	Scope 1: not applicable; Scope 2: 214.61 tCO2e (FY 2024-25); Scope 3: 261.0 tCO2e; 42% reduction target by 2030
Transition Plan	Decarbonisation levers defined (efficiency, renewables, landlord engagement, Scope 3 data); implementation roadmap to 2030

Assurance Readiness & Data Improvement Plan

Assurance Readiness & Data Improvement Plan

This report is management-reviewed and has not been independently assured. Polestar Analytics has initiated a structured assurance readiness programme that will progressively build the evidence infrastructure, KPI definitions, data

governance and internal review protocols required to support reasonable external assurance on selected environmental and social KPIs, targeted for FY 2026–27.

Area	Current Position	Priority Action	Target
ESG Policy Framework	Policy framework across all ESG themes established	Ensure signed, version-controlled, communicated copies retained with dates	FY 2025-26
KPI Definitions	Core KPI tracking established for E, S, G and procurement	Develop KPI dictionary: owner, formula, unit, source, frequency	FY 2025-26
Environmental Data	Electricity and GHG emissions data available	Establish water baseline; improve waste and Scope 3 category data	FY 2025-27
Training Records	Module-level completion rates available	Employee-level training logs with completion certificates and dates	FY 2025-26
Supplier ESG Data	Code adoption and screening indicators available	Link screening to spend volume, risk tier, CAP status and reassessment date	FY 2025-27
HR & People Data	Workforce and benefits data available	Add attrition, promotions, training hours, leadership diversity by level	FY 2025-26
CSR Records	Activity records established	Volunteering hours per employee, beneficiary counts, partner confirmations	FY 2025-26
Governance Evidence	Policies and procedures available	Management meeting minutes, approvals, CAP closure logs, conflict declarations	FY 2025-26

INDEPENDENT LIMITED ASSURANCE STATEMENT

Polestar Analytics — Sustainability Report 2024–25

To:

The Management and Stakeholders

Polestar Analytics

Assurance Firm:	P CUBE C SERVICES LLP
Engagement Type:	Independent Limited Assurance
Standard Applied:	AA1000 Assurance Standard v3 (AA1000AS v3)
Reporting Period:	1 April 2024 to 31 March 2025 (FY 2024–25)
Reporting Boundary:	Operational control — Noida, Kolkata and Bangalore
Assurance Level:	Limited assurance
Date of Statement:	12 June 2026
Place:	Gurugram, Haryana, India

1. Commissioning and Reporting Boundary

P CUBE C SERVICES LLP was engaged to undertake an independent limited assurance engagement over selected sustainability disclosures included in the Polestar Analytics Sustainability Report 2024–25 for the financial year ended 31 March 2025.

The reporting period covered under this assurance engagement is 1 April 2024 to 31 March 2025. The reporting boundary is based on the operational-control approach and covers Polestar Analytics’ offices and operations located at Noida, Kolkata and Bangalore, as presented in the Sustainability Report 2024–25.

The assurance engagement was conducted during Polestar Analytics’ FY 2025–26 assurance-readiness cycle; accordingly, the date of this statement falls after the close of the reporting period to which the assured disclosures relate.

Polestar Analytics presents two-year comparative information (FY 2023–24 and FY 2024–25) in its report. Prior-year (FY 2023–24) comparative figures were reviewed only for consistency of presentation and were not subject to separate assurance procedures under this engagement.

This assurance statement relates only to the selected environmental, social and governance disclosures reviewed as part of this engagement. It does not constitute an audit of the complete Sustainability Report, statutory financial statements or any forward-looking commitments.

2. Assurance Standard and Criteria

The engagement was planned and performed as a limited assurance engagement with reference to the principles and approach of the AA1000 Assurance Standard v3 (AA1000AS v3) and the AA1000 AccountAbility Principles, namely:

- Inclusivity
- Materiality
- Responsiveness
- Impact

The selected disclosures were assessed against the reporting criteria, definitions and methodologies stated by Polestar Analytics in its Sustainability Report 2024–25, including alignment with:

- GRI Standards 2021

Independent Limited Assurance Statement

- Business Responsibility and Sustainability Reporting (BRSR) principles
- GHG Protocol Corporate Accounting and Reporting Standard
- ISO 14064-1 principles, where applicable to GHG accounting
- IFRS S1/S2 disclosure architecture
- TCFD-aligned climate disclosure approach

Greenhouse gas disclosures were assessed on the basis of the emission factors and conversion sources stated by management. Scope 2 emissions are reported using the location-based method, drawing on published grid emission factors applicable to the relevant reporting locations.

This was a limited assurance engagement. Accordingly, the procedures performed were less extensive than those required for a reasonable assurance engagement, and therefore we do not express a reasonable assurance opinion.

3. Scope of the Engagement

The assurance engagement covered selected quantitative and supporting narrative disclosures relating to the following areas:

- Climate and energy performance
- Scope 1 and Scope 2 greenhouse gas emissions
- Selected Scope 3 emission disclosures, subject to data-maturity limitations
- Workforce headcount and diversity
- Employee benefits and workplace safety
- Training, capability development and compliance completion rates
- Community investment
- Ethics and compliance
- Data privacy and cybersecurity
- Supplier ESG controls and responsible procurement approach
- Materiality, stakeholder relevance and sustainability governance disclosures

The selected subject matter reviewed under this engagement is summarized in the tables below.

Table 1: Selected Environmental and Climate Disclosures Reviewed

Disclosure Area	Unit / Basis	FY 2024–25 Reported Disclosure	Assurance Treatment
Scope 1 + Scope 2 GHG emissions	tCO ₂ e	214.61 tCO ₂ e	Limited assurance
Reduction in Scope 1 + Scope 2 emissions	% reduction	22.4% reduction	Limited assurance
Electricity consumption	kWh	302,171 kWh	Limited assurance
Energy intensity	kWh/employee	515.7 (–23.9%)	Limited assurance
Scope 3 emissions	Status / data	261.0 tCO ₂ e — initial baseline; strengthening required	Limited assurance with limitation
Water data	Status	Baseline under development	Contextual disclosure only
Waste data	Status	Quantitative tracking under strengthening	Contextual disclosure only

Table 2: Selected Social and Governance Disclosures Reviewed

	Unit / Basis	FY 2024–25 Disclosure	Assurance Treatment
Total workforce	Number	586 employees	Limited assurance

Independent Limited Assurance Statement

	Unit / Basis	FY 2024–25 Disclosure	Assurance Treatment
Women in workforce	% of workforce	17.4%	Limited assurance
Statutory benefits coverage	% coverage	100%	Limited assurance
Ethics / data protection / cyber training	% completion	57% / 58% / 57%	Limited assurance
Supplier Code adoption / ESG screening	% coverage	100% / 100%	Limited assurance
CSR investment	INR	INR 29,00,000	Limited assurance
Workplace incidents	Number	0	Limited assurance
Ethics incidents	Number	0	Limited assurance
Material data breaches	Number	0	Limited assurance

4. Scope Exclusions

The engagement did not extend to the following:

- Forward-looking statements, targets and roadmap commitments
- Future decarbonization plans and planned investments
- Financial information derived from statutory financial statements
- Prior-year (FY 2023–24) comparative figures, other than for consistency of presentation
- Website content or information outside the Sustainability Report 2024–25
- Quantitative water performance, as the baseline is still being established
- Quantitative waste-diversion performance, as waste data systems are still being strengthened
- Detailed Scope 3 category-level calculations where supporting data is still maturing
- Quantified community beneficiary outcomes where structured impact measurement is not yet fully established

Where such matters are discussed in the Sustainability Report, they have been treated as contextual disclosures and not as assured subject matter.

5. Responsibilities of Polestar Analytics Management

The management of Polestar Analytics is responsible for the preparation and presentation of the Sustainability Report 2024–25, including the selection of reporting criteria, maintenance of internal controls, data collection, estimation methods, consolidation of sustainability information and completeness and accuracy of disclosures.

Management is also responsible for ensuring that the information presented in the report is prepared from appropriate internal records, KPI systems, HR data, energy invoices, emissions calculations, supplier assessment records, CSR documentation, policy archives and other supporting evidence.

6. Responsibilities of the Assurance Practitioner

Our responsibility is to express an independent limited assurance conclusion on the selected subject matter based on the procedures performed and evidence obtained.

Our work was limited to assessing whether anything came to our attention that causes us to believe that the selected sustainability disclosures have not been prepared, in all material respects, in alignment with the stated reporting criteria and the relevant AA1000 AccountAbility Principles.

7. Independence, Competence and Verification Procedures

Independent Limited Assurance Statement

Independence and Competence

P CUBE C SERVICES LLP confirms its independence from Polestar Analytics. We have no financial interest in, or other conflict of interest with, Polestar Analytics or its operations that could compromise the impartiality of this engagement. The engagement was carried out by a team with relevant competence and experience in sustainability reporting, GHG accounting and ESG assurance, led by an AA1000 Sustainability Practitioner.

Verification Procedures Performed

The assurance engagement was conducted using a risk-based and sample-based approach. The procedures performed included:

- Review of the Sustainability Report 2024–25 and selected supporting schedules
- Assessment of the stated reporting period, organizational boundary and reporting criteria
- Review of selected internal management records and KPI data-collection systems
- Sample-based verification of selected environmental, social and governance disclosures
- Recalculation and analytical review of selected metrics, including energy and emissions-related data
- Tracing of selected GHG and energy figures to underlying energy invoices and emission-factor calculations
- Consistency checks between narrative disclosures, KPI tables and reported performance trends
- Review of selected HR records, benefits data and workforce-related disclosures
- Review of selected ethics, compliance, data privacy and supplier ESG disclosures
- Assessment of Polestar Analytics' stated approach to materiality, sustainability governance and stakeholder relevance
- Review of disclosed data limitations and assurance-readiness areas

Sample sizes were determined on a risk basis having regard to the relative significance of each disclosure, and a materiality threshold was applied to the assured quantitative metrics for the purpose of evaluating misstatement. No physical site visits were undertaken as part of this limited assurance engagement; procedures were performed on a remote, evidence-review basis.

8. Inherent Limitations

Sustainability and non-financial information is subject to inherent limitations due to the use of estimates, assumptions, conversion factors, internal data systems, third-party inputs and evolving reporting methodologies.

In the case of Polestar Analytics, certain areas are still under development, including water baseline establishment, quantitative waste tracking, deeper Scope 3 category-level data and structured community outcome measurement. These limitations should be read together with this assurance conclusion.

9. Observations on AA1000 AccountAbility Principles

Inclusivity

Nothing came to our attention that causes us to believe that Polestar Analytics has failed to consider relevant stakeholder interests while identifying its material sustainability topics. The report reflects stakeholder relevance through areas such as data privacy, cybersecurity, responsible AI, employee wellbeing, diversity and inclusion, climate and energy, sustainable procurement and community impact.

Materiality

Nothing came to our attention that causes us to believe that the report has omitted, in all material respects, the principal sustainability matters relevant to Polestar Analytics' business model and stakeholder context. The disclosed material topics are broadly aligned with the company's operations, sector relevance and sustainability priorities.

Responsiveness

The report demonstrates that Polestar Analytics has established management responses and improvement pathways for its key sustainability matters. These include emissions reduction, workforce diversity, supplier ESG management, governance strengthening and ESG roadmap implementation. At the same time, the report appropriately recognizes areas requiring further improvement, including water data, waste data, Scope 3 depth and community-impact measurement.

Impact

Independent Limited Assurance Statement

Polestar Analytics has reported measurable environmental, social and governance outcomes for FY 2024–25. These include reduction in Scope 1 and Scope 2 emissions, electricity consumption tracking, workforce growth, improvement in women’s representation, statutory benefits coverage, CSR investment, zero workplace incidents, zero ethics incidents and zero material data breaches. However, impact measurement is not yet equally mature across all topics, particularly water, waste, Scope 3 and quantified community outcomes.

10. Assurance Conclusion

Limited Assurance Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the selected sustainability disclosures of Polestar Analytics for FY 2024–25, as presented in the Sustainability Report 2024–25, have not been prepared, in all material respects, in alignment with the company’s stated reporting criteria and the relevant principles of AA1000AS v3.

Further, nothing has come to our attention that causes us to believe that Polestar Analytics has not, in all material respects, applied the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact in the preparation of the selected subject matter for this reporting cycle.

This conclusion is expressed as a limited assurance conclusion and should not be read as a reasonable assurance opinion.

11. Recommendations for Future Reporting Cycles

For future reporting and assurance readiness, Polestar Analytics should consider strengthening the following areas:

- Finalizing a KPI dictionary and evidence index for all material ESG metrics
- Strengthening employee-level traceability for ethics, cybersecurity and data-protection training, and progressing towards the stated 100% completion target
- Establishing a formal water baseline across all reporting locations
- Introducing quantitative waste tracking and waste-diversion documentation
- Expanding Scope 3 emission coverage with deeper category-level evidence
- Developing structured community program outcome indicators, including volunteering hours and beneficiary reach
- Maintaining a formal assurance-ready repository for policies, calculations, invoices, registers and supporting evidence

These steps will improve data reliability, reporting consistency and readiness for broader assurance coverage in future reporting cycles.

12. Restriction on Use

This assurance statement has been prepared for the management and stakeholders of Polestar Analytics in relation to the selected sustainability disclosures included in the Sustainability Report 2024–25. P CUBE C SERVICES LLP shall not be responsible for any third-party decision, interpretation or reliance based solely on this assurance statement.

Independent Limited Assurance Statement

Practitioner Statement and Signature

For and on behalf of

P CUBE C SERVICES LLP



Prabhu Narayan Singh

Founder and Managing Director P Cube C Services LLP

Credentials & Certifications:

Associate Certified Sustainability Assurance Practitioner (ACSAP), AccountAbility (Certificate Number: A18112505; Issued: 18 November 2025; Active & Valid).

Sustainability Practitioner & Stakeholder Engagement Practitioner, AccountAbility (Certified: 18 November 2025).

Lead Verifier on Greenhouse Gas Accounting (Based on ISO 14064-1, ISO 14064-2 & ISO 14064-3 Standard Series), Bureau Veritas Certification (Certificate Serial No: GHG/108/25/989/BEE/16; Date of Issue: February 02, 2026).

Place: Gurugram, Haryana, India

Date: 12 June, 2026

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Polestar Analytics is committed to being the analytics organisation that clients choose not only for technical excellence, but for the integrity, transparency and accountability with which it governs itself. This report is our honest account of where we stand — and our committed roadmap for where we are going.

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Appendix A: Glossary

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Term	Definition
BRSR	Business Responsibility and Sustainability Reporting — India's SEBI-mandated ESG disclosure framework
CAP	Corrective Action Plan — structured response to identified ESG performance gaps in supplier or internal practices
DEI	Diversity, Equity and Inclusion
EcoVadis	Third-party ESG rating platform widely used in global procurement supplier due diligence
EFrag	European Financial Reporting Advisory Group — body developing ESRS standards under CSRD
GHG	Greenhouse Gas — atmospheric gases including CO2, methane and nitrous oxide that trap solar heat
GRI	Global Reporting Initiative — world's most widely applied sustainability reporting standard
GET	Graduate Engineer Trainee — Polestar Analytics' structured early-career development programme
ILO	International Labour Organisation — UN agency establishing international labour standards
IFRS S1/S2	International sustainability and climate disclosure standards issued by the ISSB
ISO 14001	International standard for environmental management systems
ISO 27001	International standard for information security management systems

Term	Definition
IRO	Impact, Risk and Opportunity — the three dimensions evaluated in double materiality assessments
POSH	Prevention of Sexual Harassment — India's statutory framework governing workplace harassment
REC	Renewable Energy Certificate — tradeable instrument representing one MWh of renewable electricity
Scope 1	Direct GHG emissions from sources owned or controlled by the reporting organisation
Scope 2	Indirect GHG emissions from purchased electricity, steam, heat or cooling
Scope 3	All other indirect value-chain GHG emissions, upstream and downstream
SBTi	Science Based Targets initiative — framework for setting emissions reduction targets aligned with 1.5°C
TCFD	Task Force on Climate-related Financial Disclosures
tCO ₂ e	Metric tonnes of carbon dioxide equivalent — standard GHG reporting unit
UNGC	United Nations Global Compact — voluntary corporate sustainability initiative
UNGPs	UN Guiding Principles on Business and Human Rights
W.I.Th	Women in Technology — Polestar Analytics' platform for women's participation in analytics and tech
KPI	Key Performance Indicator