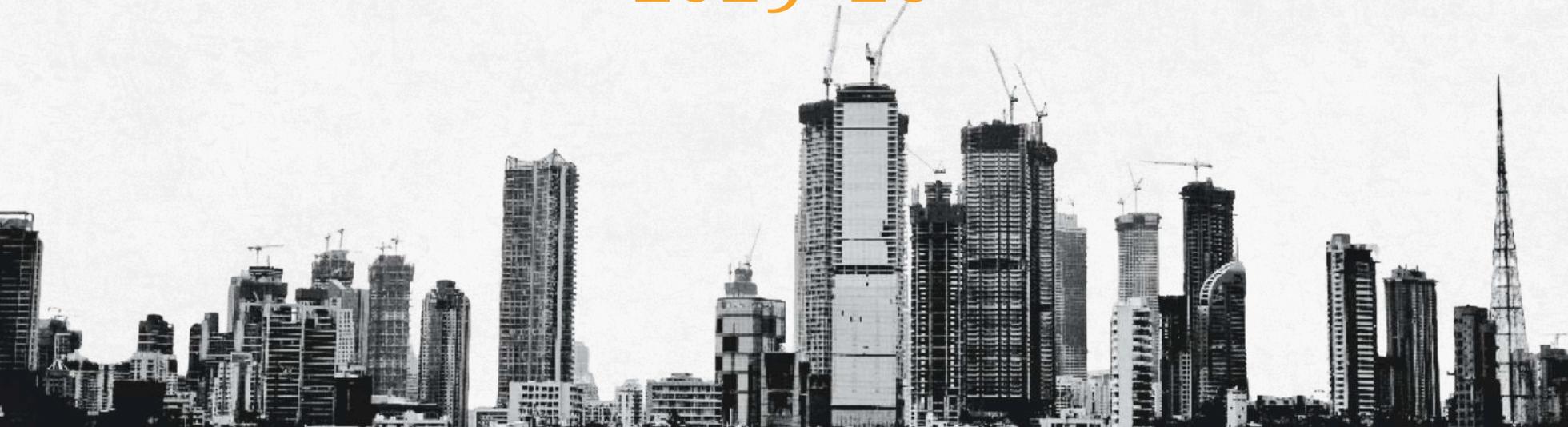


ESG Performance Report

2025-26



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Introduction

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1.1 Message from our Founders



Sahil Vora
Founder

“Our journey toward sustainability is not just a corporate mission; it's a testament to the belief that businesses can be a force for positive transformation.”

The evolving landscape of the world demands a corresponding shift in business perspectives. SILA, steadfast in its commitment to values, is now focused on establishing, quantifying, and monitoring our sustainability objectives. This report signifies the initial stride toward realizing our net-zero target.

Steps towards Net Zero

A significant portion, nearly 40%, of global CO2 emissions emanates from the real estate industry. In the context of India's ongoing developmental phase, it is imperative to incorporate sustainable development goals. Efficient collection and processing of data throughout the construction lifecycle are pivotal for attaining our net-zero objective.

Embedding Diversity, Equity, and Inclusion

India's rich history is marked by diversity. Fostering a sense of ownership among all individuals, extending beyond the company itself to encompass values and targets, is our strategy for achieving net-zero. Recognizing individuals' strengths and facilitating their development through various means, including workshops, seminars, and external training programs, is integral. Each person plays a crucial role in the company's machinery.

Prioritizing Health, Well-being & Safety

"Safety first, no matter the cost" remains our unwavering motto. The vitality of our company is intricately tied to the health and safety—both physical and psychological—of our workforce. Instilling a sense of belonging to something larger than oneself, achieved through group activities and cultural celebrations, is paramount.



Rushabh Vora
Co-founder & MD

“At SILA, we believe that environmental, social, and governance responsibility isn't just a checkbox; it's the guiding principle that shapes our legacy”

Looking Forward

Anticipating the future, we foresee a widespread adoption of data collection tools in workspaces. Education on the judicious use of limited resources and maximizing output from products or tools will be a focal point. Balancing the achievement of net-zero with sustained growth and a robust bottom line is the overarching aspiration we diligently strive to realize.

1.2 Report Profile

What is ESG reporting and the purpose of it?

Environmental, Social, and Governance (ESG) reports play a pivotal role in quantifying a company's impact on its environmental and social surroundings. This tool was conceived to assess companies, mitigating risks associated with unethical practices and safeguarding stakeholders' interests. Beyond a mere compliance measure, the ESG report serves as a window into a company's collective consciousness and management's vision. By fostering greater transparency and accountability, it not only aids in risk management but also aligns with the growing demand for ethical business practices. Ultimately, ESG reports contribute to shaping responsible corporate behaviour, fostering sustainable practices, and building trust among stakeholders.

About this Report:

This report is the first of its kind generated by SILA. While ESG metrics and standards are not defined yet by the Indian government, we have taken the initiative to start collecting the data and information required to assess us at an ESG level.

We have taken inspiration from standards put forth by the EU and other governing bodies, having included and modified aspects that are relevant to us and the work that we do.

Scope & Boundary:

Comprehensive in scope, this report encompasses all the diverse verticals and businesses under SILA's umbrella. Our objective is to evaluate SILA's collective impact at a group level, considering the unique challenges and opportunities that arise from operating within a singular industry. By conducting this assessment, we gain valuable insights into our overarching influence and the synergies that exist across our various endeavours, enhancing our understanding of how we can contribute positively to our industry..

Reporting timeframe:

This report has been generated using workplace data, financials, and events that occurred over the past Financial Year.



Our Business

2.1 About SILA

2.2 Business Segments

2.3 ESG Strategic focus areas



2.1 About SILA

SILA is a Real Estate platform driven by an entrepreneurial spirit. Our businesses include Real Estate Services which offer Facility Management, Material Handling Equipment (MHE), Real Estate Advisory and Development. We have a diverse client base in various sectors which include large Corporates, Real Estate Funds, Landowners and Developers. Over the last decade, we have scaled efficiently, managing over 150 million square feet of assets, with over 18,000 employees pan India. The platform is backed by Norwest Venture Partners and Samara Capital Group in our Real Estate Services and Development arms, respectively. We are present in over 125 cities, with offices in key cities.

15+
Years of Experience & Expertise

30,000+
Workforce

125 cities
Presence across

250 MN sq.ft
Servicing

Our Presence

In a span of 15 years, SILA has successfully established a pan-India presence, originating from our inaugural office in Mumbai. Currently, we boast two regional headquarters and extend our reach with dedicated staff and services available in more than 15 cities nationwide.

Our Values

Proactive: Stay ahead of the game

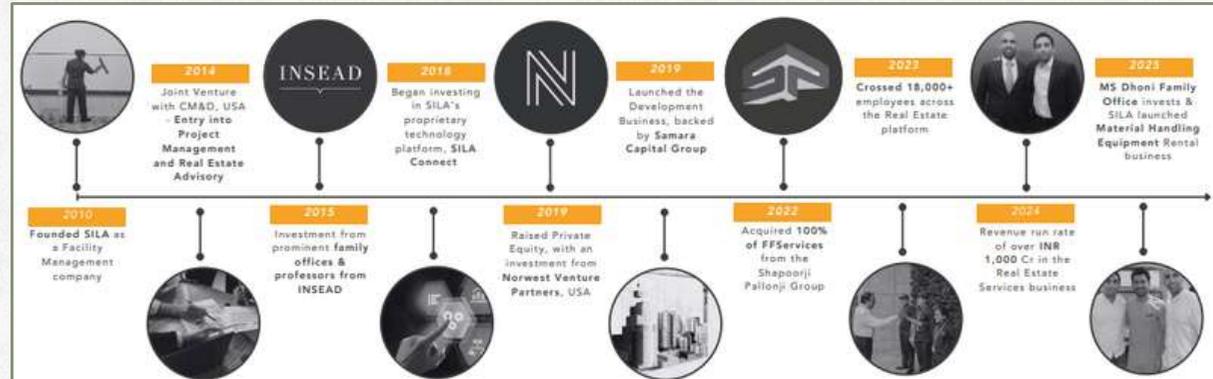
We embrace technology and innovation for our business model. Taking the road less travelled can often lead to success and new opportunities.

Honest: Transparency is the foundation

At the heart of our business philosophy is a commitment to goodwill. We pride ourselves on our transparent and fair dealings with all our stakeholders and take strides to deliver on our promises.

Developing Relationships: Make every interaction count

To ensure positive high-value additions to each interaction, we look at building respectful collaborations & partnerships that help strengthen all our relationships.



2.2 Business Segments

SILA has emerged as a platform with deep presence in the real estate ecosystem and a unique blend of operational expertise and technical consulting. SILA offers comprehensive analysis, strategic planning and execution for the Real Estate industry in India.



Real Estate Services

Facility Management

250 MN sq. ft Assets Under Management

Real Estate Advisory

16,000cr Deals Advised

Material Handling Equipment Solutions

Wet&Dry Lease - Forklifts



Real Estate Development

3,000 cr

GrossDevelopment Value

750,000 Sq.ft.

Area under Development

2.3 ESG Strategic Focus Areas

SILA's 2025 assessment identifies three themes that guide its strategy, constant dialogue with stakeholders and help prioritize reporting progress

Scaling a low Carbon Future:

Scaling a low-carbon future in real estate is a paramount challenge and opportunity. As environmental concerns intensify, the industry must adopt sustainable practices, from construction to management. Implementing energy-efficient technologies, green building designs, and renewable energy sources are crucial steps. Embracing circular economy principles and reducing carbon footprints throughout the lifecycle of properties are essential. Collaboration between stakeholders, policy support, and innovative solutions will drive the industry towards a more sustainable and resilient future, ensuring that real estate contributes positively to environmental and societal well-being.



Creating equal opportunities for all:

Creating equal opportunities in the real estate sector is imperative for fostering diversity and inclusion. By dismantling barriers to entry, promoting fair hiring practices, and providing equal access to resources, the industry can become a catalyst for social change. Encouraging diversity in leadership, supporting underrepresented groups, and addressing systemic biases will enhance innovation and creativity. A more inclusive real estate sector not only benefits individuals but contributes to a robust and dynamic industry, reflective of the diverse perspectives and talents within society.

Leading with integrity to build trust:

Leading with integrity is the cornerstone of building trust in the real estate facility management sector and the broader industry. Upholding ethical standards, transparent communication, and delivering on commitments instills confidence in stakeholders. By prioritizing integrity in all aspects of operations, from service delivery to financial transactions, businesses foster enduring relationships and enhance their reputation. Integrity not only strengthens client partnerships but also contributes to the overall credibility and sustainability of the real estate sector.



Environmental Protection

- 3.1 Sustainability Progress 2025 (1/2)
- 3.2 Sustainability Progress 2025 (2/2)
- 3.3 Sustainability Goals 2026 (FM)
- 3.4 Other Business Segments



3.1 Sustainability Progress 2025 (1/2)

Water Conservation

In June 2024, Earth Fokus conducted comprehensive water audits across multiple SILA-managed facilities. These audits delivered detailed, actionable recommendations focused on enhancing water preservation efficiencies (e.g., tap usage optimization, leak detection, and behavior change strategies) SILA - Real Estate Platform +1

Subsequently, water aerators were installed in our back-office faucet fixtures, producing remarkable reductions in water consumption across various use points:

Aerator Water Savings:

- Hand wash taps: Usage dropped from 216,000 L to 27,000 L
- Health faucet: Reduced from 36,000 L to 12,600 L
- Pantry tap: Lowered from 210,000 L to 52,500 L
SILA - Real Estate Platform

These figures illustrate a reduction in usage by approximately 87.5% at hand wash points, 65% at health faucets, and 75% at pantry taps—showcasing the tangible impact of targeted fixture upgrades in curbing water waste



Every Drop Counts, Every Action Matters



3.2 Sustainability Progress 2025 (2/2)

ESG Audits (across facilities):

The audits conducted highlight each facilities ongoing commitment to sustainability and social impact.

Purpose and Relevance:

1. Document Impact: Capture and share the initiatives undertaken by facilities to promote environmental responsibility and social well-being
2. Ensure Transparency: Provide stakeholders with a clear view of the actions being taken to align operations with global sustainability standards such as the UN Sustainable Development Goals (SDGs)
3. Celebrate People: Recognize and honor the contributions of frontline staff who play an integral role in daily operations and community-building activities
4. Highlight Progress: Showcase the results of resource conservation initiatives and outline future projects.



In FY 2025-26, SILA prevented 361 kgs of CO₂ emissions through its initiatives — achieving three times the impact compared to last year

Plastic Waste Management

At SILA, effective plastic waste management is a key sustainability priority. Our approach focuses on reducing single-use plastics by introducing sustainable alternatives, supported by recycling infrastructure across facilities. Awareness initiatives such as Plastic Free July and the upcycling of consumable cans on World Environment Day have further encouraged employee participation and behavioral change. Importantly, key clients such as JSW and Sanathan Textiles have actively partnered with us in these initiatives, amplifying the scale and impact of our efforts. These programs are further strengthened through strategic collaborations with local recycling and upcycling facilities, ensuring responsible disposal and an organized recycling process.

Plastic waste collected : 864 Kgs
Co2 emissions prevented: 361 kgs
Water saved: 20,147 ltrs
Saplings Planted: 50

3.3 Sustainability Goals 2026 (FM)

Building on past achievements:

Over the past years, SILA has implemented strong sustainability practices across its facilities — including energy-efficient operations, large-scale waste management, water conservation, and reduction of single-use plastics. These efforts have already delivered measurable impact in reducing carbon emissions and resource usage.

Looking Ahead at 2026, we aim to set higher benchmarks:



Reduce Energy consumption by an additional 25%:

Beyond previous efficiency measures, we will adopt advanced building audits, optimized HVAC operations, and green retrofits to further lower power usage.



Waste Management & Diversion:

Expanding on existing segregation and recycling programs, we aim to scale composting initiatives and partnerships to ensure a majority of waste is redirected from landfills.



Lower Water Consumption:

Having already introduced water-saving fixtures, we now target deeper reductions through facility-wide audits, rainwater harvesting, and advanced leak-prevention systems.



Cut Single-use Plastic Waste:

Moving beyond past reductions, we will set stricter procurement standards, encourage reusable alternatives, and run large-scale awareness programs across facilities.

3.4 Other Business Segments

Material Handling Equipment Solutions:

At SILA, we are committed to driving sustainability within our Material Handling Equipment Solutions. As part of our forward-looking approach, we have identified two key environmental goals:

- Reduce energy consumption by transitioning to energy-efficient machinery.
- Minimize waste through circular lifecycle practices such as refurbishing, recycling, and responsible disposal.

Real Estate Advisory:

In our real estate advisory business, we have set clear goals that align with sustainable business practices while contributing positively to the environment..

1. **Minimizing Transportation:** We prioritize green vehicles to reduce travel time and transport needs. Distance limits are set for team members at sites, and green vehicles are used for rentals when possible.
2. **E-Waste Recycling:** Embracing responsible practices, we contribute to sustainability by ensuring electronics are recycled responsibly, minimizing harm to ecosystems and human health.

Real Estate Development:

We have four main environmental goals for our Development business:

1. Green Building certification for all our development projects – this ensures a certain standard of environmental responsibility across our development sites
2. Incorporation of green spaces in our planning and design
3. Minimisation of environmental waste and debris disposal
4. Adoption of eco-friendly material and resource management technologies



A black and white photograph of several raised fists of different skin tones, symbolizing solidarity and social commitment. The fists are positioned on the left side of the page, with some overlapping. The background of the image is a solid orange color, which matches the top banner of the slide.

Social Commitment

- 4.1 Diversity, Equity & Inclusion
- 4.2 Corporate Social Responsibility 2025
- 4.3 Employee Wellness
- 4.4 Client Engagement
- 4.5 Social Goals 2026

4.1 Diversity, Equity & Inclusion

At SILA, promoting equality and supporting gender balance are among our core values which we closely practice and respect. It is the diversity available to us in a country like ours that allows us to harness the best from all four corners. Our strong support towards women empowerment has seen a steady growth with a highly beneficial employment policy where individuals of different backgrounds are valued, treated fairly and provided equal opportunities. We discard old myths about gender and are bold in our efforts to employ a gender balanced work force. Having a diverse workforce has manifold benefits. Not only does it bring unique expertise but also promotes innovation, growth and all rounded learning.

Our DEI Journey:

1. Gender ratio

Maintaining a balanced gender ratio in hiring has been crucial at SILA to ensure we promote equal opportunities and avoid gender biases. SILA implements inclusive hiring practices to ensure equal opportunities for candidates of all genders. This helps create a more representative and equitable work environment.

2. DEI for our workforce

Intersectionality in Hiring and Retention by plotting hiring targets for marginalized groups, choking the hiring pipeline on other segments is a key initiative taken up at SILA.

29%

Female Workforce

71%

Male Workforce

50,000 +

Total No. of employees

5%

Employees from varied communities

3. Workforce Hiring Progress

We have for a long time stood by that there are no boundaries that divide our hiring process. The best across the country are invited to be a part of our growth. We conduct a monthly review with our leaders and Talent Acquisition Team to ensure alignment to this process.

4. Diverse Hiring

People from the LGBTQI & differently abled groups & communities bring fresh unique perspective and experiences, enriching the overall work environment at SILA. Embracing diversity has helped expand our talent pool, allowing SILA to tap into a wider range of skills and abilities and in turn contributing to a positive societal impact.

NGO PARTNERS:

- Youth 4 Jobs
- Sarthak Educational Trust
- Enable India
- Dr. Reddy's Foundation
- Sanskardham Rotary Club
- Stree Mukti Sanghatana
- Deaf Enabled Foundation
- Helen Keller Institute of Deaf and Deafblind
- Yuva Parivartan
- Jeevan Dhara NGO

For hiring LGBTQIA, physically disabled hearing and speech impaired candidates



4.2 Corporate Social Responsibility 2025

SILA has provided 1,200+ scholarships to it's blue collared workforce with opportunities to education



Corporate Social Responsibility involves incorporating ethical and sustainable practices into business operations while considering the impact on the environment, employees, and communities. Key elements of CSR that SILA focuses on are - Environmental Sustainability Implementing green practices, energy-efficient solutions, and waste reduction techniques. Social Impact - Undertaking initiatives that positively impact society, such as educational programs, skill development opportunities, and support for underprivileged communities. Philanthropy - Supporting charitable causes, either through direct donations or by actively participating in philanthropic initiatives that align with SILA's goals.

SILA for Change Foundation

At SILA, we believe that education is the most powerful tool to create long-term, meaningful change, not just for individuals but for entire families. That's why we launched the SILA for Change Foundation - a dedicated initiative aimed at supporting the educational journeys of our frontline employees' children.

Through this foundation, we provide education grants that reimburse tuition and academic expenses, ensuring that financial limitations do not become a barrier to a child's future. By doing so, we hope to ease the burden on our employees and open new doors of opportunity for the next generation.



1,200 +

Education Scholarships handed out

100 +

Education Scholarships handed out to beneficiaries more than once

Rs.70lac +

Benefaction to SILA employees



4.3 Employee Wellness

At SILA, employee wellness is a core priority—and its impact has been evident across the organization. Our focus on well-being has enhanced overall employee satisfaction, reduced stress levels, and fostered a healthier, more positive work environment. These efforts have led to higher productivity, lower absenteeism, and stronger team morale. By demonstrating a genuine commitment to our employees' well-being, we have also strengthened our ability to attract and retain top talent—an increasingly critical factor in today's competitive landscape.

Workshops & Camps

Workshops play a key role in strengthening our workforce by focusing on technical skill development, safety training, and leadership capabilities. Complementing this, team-building events have fostered collaboration, trust, and camaraderie among employees. Together, these initiatives have contributed to building a skilled, cohesive, and motivated workforce—driving greater efficiency, higher employee satisfaction, and long-term organizational success.

Rewards & Recognition

Service Excellence Awards

Award programs that recognize front liners who consistently deliver exceptional service.

Employee of the Month

The Employee of the Month program is specifically designed to recognize the dedication, reliability, and positive impact of outstanding employees in our workplace.

Peer Recognition

A peer-to-peer recognition program where front liners can nominate and acknowledge their colleagues' outstanding performance or acts of teamwork. Encouraging a culture of appreciation and create opportunities for employees to celebrate each other's achievements.

Work stress management

At SILA, we recognize the importance of supporting employee well-being and managing workplace stress. Initiatives such as meditation sessions, fitness boot camps, and desk yoga have been introduced to help employees recharge, build resilience, and maintain balance in their daily routines.

Festive & Social Gatherings

We celebrate every festival with the same joy and respect as any Indian household, making each one our own. These celebrations foster a spirit of harmony, togetherness, and belonging, strengthening bonds across our teams.

Induction & Trainings

Our structured induction helps new hires acclimate to SILA's company culture, understanding their job role and aligns with our organizational goals. Ongoing training ensures employees stay updated on industry best practices and technologies, fostering continuous improvement. This enhances job satisfaction, reduces turnover, and ultimately contributes to a more skilled and motivated workforce.



4.4 Client Engagement

Festive Events

Keeping our clients at the forefront our SILA Engage division has helped facilitate Christmas, Kite Flying, Independence/Republic Day, Diwali, Ganesh Chaturthi to name a few across various client groups. These events help create a positive atmosphere, foster camaraderie & provides an opportunity for networking ultimately contributing to a more engaging and enjoyable client-business partnership.



Client engagement events at a facility help foster stronger relationships, enhance communication, and build trust between clients and our business. These events provide a platform for networking, showcasing products/services, receiving feedback, and gaining insights into client needs, ultimately contributing to long-term loyalty and satisfaction. SILA's proactive approach to client satisfaction has lead us to increased retention and referrals.

Learning & Development

Learning and development at SILA involves systematic efforts to enhance skills, knowledge, and capabilities of the community at large. From Awareness talks on breast cancer to meditation workshops SILA has created a well-rounded platform for one and all.

Sporting/Community Events

With a perspective of creating community we hosted our first Box Cricket Tournament in 2021 just when the pandemic was at its decline. We have now hosted 10 such events and are in our 5th season now.



4.5 Social Goals 2026

Corporate Social Responsibility (CSR)

To strengthen SILA’s external CSR efforts, our primary focus areas are education and sport. Alongside these, we recognize the importance of community engagement, supporting local communities, promoting diversity and inclusion, and ensuring a transparent supply chain. By consistently communicating these initiatives to our stakeholders, we aim to build trust, foster long-term relationships, and reinforce SILA’s reputation as a responsible and purpose-driven organization.

Diversity, Equity & Inclusion

At SILA, we are committed to fostering a workplace built on diversity, equity, and inclusion. This means embedding policies and practices that ensure fair representation, equal opportunities, and a supportive environment for every employee. Our approach includes addressing unconscious biases, strengthening diverse hiring practices, providing inclusive training, and nurturing a culture where different perspectives are respected and valued.

Looking ahead, SILA’s goal is to achieve a 40:60 gender ratio by 2030, while ensuring that all opportunities remain equal, merit-based, and accessible. These commitments are aligned with key workforce trends and will play an important role in shaping our long-term business strategy and organizational resilience.

- Intersectionality in Hiring and Retention - Plotting hiring targets for marginalized groups – choking the hiring pipeline on other segments
- Training and Skill Development in tech skills - 49% of blue-collared employers prefer tech savvy candidates (GenZ)
- Diverse pools in hiring – reach out to lateral hiring pools - Hire from other similar organizations, moving away from a standard persona in hiring
- Community Engagement and Partnerships - Step-up engagement of the gig workforce.



Employee Experience

At SILA, we place strong emphasis on creating a positive and engaging employee experience. This is achieved through transparent communication, opportunities for professional growth, recognition of achievements, support for work-life balance, and a culture that prioritizes well-being. By focusing on employee happiness and health, we strengthen job satisfaction, productivity, and retention.

Key initiatives include:

- Festive Events that foster community and belonging
- Learning & Development (L&D) Workshops to enhance skills and career growth
- Leadership Programs to build future-ready leaders
- Work Stress Management Sessions to support mental and emotional well-being

SILA for Change Foundation

To further expand the reach and impact of our initiatives for blue-collared staff and the wider community, SILA is focused on building meaningful opportunities that create lasting change. Collaborating with educational institutions, offering scholarships, and creating mentorship programs will empower employees’ children to pursue diverse career paths and unlock their full potential. Additionally, by partnering with corporations and driving fundraising initiatives, we aim to amplify the scale and effectiveness of the foundation’s impact.

A low-angle, black and white photograph of several skyscrapers reaching towards the sky. The buildings have various architectural styles, including one with a prominent white grid pattern.

Corporate Governance and Structure

- 5.1 Our Business Practices
- 5.2 Ethics & Compliance

5.1 Our Business Practices

Corporate Governance

At SILA, we are committed to the highest standards of compliance and ethical governance. Our internal controls are designed to ensure smooth operations, transparency, and accountability—helping us remain both responsible and competitive within the industry. We take pride in being an equal opportunity employer. Our workforce reflects diversity across gender, abilities, and backgrounds. We actively promote a balanced ratio of women and men, and our teams include transgender employees as well as persons with disabilities. Further, we embrace inclusivity across caste, creed, and religion, with representation from SC, ST, and OBC communities, both creamy and non-creamy layers.



Board of Directors

The Board plays a pivotal role in steering the Company’s journey of excellence with a strong focus on accountability and transparency. It provides strategic direction for our business operations while ensuring that long-term objectives are met responsibly.

Comprising individuals of high competence and diverse expertise, the Board brings a balance of insights, perspectives, and experience that strengthens decision-making and supports our growth ambitions.

As of March 31, 2023, the Board is composed of the following members:

- Mr. Sahil Vora (Founder)
- Mr. Rushabh Vora (Founder)

Board Committees

The Board has constituted Committees to oversee specific areas and provide assurance:

- Corporate Social Responsibility (CSR) Committee
- Audit and Accounts Committee
- Investment Committee
- POSH Committee
- Risk Management

Board Diversity

SILA is committed to strengthening Board diversity and governance. We aim to achieve 33% women representation by 2027, ensure 50% of directors are independent, and maintain at least one woman director on the Board by FY 2025, in full compliance with the Companies Act, 2013.

In FY 2024-25, the Company invested INR 73.4 lakh in Corporate Social Responsibility (CSR) initiatives through registered trusts and societies. These initiatives focused on:

- Child Welfare
- Employee Health Benefits
- Sponsorship of Sporting Events and Recreational Activities



5.2 Ethics & Compliance – Code of Ethics

Our Governance Goals

Framework

A successful company is required to have a strong governance framework and related internal controls, to comply with the onerous regulatory requirements. This is achieved through the following:

- Authority matrix at various levels with clearly defined roles
- Robust documentation i.e. policies and SOPs
- Orientations to strengthen internal teams
- Mechanisms to monitor implementation and adherence to frameworks
- Calendars and checklists for routine

Strong awareness of regulations and compliance obligations with codes / policies that are comprehensive, customized and practical. Standard Operating Procedures with ownership, responsibilities and timelines

Robust internal controls (compliance calendars, accountability, reviews, access to real time updates). Integration of technology to assist and manage the above.

Key Governance Areas

Related Party Transactions
Identification of related parties and transactions, approvals and reporting

Risk Management Framework
Identification and dealing with risks (e.g. Business risk, strategic, operational, financial, etc)

Managerial Aspects
Appointment and exits, remuneration, diversity, code of conduct

Whistle Blower/ Vigil Mechanism
Policy, procedures and handling complaints

Other Areas
Website disclosures Archival of documents CSR, dividend Subsidiary management

Risk Management Framework

Internal control environment

- Business process documentation, risk and control identification
- IT environment, IT application and general controls

Enterprise risk management system (ERM)

- Risk strategy, identification, mitigation, monitoring and management
- Strategic, Operational, Financial and Compliance risks
- A statement indicating development & implementation of Risk Management Policy to be attached with financial statements.

Compliance management

- Process for fraud risk management and prevention

Robust internal audit function

The background of the slide is a photograph of a modern building's glass facade. The image is split vertically: the left half is overlaid with a semi-transparent orange filter, while the right half shows the original colors. The grid pattern of the window panes is prominent, creating a strong sense of perspective and depth.

THANK YOU