

INTERGLOBE

GLOBE 360

An InterGlobe ESG Initiative

INTERGLOBE'S JOURNEY IN SUSTAINABILITY & ESG LEADERSHIP

LEGACY OF PURPOSE



KAPIL BHATIA

Executive Chairman
InterGlobe Enterprises

Laws are promulgated, and rules are formulated, with the best of intentions, for the good of the public, and it is desired that they should be followed with all earnestness. Guided by this belief, we are committed to a responsible path towards meaningful progress.

ROHINI BHATIA

Chairperson
InterGlobe Foundation

I strongly believe that through shared responsibility across individuals, institutions, and nations, we secure a better future for generations to come. Globe360, InterGlobe's ESG initiative, reflects our commitment towards the environment, social equity and strong governance, underscoring the importance of working together to create a lasting impact.



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NOTE: *This report is voluntarily prepared for the benefit of InterGlobe Enterprises' stakeholders. The information herein is based on current data, business conditions, assumptions, and estimates. Forward-looking statements, including sustainability ambitions, are subject to risks, uncertainties, regulatory developments, technological advancements, and other factors that may cause actual outcomes to differ materially from those expressed or implied. InterGlobe Enterprises makes no warranties and assumes no liability for any actions or decisions taken based on this report.*



MESSAGE FROM

OUR LEADERS



ADITYA PANDE
Group Chief Executive Officer,
InterGlobe Enterprises

At InterGlobe, we believe that sustainable growth is rooted in responsible business practices, strong governance, and long-term value creation.

As a diversified enterprise, our purpose extends beyond operational growth; we remain committed to creating positive outcomes for our businesses, people, customers, partners, communities, and the environment.

Over the years, sustainability has evolved from an important commitment to a strategic business imperative. Through our Globe360 initiative, we are embedding ESG principles more deeply into our strategy and everyday operations, shaping the way we govern, operate, and grow our businesses.

We are creating a shared framework across the Group that fosters cross-functional collaboration, operational excellence, continuous governance structure, and expanded accountability mechanisms, aligning our businesses around common sustainability priorities. The material ESG topics identified through our assessment process continue to guide our strategic focus, enabling us to address the issues most relevant to our stakeholders while building long-term business resilience.

As we look ahead, our ambition remains clear: to build a future-ready enterprise where scale and responsibility advance together. We will continue to integrate sustainability into decision-making, innovation, risk management, and operational excellence across the Group. Together, we remain committed to building InterGlobe in a responsible, resilient, inclusive, and sustainable manner.

This reporting year represented an important phase in advancing ESG governance across InterGlobe. Building on the foundations established through the Globe360 initiative, our efforts focused on strengthening governance structures, improving transparency, and enhancing the systems required to measure and manage ESG performance consistently across the Group.

The nine topics identified through our materiality assessment remained central to our management approach, guiding performance tracking, decision-making, and disclosures across the organisation.

This year, we adopted the GRI Standards for ESG reporting. This advancement enhances the quality, comparability, and transparency of our disclosures while enabling clearer communication of our impact. We also enhanced our governance framework by introducing policies such as the ESG Policy and Human Rights Policy, which formalise our commitments and provide a framework for consistent decision-making, accountability, and responsible business practices.

During the year, we also adopted the GHG Protocols for emissions computation and inventorisation, establishing an important baseline for environmental performance measurement and supporting future climate-related planning and target setting. The progress achieved this year strengthens our ability to drive meaningful ESG outcomes and support InterGlobe's long-term sustainability ambitions.

ALOK MEHTA
Group Chief Governance Officer,
InterGlobe Enterprises



BUSINESS LANDSCAPE AND OUR ESG APPROACH



COMPANY OVERVIEW

InterGlobe Enterprises is a leading Indian conglomerate that has been connecting people, places, ideas, and possibilities since 1989.

Over nearly four decades, the Group has built a strong portfolio across aviation, hospitality, logistics, AI and technology, airline management, pilot training, and aircraft maintenance engineering. Through successful businesses and partnerships with globally renowned brands, InterGlobe delivers quality, value, and world-class experiences across diverse sectors.

Excellence lies at the heart of everything InterGlobe does. Guided by deep expertise, forward-thinking innovation, a culture of continuous improvement, and its core values of Integrity, Customer Orientation, and Future Mindedness, the Group creates seamless connections across markets while driving long-term, sustainable value for all stakeholders.

InterGlobe Aviation (IndiGo)*

India's largest and most preferred passenger airline, offering affordable fares, on-time flights and a courteous and hassle-free experience.

2,200+ Daily Flights

InterGlobe Air Transport

A leading airline and travel management company representing some of the world's largest airlines and travel brands.

12 Global brands

InterGlobe Domestic Hotels

Through its joint venture with Accor, InterGlobe operates a network of hotels, including brands such as ibis, Novotel, and Pullman.

5,800+ Room Keys

CAE Simulation Training (CSTPL)

Our joint venture with CAE, offering pilot training in state-of-the-art facilities equipped with the most advanced technology.

16 Full Flight Simulators

InterGlobe International Hotels

Our growing portfolio of international hotels representing prime assets in some of the most sought-after destinations.

2,090+ Room Keys

InterGlobe Education

The School for Aircraft Maintenance Engineering offering a two-year course in the Aeroplane Turbine & Avionics category.

25,000 Square Feet Campus

MOVIN

A logistics brand launched as a joint venture between UPS and InterGlobe Enterprises, offering a suite of domestic B2B services.

2,800+ Pin Codes Served

InterGlobe Real Estate

InterGlobe's formidable real estate portfolio with focus on prime locations and superior building quality.

8.36 Lakh Square Feet Super Area

AIONOS

Pioneering AI-driven innovation & enabling digital transformation of businesses through advanced AI technologies.

6 Mn+ Agentic AI actions performed monthly

InterGlobe Foundation

InterGlobe's philanthropic arm that builds partnerships and supports initiatives in the areas of heritage and culture, livelihood and environment.

800,000+ Lives Impacted

**This ESG Report excludes information of InterGlobe Aviation. Refer to IndiGo's official website for their detailed ESG report.*

ESG GUIDED BY PURPOSE & VALUES

Our values govern our actions and infuse them with meaning, acting as the guiding pillars for all business decisions. Our core values shape our ESG strategy just as fundamentally. They anchor our commitment to embedding responsible practices directly into our strategy and operations to drive purposeful growth.

INTEGRITY

Observing financial and intellectual honesty. Taking personal responsibility and facing reality, regardless of consequences.



CUSTOMER ORIENTATION

Always seeing things from the customer's perspective. Identifying the customer's unstated as well as emerging needs.

FUTURE MINDEDNESS

Staying in touch with new developments consistently. Questioning the existing assumptions & making new ideas work.

OUR REPORTING APPROACH

The GHG Protocol identifies three consolidation approaches. Our reporting follows the **Equity Share Approach.**

SELECTED APPROACH

EQUITY SHARE

Based on Economic Ownership

Account for GHG emissions proportional to the company's equity share (ownership %) in each operation.

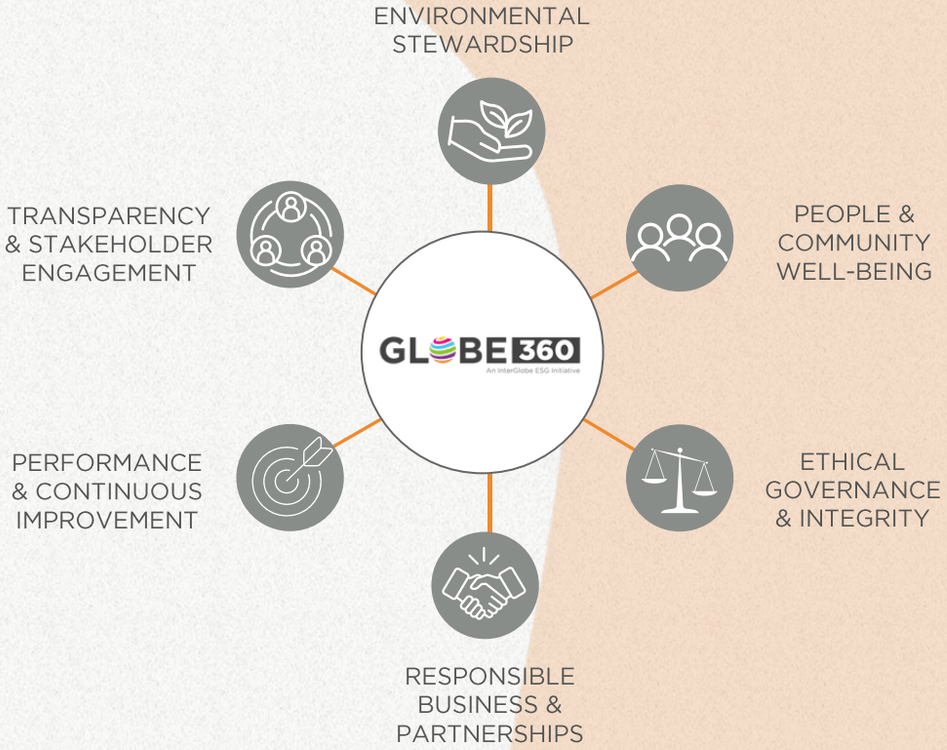
FINANCIAL CONTROL

Based on Financial Policy Authority

OPERATIONAL CONTROL

Based on Day-to-Day Operating Authority

KEY OBJECTIVES OF OUR ESG POLICY



FRAMEWORKS ADOPTED

GRI

GREENHOUSE GAS PROTOCOL

SUSTAINABLE DEVELOPMENT GOALS

SASB STANDARDS

MATERIALITY ASSESSMENT

TOPIC IDENTIFICATION

- Reviewed disclosures of 35 peer organisations
- Assessed ESG priorities across 3 JV partners
- Mapped against SASB standards

100+ ESG topics identified

TOPIC RATIONALISATION

- Voting by 40+ cross-functional task-force members
- Reviewed topics for relevance & applicability
- Analysed emerging ESG trends, regulations & business risks

33 ESG topics shortlisted

PRIORITISATION

- Assessed Stakeholder impact
- Evaluated business performance & resilience
- Aligned with long-term strategic objectives

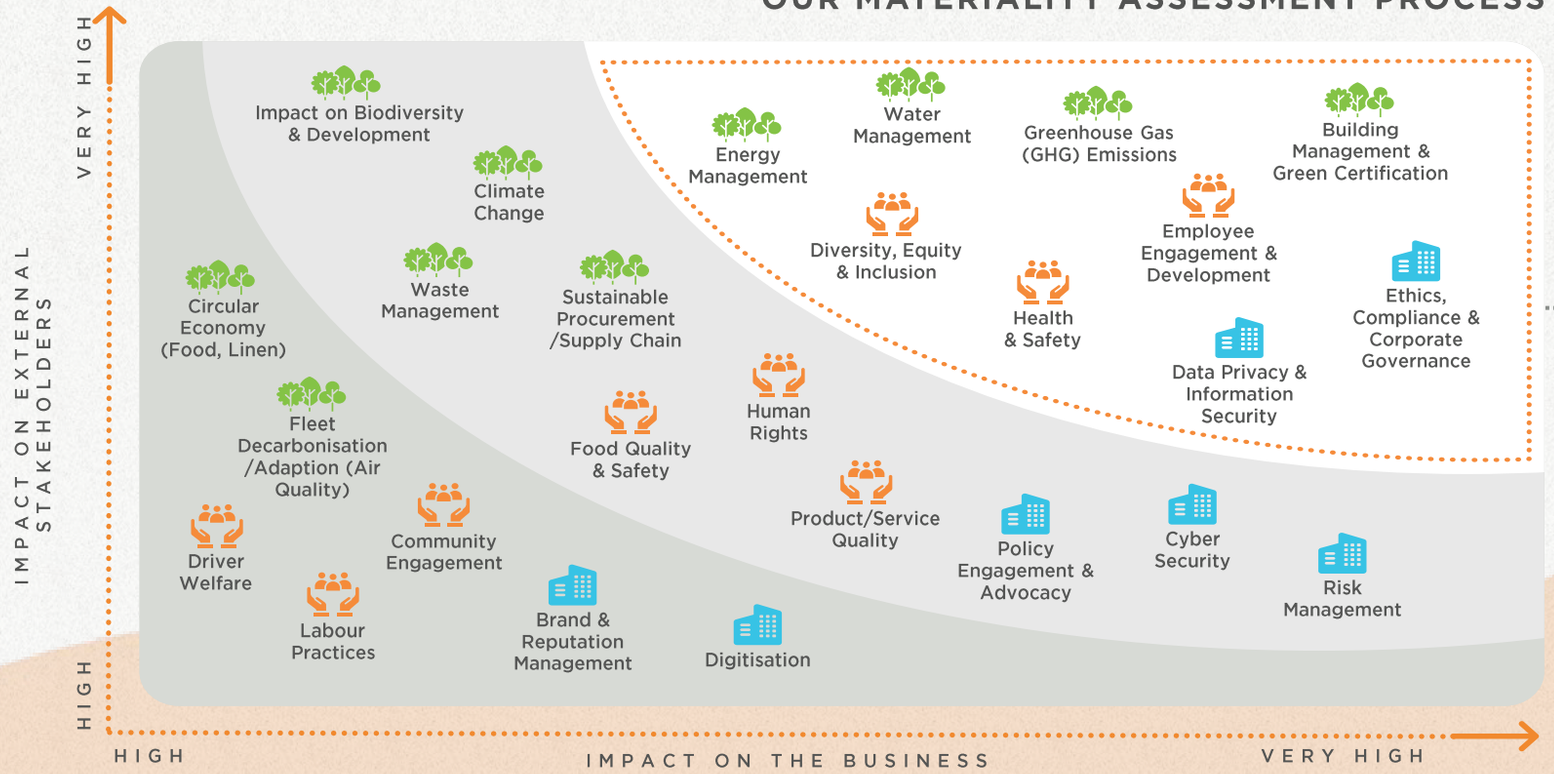
26 priority topics selected

LEADERSHIP VALIDATION & TOPIC CLUSTERING

- Voting by ExCo members on shortlisted topics
- Established framework for ESG strategy

9 material themes finalised

OUR MATERIALITY ASSESSMENT PROCESS



OUR NINE MATERIALITY TOPICS



Note: *Material topics identified through the materiality assessment represent InterGlobe's evaluation of ESG priorities during the reporting period 2025 and may evolve in response to changing stakeholder expectations, regulatory developments, market conditions, and business strategy.*



ESG

KEY METRICS

30
Green Key Certified Hotels

5
ISO Certifications

21%
Women Employees

62%
Young Force Hired (18-30 Years)

90%
Electricity Consumption from Renewable Sources across 8 Hotels

74%
Board Members Aged More Than 50 Years

582 kWp
Rooftop Solar Installations

2000+
Tonnes of Waste Collected and Managed

56
Specially Abled Employees

7
IGBC & GRIHA Certified Buildings

100%
Complaint Resolution (iSpeak)

~30%
Cage-Free Eggs Procured in 29 Hotels

2.3 MCFT
Of Water Storage Potential Created

10,000+
Hours of Training Completed by Employees

3
HACCP Certified Hotels

87,928
Lives Impacted Through InterGlobe Foundation

48MWh
Of Onsite Solar Electricity generated in 6 Hotels

7,000+
Regulatory Compliances Monitored

ENVIRONMENTAL

STEWARDSHIP



InterGlobe's environmental philosophy is founded on responsible resource stewardship and climate action. We focus on reducing greenhouse gas emissions, improving energy and building efficiency, and advancing sustainable waste and water management across our operations.

GREENHOUSE GAS (GHG) EMISSIONS

At InterGlobe, we recognise climate change as one of the most pressing environmental challenges of our time and are committed to achieving net-zero greenhouse gas (GHG) emissions by 2050. Our emission reduction approach focuses on energy efficiency, renewable energy adoption, low-carbon technologies, sustainable infrastructure, resource management, and responsible sourcing.

- ENERGY EFFICIENCY
- RENEWABLE ENERGY ADOPTION
- LOW-CARBON TECHNOLOGIES
- SUSTAINABLE INFRASTRUCTURE
- RESOURCE MANAGEMENT
- RESPONSIBLE SOURCING

EMISSIONS BREAKDOWN BY SCOPE

In FY26, our total GHG emissions amounted to 107,792 tCO2e, calculated in accordance with the GHG Protocol, with emissions distributed across Scope 1, Scope 2, and Scope 3 categories as detailed below:

SCOPE 1
2,674 tCO_2e
Direct emissions from owned and controlled sources

SCOPE 2
42,758 tCO_2e
Indirect emissions from purchased electricity, heating and cooling

SCOPE 3
62,360 tCO_2e
Other indirect emissions across our value chain

Measuring GHG emissions enables us to understand the carbon footprint of our operations across direct, indirect and value chain activities. By tracking Scope 1, Scope 2 and Scope 3 emissions, we identify key emission sources, monitor performance over time, and prioritise interventions that support energy efficiency, renewable energy adoption and low-carbon operations.

SCOPE 3 EMISSIONS BREAKDOWN BY SELECT CATEGORIES

- **3,582 tCO_2e** — Purchased Goods & Services
- **2,145 tCO_2e** — Capital Goods
- **17,240 tCO_2e** — Fuel & Energy Related Activities
- **173 tCO_2e** — Upstream Transportation
- **32,639 tCO_2e** — Waste Generated in Operations
- **1,038 tCO_2e** — Business Travel
- **5,543 tCO_2e** — Upstream Leased Assets

Note: *Greenhouse gas emissions have been calculated using the Greenhouse Gas Protocol and available operational data. Certain emissions categories may include estimates, assumptions, extrapolations, or emission factors obtained from internationally recognised databases. Actual emissions may vary based on future data availability, methodological updates, and changes in operational boundaries.*

ENERGY MANAGEMENT

At InterGlobe, we recognise energy efficiency as a critical component of our environmental stewardship and climate action efforts. We are committed to managing energy responsibly across our operations by improving efficiency, adopting cleaner energy sources, and leveraging technology to optimise consumption.

KEY ENERGY MANAGEMENT INITIATIVES

SMART ENERGY MANAGEMENT

- Occupancy sensors
- Motion detectors
- Daylight sensors
- Automated lighting controls

EFFICIENT BUILDING SYSTEMS

- LED lighting in hotels & buildings
- EC fan-enabled AHUs
- VFD-integrated HVAC systems
- Chiller tube cleaning systems
- CTI-certified cooling towers

RENEWABLE & CLEAN ENERGY

- Solar power plants
- Rooftop solar installations (582 kWp)
- LPG-to-natural gas transition
- Dual-fuel generators

LOW-CARBON MOBILITY & OPERATIONS

- Electric vehicles for shuttle & taxi services
- EV charging infrastructure
- RECD systems on diesel generators
- Emissions tracking through GAIA tool

SUSTAINABLE CONSUMPTION & WASTE REDUCTION

- Food waste monitoring
- Locally sourced food procurement
- Menu re-engineering to reduce carbon footprint

KEY ENERGY METRICS

18,351 km

Customer travel completed using EVs across 3 hotels

48 MWh

On-site solar electricity generated across 6 hotels

582 kWp

Rooftop solar installation

~90%

Electricity from renewable sources across 8 hotels

435 tCO_2e

Scope 2 reduction/credit from green electricity

BUILDING MANAGEMENT & GREEN CERTIFICATION

At InterGlobe, we seek to integrate sustainability considerations throughout the lifecycle of our buildings, from design and construction to operation and maintenance. Our objective is to create efficient, resilient, and environmentally responsible spaces that reduce resource consumption while enhancing occupant well-being and operational performance.

OUR CERTIFICATIONS

Green Key

30 HOTELS
Green Key Certified

IGBC

5 HOTELS
IGBC certified

GRIHA

2 BUILDINGS
GRIHA certified

SUSTAINABLE DESIGN & INDOOR ENVIRONMENT INITIATIVES

- Double-glazed unit glass façades
- Use of green chemicals
- Installation of electrostatic filters and dual-filtration systems
- Low-VOC paints
- Zero Plastic in guest facing areas

Additionally, our hotels promote responsible and sustainable food procurement practices.

30%+
of the eggs procured across our hospitality operations are cage-free

HACCP

3 HOTELS
Hazard Analysis Critical Control Point (HACCP) certified



WASTE MANAGEMENT

At InterGlobe, we strive to minimise waste generation and maximise resource recovery by embedding circular economy principles into our operations. Our waste management approach focuses on waste prevention, segregation, reuse, recycling, composting, and responsible disposal.

WASTE CIRCULARITY & RESOURCE RECOVERY

Our Initiatives for a Cleaner Tomorrow

WASTE SEGREGATION AT SOURCE
Segregation of waste into multiple streams to enable efficient collection, recycling, and recovery

FOOD WASTE COMPOSTING
On-site organic waste processing systems convert food waste into nutrient-rich compost.

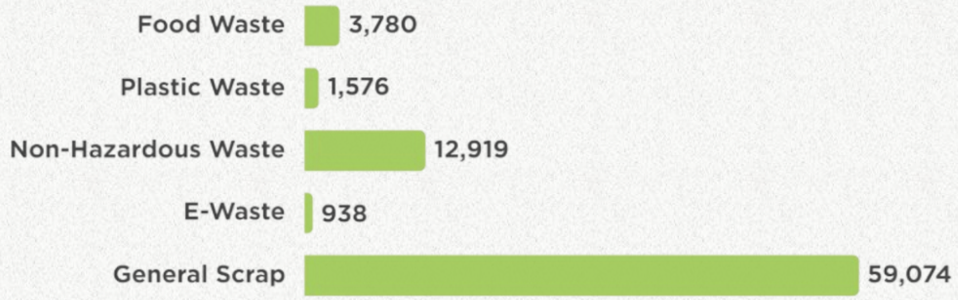
REDUCTION OF SINGLE-USE PLASTICS
In-house water bottling facilities, refillable dispensers, & adoption of sustainable alternatives.

RECYCLING & RESPONSIBLE DISPOSAL
Collaboration with authorised waste management & recycling partners for responsible handling of waste.

CIRCULAR LANDSCAPING PRACTICES
Compost generated from food waste is used for landscaping and gardening activities

SUSTAINABLE PROCUREMENT
Preference for reusable, recyclable, & lower-impact products encouraging responsible consumption.

TYPES OF WASTE GENERATED (IN KGs)



SUPPORTING CLEANER, GREENER COMMUNITIES THROUGH INTERGLOBE FOUNDATION



NO OPEN WASTE (NOW)

Sustainable Environment and Ecological Development Society

Bokakhat, Assam

3,541
Direct Lives Impacted

17,705
Indirect Lives Impacted

SUPPORTED

- Waste Management
- Source Segregation
- Recycling Support

KEY OUTCOMES

10,200+ KGs
waste managed daily

WATER MANAGEMENT

At InterGlobe, we recognise water as a valuable natural resource and are committed to managing it responsibly across our operations. Our water stewardship approach focuses on conservation, efficient consumption, recycling, and reuse to minimise water withdrawal and strengthen long-term resource resilience.

KEY WATER MANAGEMENT INITIATIVES

- Dedicated metering infrastructure for regular monitoring.
- Rainwater harvesting systems for ground water recharge
- Water-efficient dishwashers and laundry equipment
- Efficient cooling & HVAC systems
- Dry or low-water landscaping
- Effluent Treatment Plants (ETPs)
- Sewage Treatment Plants (STPs)
- Stormwater management systems
- Reuse of RO reject water
- Leak detection systems & preventive maintenance
- In-house bottling plants at all domestic hotels
- Linen and towel reuse programme in all hotels
- Recycling & reuse of treated water
- Optimised washing cycles
- Recovery & reuse of rinse laundry water
- Use of water-saving aerators
- Chiller blow-down water utilisation
- Sensor-based taps and urinals
- Pool water conservation measures
- Dual-flush toilets
- Efficient plumbing systems to reduce consumption

TREATED WATER REUSE APPLICATIONS

- Flushing
- Landscaping
- Cooling Towers
- Housekeeping Activities

PROMOTING WATER CONSERVATION & RESILIENCE THROUGH INTERGLOBE FOUNDATION



FOSTERING CLIMATE RESILIENCE THROUGH REJUVENATING HERITAGE WATER BODIES

Self-Reliant Initiatives Through Joint Actions

Madhya Pradesh, India

947
Direct Lives Impacted

203
Indirect Lives Impacted

SUPPORTED

- Water Restoration
- Biodiversity Conservation
- Climate Resilience

KEY OUTCOMES

1.13 Cr Litres
water storage capacity created

SOCIAL
RESPONSIBILITY



InterGlobe's people philosophy is rooted in the belief that an inclusive, safe, and empowering environment enables individuals and organisations to thrive. Beyond our workplace, we are committed to contributing meaningfully to communities through sustainable and socially responsible initiatives.

DIVERSITY, EQUITY AND INCLUSION

At InterGlobe, we foster a people-first culture anchored in Diversity, Equity and Inclusion (DEI). Our approach is guided by inclusive policies, fair employment practices, accessible infrastructure, awareness initiatives and grievance mechanisms that promote dignity, fairness and equal opportunity.

Employment decisions are based on merit, role requirements, skills and capabilities, supporting fairness across hiring, development, compensation, benefits and career progression.

Ekatvam

Every Voice Matters, Every Story Counts

InterGlobe's DEI initiative, Ekatvam, drives our commitment to building a diverse, equitable and inclusive workplace where employees feel valued, supported and empowered to grow. Through fair employment practices, pay equity, inclusive policies and comprehensive well-being programmes, we strive to create an environment where individuals from diverse backgrounds, abilities and experiences can thrive.

As part of this commitment, we continue to strengthen workforce diversity and have set a target to increase female representation by 1-2% annually through focused hiring, development and retention initiatives.



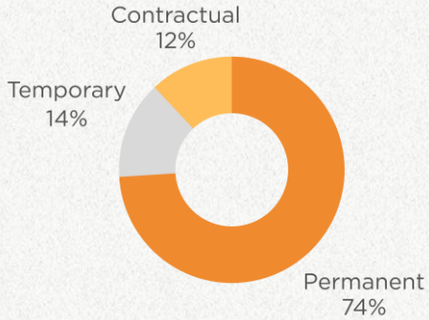
3 PRIORITY AREAS IN EKATVAM

NEW HIRES DIVERSITY
Ratio of diverse candidate vs total hires

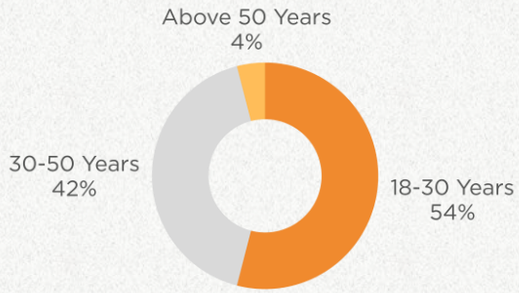
LEADERSHIP DIVERSITY
Representation of diverse groups in Leadership positions

ACCESS TO OPPORTUNITY
Equal access to training, mentorship, development and growth opportunities

TYPES OF EMPLOYEES



EMPLOYEE AGE DIVERSITY



FY 2026 WORKFORCE PROFILE

~5,500
Total Workforce

21%
Women Employees

62%
New hires aged between 18-30 years

~2,300
New Joinees

~26%
Women New Joinees

56
Specially-Abled Employees

POLICY FRAMEWORK FOR INCLUSION



HUMAN RIGHTS POLICY

- Aligned with internationally recognised principles
- Dignity and respect
- Non-discrimination
- Fair working conditions



EQUAL OPPORTUNITY POLICY

- Persons with disabilities
- Reasonable accommodation
- Accessible workplace
- Merit-based employment
- Liaison Officer support



TRANSGENDER INCLUSION POLICY

- Respectful workplace
- Gender identity confidentiality
- Equal employment access
- Grievance redressal
- Inclusive culture



HIV POLICY

- Non-discrimination
- Confidentiality
- No mandatory testing
- Workplace dignity
- Anti-retaliation safeguards

INCLUSIVE WORKPLACE PRACTICES

FAIR EMPLOYMENT PRACTICES

Promote fair employment practices through merit-based recruitment and equal access to opportunities.

ACCESSIBILITY

Support workplace accessibility through reasonable accommodation and inclusive infrastructure

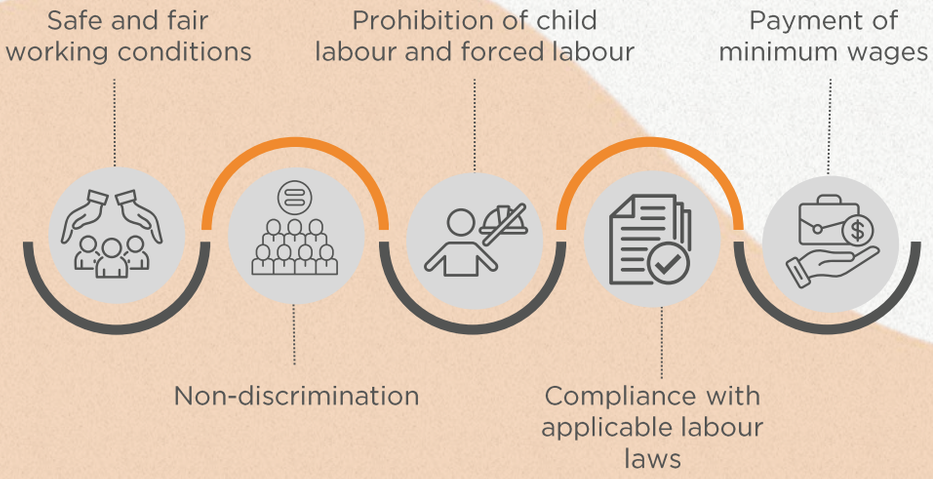
PRIVACY AND DIGNITY

Safeguard dignity and privacy through confidentiality measures & grievance redressal channels

EMPLOYEE AWARENESS

Strengthen inclusion through employee awareness initiatives and inclusive communication

RESPONSIBLE LABOUR PRACTICES ACROSS THE VALUE CHAIN



EMPLOYEE BENEFITS

At InterGlobe, employee well-being is central to our people-first philosophy. We offer a comprehensive suite of benefits designed to support employees and their families across health, financial security, parental care and mobility.

HEALTH BENEFITS
- Group Mediclaim
- Accident & Life Insurance
- Health Checkup

PARENTAL SUPPORT
- Maternity Leave
- 7 Days Paternity Leave

FINANCIAL SECURITY
- Provident Fund
- Gratuity

CARE & COMPASSION
- Bereavement Leave
- Benevolent Contribution - Support for Bereaved Family

CHILDCARE SUPPORT
- Reimbursement for creche facility
- Nearby creche tie-ups

MOBILITY SUPPORT
- Relocation reimbursement under transfer policy

The employee turnover rate was ~35%, of which 100% was voluntary.

EXTENDING INCLUSION BEYOND THE WORKPLACE THROUGH INTERGLOBE FOUNDATION



EMPOWERING THE VISUALLY IMPAIRED THROUGH EDUCATION AND OPPORTUNITY

Jyothi Seva Society
Franciscan Sisters
Servant of the Cross

Bengaluru, Karnataka

118
Direct Lives Impacted

300+
Indirect Lives Impacted

SUPPORTED

- Education
- Nutrition
- Financial Assistance
- Infrastructure upgrade
- Accommodation

KEY OUTCOMES

- Digital literacy
- Employability
- Inclusion

through weekend computer classes, screen-reader tools, braille literacy and peer-led alumni mentoring.



RURAL WOMEN & YOUTH ENTREPRENEURSHIP PROGRAMME

Transforming Rural India Foundation

Madhya Pradesh

120
Direct Lives Impacted

500
Indirect Lives Impacted

1200
Community Members Reached

SUPPORTED

- Entrepreneurship Training
- Financial Literacy
- Mentoring
- Market Linkages

KEY OUTCOMES

120
Women and youth launched Nano & Micro Enterprises

Promoting gender-inclusive, community-led economic development and rural self-reliance.

HEALTH AND SAFETY

At InterGlobe, employee well-being, health, and safety are integral to our people-first culture. We are committed to maintaining a safe, supportive workplace through structured health and safety practices, preventive risk management, wellness initiatives, emergency preparedness, and continuous improvement.

SAFE OFFICE OPERATIONS

EMERGENCY RESPONSE TEAM
Trained ERT members enable timely response and safe evacuation.

SAFETY STANDARDS
Workplace safety is guided by established manuals and protocols.

AUDITS & REVIEWS
Regular safety audits and reviews strengthen compliance.

STATUTORY COMPLIANCE
Fire NOCs & statutory safety requirements are maintained.

SAFETY LEADERSHIP
Dedicated safety officers oversee HSE implementation.

INCIDENT REPORTING
EHS incidents are reported through internal systems.

TRAINING, AWARENESS & EMERGENCY PREPAREDNESS

HEALTH & SAFETY TRAINING
Regular occupational health and safety training for employees

CONTRACTOR SAFETY INDUCTIONS
Role-based inductions ensure contractors understand site-specific safety requirements.

SAFETY AWARENESS PROGRAMMES
Awareness through workshops, seminars, online courses and safety communication initiatives

EMERGENCY RESPONSE PREPAREDNESS
Clear response protocols, reporting expectations and safe practices during emergencies

OCCUPATIONAL HEALTH & SAFETY POLICY



- Applies to employees, contractors & stakeholders
- Ensures a safe & healthy workplace
- Meets legal & regulatory requirements
- Covers hazard identification & risk control
- Promotes safety training & awareness
- Supports emergency preparedness & response
- Defines incident reporting & corrective actions
- Clarifies roles & responsibilities
- Supports well-being & injury prevention
- Drives continuous safety improvement

EMPLOYEE WELLNESS & WELL-BEING

We support employee well-being through initiatives that promote physical health, mental wellness, resilience and work-life balance.

RENYOU WELLNESS PROGRAMME

Integrated platform for employee wellness and engagement

MENTAL WELL-BEING

Stress management, counselling support, EAP and resilience sessions

PHYSICAL HEALTH

Regular health check-ups, executive health check-ups and camps

WORK-LIFE BALANCE

Expert-led sessions on ergonomics, wellness and work routines

FITNESS AND ENGAGEMENT

Sports, Yoga and inter-business unit tournaments, gymnasium in office



SUPPORTING COMMUNITY HEALTH & WELL-BEING THROUGH INTERGLOBE FOUNDATION



SWACHHATA MEIN SAJHEDARI

Centre for Urban and Regional Excellence

R.K. Puram, New Delhi

1,813
Direct Lives Impacted

5,908
Indirect Lives Impacted

SUPPORTED

- Sanitation Infrastructure
- Drainage Reconstruction
- Community Hygiene
- Waste Management
- Public Health Awareness

KEY OUTCOMES

- Better Sanitation
- Improved Drainage
- Waste Reduction
- Community-led waste management system benefiting over **900 residents**



NO OPEN WASTE (NOW)

NERSWN, Shrishti Waste Management Services, & Kokrajhar Municipal Board

Kokrajhar, Assam

21,800
Direct Lives Impacted

10,000
Indirect Lives Impacted

SUPPORTED

- Waste Management
- Source Segregation
- Composting
- Recycling
- Community Awareness

KEY OUTCOMES

2,507
Households Segregating Waste

218
Tonnes Waste Collected

13
Collection Vehicles Deployed

EMPLOYEE ENGAGEMENT & DEVELOPMENT

At InterGlobe, we believe that an engaged, skilled and supported workforce is central to our long-term growth. We remain committed to creating an enabling work environment where employees have access to learning opportunities, career development support, performance feedback and well-being initiatives that help them perform effectively and grow with the Group.

LEARNING AND CAPABILITY DEVELOPMENT

We support employee growth through a blended learning approach that combines structured programmes, self-led learning, experiential formats, mentoring and role-specific capability building.

10,000+

HOURS OF TRAININGS COMPLETED BY EMPLOYEES



STRUCTURED LEARNING

Instructor-led workshops, cross-functional sessions and leadership interventions

~1800 hours

SELF-LED LEARNING

e-learning modules, self-development courses & sponsored certification / diploma support

~4000 hours

LEARNED

LinkedIn-enabled learning platform providing access to learning courses

~10,000 courses

FUNCTIONAL CAPABILITY BUILDING

ASCEND programme for HR capability across verticals for organisational development

~1800 hours

KNOWLEDGE SHARING SESSIONS

SpeakingTree, LightHouse and Learning Lounge

~1500 hours

LEADERSHIP DEVELOPMENT & MENTORING

We support leadership development through structured learning journeys, mentoring and targeted capability-building interventions.

LEADERSHIP DEVELOPMENT & MENTORING APPROACH

01 MENTORING
upSWING
InterGlobe's Mentoring Programme for guidance from experienced leaders.

02 LEADERSHIP JOURNEYS
Structured programmes aligned to individual development needs.

03 LEADERSHIP TRAINING
Leading Today for Tomorrow & Leadership NEXT
Conducted in association with ISB

04 OUTCOME FOCUS
Stronger leadership presence, communication & managerial effectiveness

05 COMMUNICATION CAPABILITY
Engaging and interactive sessions like "Presenting with Gravitas"

STAGES OF OUR LEADERSHIP JOURNEY

Leading Self → Leading Others → Leading Leaders → Leading Enterprise

EMPLOYEE ENGAGEMENT & LEADERSHIP CONNECT

COFFEE WITH THE GROUP CEO
Informal leadership interaction and open dialogue

i-LEAD SESSIONS
Discussions on business priorities and organisational direction

INTERACT TOWNHALLS
Employee communication forum for updates and engagement

FOCUS GROUP DISCUSSIONS
Feedback platform to understand employee perspectives

i-SPARK
Employee suggestion platform for sharing ideas with the CEO

SAMWAAD / PULSE
Quarterly Townhall at Businesses



AWARDS & CAREER DEVELOPMENT

We support career growth through structured performance conversations, development planning and a Group-wide framework that recognises and rewards contribution.

EMPLOYEE RECOGNITION & REWARDS

UTKRISHT ANNUAL AWARDS

Celebrating excellence across values, competencies, and business impact.

AMULYA RATAN

Recognises employees who embody organisational values and inspire others through exemplary conduct.

DAKSHATA

Honours individuals who demonstrate exceptional skills and deliver outstanding business results.

UPLABDHI

Recognises teams that drive impactful projects and achieve measurable outcomes.

BUSINESS DRIVEN REWARD RECOGNITION PROGRAMME

Rewarding consistent performance and exceptional effort throughout the year.

EXTRA MILE

Recognises employees who go above and beyond expectations.

UTSAH

Recognises sustained high performance and initiative.

VALUE AMBASSADOR

Honours employees who champion organisational values and inspire others.

PINNACLE - ANNUAL CEO AWARD

The highest recognition bestowed by the CEO for exceptional achievements and transformational impact.

PINNACLE AWARD

Recognises employees who exceed expectations, drive innovation, demonstrate leadership excellence, and create long-term value for the organisation.

CAREER DEVELOPMENT & PERFORMANCE REVIEWS

CAREER OWNERSHIP

Encourage employees to build skills for future opportunities

FEEDBACK CONVERSATIONS

Align individual goals with business priorities

INDIVIDUAL DEVELOPMENT PLANS

Guide focused capability building, where relevant

DEVELOPMENT PLANNING

Identify learning needs and career aspirations

PERFORMANCE DEVELOPMENT PLAN

Reflect on achievements and development areas

PERFORMANCE REVIEW

100% employees underwent performance review



EMPLOYEE VOLUNTEERING & COMMUNITY ENGAGEMENT

We encourage employees to contribute to community-focused initiatives that promote social responsibility, inclusion and shared purpose.



SVATANYA
Fostering employee participation in community-focused initiatives supporting women and children

JOY OF GIVING
Employees donated to help fulfil children's wishes and helped turn their dreams into reality

COMMUNITY FOCUS
Support for programmes benefiting women and children

WOMEN'S ENTREPRENEURSHIP
International Women's Day-linked platform for budding women entrepreneurs

BLIND RELIEF ASSOCIATION
Contributing to efforts that brightened the lives of visually impaired individuals

CLOTHES DONATION DRIVE
Supporting underprivileged communities during the winter season

ENABLING LEARNING AND SKILL DEVELOPMENT IN COMMUNITIES THROUGH INTERGLOBE FOUNDATION



CENTRE OF HOPE

114 Direct Lives Impacted

456 Indirect Lives Impacted

SUPPORTED

- Vocational Training
- Spoken English
- Computer Education
- Life Skills
- Placement Support

KEY OUTCOMES

- Enhanced Employability
- Career Empowerment
- Industry-Aligned Skills

HOPE Foundation

Mahipalpur, South-West Delhi

82% Placement Rate

114 Youth Trained



HRIDAY KA UJALA LEARNING CENTRE

253 Direct Lives Impacted

886 Indirect Lives Impacted

SUPPORTED

- Foundational Education
- Remedial Learning
- Computer Literacy
- Health & Nutrition

KEY OUTCOMES

- School Readiness
- Digital Literacy
- Community Participation
- Formal School Integration

Feedback Foundation Charitable Trust

Rangpuri Pahadi Nala Camp, Mahipalpur, South-West Delhi

GOVERNANCE

EXCELLENCE



Strong governance at InterGlobe is driven by the vision and integrity of our leadership.

Our Board of Directors and Executive Team embody the principles of ethical conduct, strategic foresight, and stakeholder accountability.

OUR LEADERSHIP TEAM



KAPIL BHATIA
Executive Chairman
InterGlobe Enterprises



RAHUL BHATIA
Group Managing Director
InterGlobe Enterprises



ROHINI BHATIA
Chairperson
InterGlobe Foundation



ADITYA PANDE
Group Chief Executive Officer
InterGlobe Enterprises



ALOK MEHTA
Group Chief Governance Officer
InterGlobe Enterprises



NEENA GUPTA
Executive Director - Group Strategy
and International Hospitality
InterGlobe Enterprises



JB SINGH
President and CEO, InterGlobe Hotels
Director, InterGlobe Air Transport



RAGINI CHOPRA
Executive Vice President,
Corporate Affairs
InterGlobe Enterprises



CHRISTOPHER KRISHNAMOORTHY
Group General Counsel
InterGlobe Enterprises

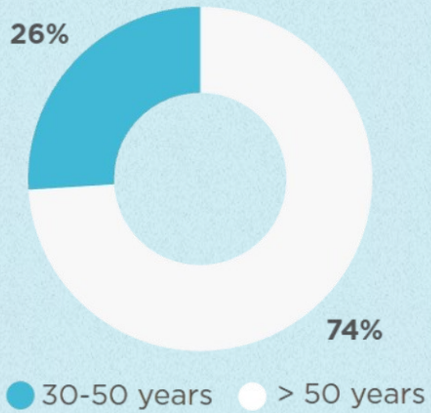


RANJU ALEX
Chief Executive Officer,
India and South Asia -
Accor

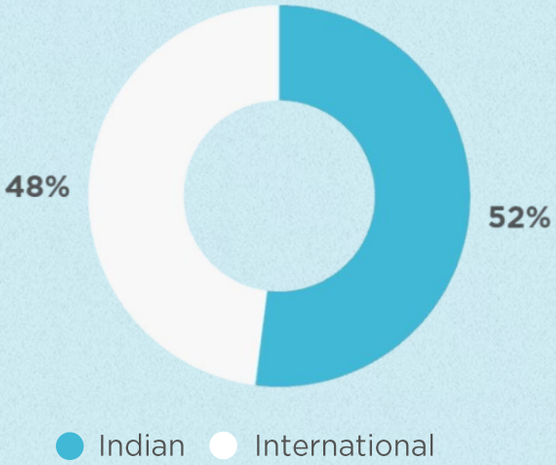
SUSTAINABILITY GOVERNANCE OVERSIGHT

BOARD DIVERSITY

BOARD AGE DIVERSITY



BOARD REGIONAL DIVERSITY



Sustainability is embedded within our governance and decision-making processes. Through Board oversight, management accountability, coordinated execution and regular monitoring, we integrate ESG considerations into business operations, risk management and reporting practices.

LEADERSHIP OVERSIGHT & ACCOUNTABILITY

- Senior leadership reviews key sustainability matters
- ESG considerations are incorporated into relevant decisions
- Sustainability priorities are reviewed periodically

ESG COORDINATION & EXECUTION

- Dedicated ESG Taskforce supports sustainability initiatives
- ESG activities are coordinated across business functions
- Progress against sustainability priorities is monitored

RISK MANAGEMENT, ETHICS & COMPLIANCE

- Sustainability risks and compliance matters are periodically reviewed
- Policies support ethical and responsible business conduct
- Mechanisms address conflicts of interest

ESG DATA, REPORTING & TRANSPARENCY

- ESG information is gathered through cross-functional collaboration.
- Sustainability data is reviewed and validated to support transparent and reliable reporting.
- Management reviews key sustainability disclosures.

CORPORATE GOVERNANCE, ETHICS, & COMPLIANCE

ETHICS • RISK • COMPLIANCE • ASSURANCE

The four governance pillars collectively promote rational decision-making, compliance management, effective risk management, and accountability across the Group. Supported by formal policies, governance committees, oversight mechanisms, and a culture of integrity, we seek to conduct our business responsibly while strengthening organisational resilience and sustainable growth.

Strong governance underpins our ability to create long-term value and maintain the trust of

Employees | Investors | Customers | Partners | Communities

GOVERNANCE COMMITTEES

BOARD & AUDIT COMMITTEE
Supports the review of internal controls, governance processes, compliance performance, and risk management practices.

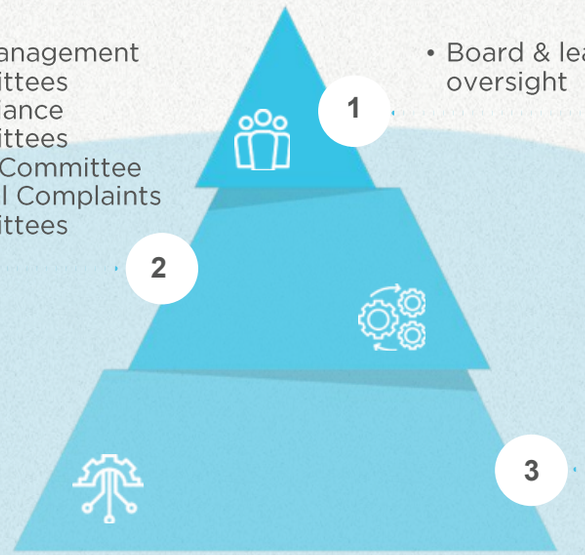
RISK MANAGEMENT COMMITTEE
Oversees the identification, assessment, mitigation, and monitoring of key business risks.

ETHICS COMMITTEE
Oversees the implementation of the policies, reviews ethics-related concerns and whistleblower complaints.

COMPLIANCE COMMITTEE
Provides guidance on matters related to the Code of Conduct, conflict of interest disclosures, compliance with laws & policies.

INTERNAL COMPLAINTS COMMITTEE (ICC)
Facilitates the investigation and resolution of complaints relating to workplace sexual harassment

THE GOVERNANCE PYRAMID



- Board & leadership oversight
- Risk Management Committees
- Compliance Committees
- Ethics Committee
- Internal Complaints Committees
- Policies & Procedures
- Compliance Management
- Internal Controls
- Whistleblower Mechanisms
- Risk Monitoring

BUSINESS ETHICS

We are committed to conducting business with integrity, fairness, transparency, and respect. Our ethics framework is supported by InterGlobe's Code of Conduct & a suite of Group-wide policies that define expected standards of conduct and provide employees, directors, and business partners with guidance on ethical decision-making, workplace behaviour, & responsible business practices.

CODE OF CONDUCT

- Ethical business conduct
- Compliance with laws
- Anti-bribery & anti-corruption

CONFLICT OF INTEREST

- Actual, potential & perceived conflicts
- Annual declarations
- Related-party disclosures

GIFTS & BUSINESS COURTESIES

- Restricted gifts and hospitality
- Approval requirements
- Prevention of undue influence

ANTI-FRAUD

- Fraud prevention & detection
- Fraud risk assessments
- Ethics Committee oversight

POSH

(Prevention of Sexual Harassment)

- Safe and inclusive workplace
- Internal Complaints Committees
- Confidential grievance process

WHISTLEBLOWER MECHANISM

iSpeak

- Anonymous and confidential reporting
- Protection against retaliation
- Independent review & resolution

ENTERPRISE RISK MANAGEMENT

At InterGlobe, risk management is embedded within our governance framework through a structured and proactive approach. Guided by the Board-approved Risk Management Policy, the organisation identifies, assesses, mitigates, monitors, and reports risks across operations. The Risk Management Committee provides oversight, while the Risk Governance Process translates the framework into actionable practices across the business.

RISK GOVERNANCE PROCESS

RISK MANAGEMENT

Identification → Assessment → Evaluation & Prioritisation → Develop Mitigation Plan → Monitoring & Reporting

RISK REPORTING

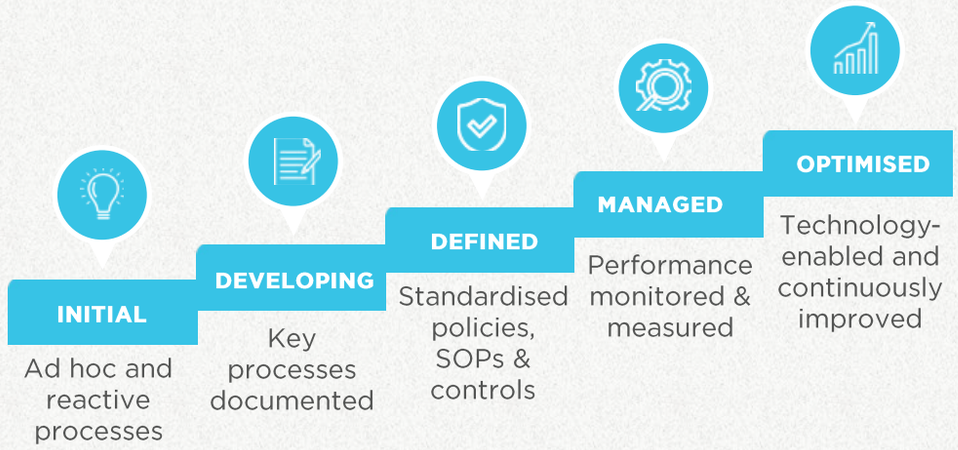
- **Within Tolerance** — Managed by CEO and Risk Owner
- **Within Threshold of Business RMC** — Business RMC
- **Within Threshold of Group RMC** — Executive Oversight & Strategic Decisions

RISK MANAGEMENT OBJECTIVES

- Protect Brand & Reputation
- Avert Financial Downside
- Regulatory Compliance Governance

CAPABILITY MATURITY MODEL

To support effective risk mitigation and continuous improvement, the Group has established a Capability Maturity Model (CMM) that provides a structured foundation for developing and enhancing risk management processes, controls, policies, and standard operating procedures (SOPs).



COMPLIANCE MANAGEMENT

We maintain a structured compliance management framework that supports adherence to applicable laws, regulations, internal policies, and stakeholder commitments. Compliance responsibilities are embedded across business functions and supported through periodic reviews, internal audits, monitoring mechanisms, and Board oversight.

COMPLIANCE MANAGEMENT TOOL

Our automated compliance management tool enables a structured approach to manage compliance obligations across the organisation and provide assurance to the Board.

IDENTIFY
Identify compliance requirements applicable to your functions

TRACK
Periodically track compliance obligations and deadlines

COMPLETE
Complete compliance activities and maintain evidence

SELF-ASSESS
Conduct periodic self-assessments to evaluate compliance

CERTIFY
Provide quarterly certifications to management

ASSURANCE TO THE BOARD
Enables management to provide assurance to the Board through quarterly certifications on compliance effectiveness

76	41	160	339	~7000+	134	9	39
Central Acts	State Acts	International Acts	Rules and Regulations	Regulatory Compliances	Users	Functions	Location

INTERNAL AUDIT AND INDEPENDENT ASSURANCE

Internal Audit serves as the Group's Third Line of Defence, providing independent assurance over the effectiveness of governance, risk management, and internal controls. Through a risk-based approach, Internal Audit evaluates key processes and controls, identifies opportunities for improvement, and supports the organisation's commitment to accountability, resilience, and continuous improvement.

STEPS AROUND DYNAMIC RISK BASED AUDIT PLANNING

1. Review of Financial Statements
2. Inputs from Statutory Auditors
3. Results of last year's audits & IFC Testing
4. Review of Enterprise Risk
5. Management focus areas

THREE LINES OF DEFENCE MODEL

INDEPENDENT ASSURANCE TO BOARD / AUDIT COMMITTEE

1ST LINE OF DEFENCE
Management & Operations

2ND LINE OF DEFENCE
Risk Management, Compliance & Other Oversight Functions

3RD LINE OF DEFENCE
Internal Audit

DATA PRIVACY & INFORMATION SECURITY

At InterGlobe, protecting information assets and safeguarding personal data are integral to our governance framework. We adopt a risk-based approach to information security and privacy, supported by robust policies, technology controls, governance mechanisms, employee awareness initiatives and continuous monitoring.

These measures help protect the confidentiality, integrity and availability of information while supporting regulatory compliance and responsible business operations. During FY26, we continued to strengthen our information security and privacy capabilities through risk-based cybersecurity, data privacy and regulatory compliance initiatives.

PRIVACY COMPLIANCE READINESS

Gap assessments conducted across Group entities to evaluate compliance with applicable data protection laws

↓

Remediation roadmaps developed to strengthen privacy controls and support regulatory compliance

OUR POLICY FRAMEWORK

GROUP INFORMATION SECURITY POLICY

- Information Security Governance
- Information Risk Management
- Data Classification & Protection
- Incident Response
- Third-Party Security
- Business Continuity & Disaster Recovery

PRIVACY POLICY

- Transparency & Consent
- Data Minimisation
- Responsible Data Handling
- Personal Data Protection
- Grievance Redressal
- Regulatory Compliance

CERTIFICATIONS

Our information security and privacy programme is supported by the following internationally recognised certifications and assurance standards held across key Group businesses.

- ISO 27001 Information Security Management System
- ISO 27701 Privacy Information Management System
- System and Organisation Controls
- Payment Card Industry Data Security Standard

MANAGING CYBER RISKS ACROSS OUR OPERATIONS

GOVERNANCE EXCELLENCE

The Information Security Steering Committee oversees information security, privacy, technology risk and regulatory compliance.

CYBER RISK MANAGEMENT

Vulnerability assessments, security reviews, penetration testing, and continuous threat monitoring to identify and mitigate risks.

DATA PRIVACY & COMPLIANCE

Privacy controls and regulatory compliance support handling of personal data, including compliance with the DPDPA responsibly.

CYBERSECURITY

AI-enabled endpoint and network security controls strengthen protection against evolving cyber threats.

MONITORING

Our Security Operations Centre (SOC) provides 24x7 monitoring and supports timely incident detection and response.

DIGITAL RESILIENCE

Business continuity and disaster recovery capabilities are periodically tested to strengthen operational resilience.

THIRD-PARTY SECURITY

Security requirements for vendors and partners support alignment with applicable legal and industry standards.

OUR APPROACH TO DATA PRIVACY & INFORMATION SECURITY

DATA PROTECTION

- DLP Monitoring
- Netskope Implementation
- Data Leakage Prevention

CYBER DEFENCE

- CrowdStrike MDR
- Threat Hunting
- 24x7 Monitoring

PRIVACY & COMPLIANCE

- Privacy Controls
- Regulatory Compliance
- Confidentiality & Protection

TRAINING & AWARENESS

- Security Awareness
- Privacy Training
- Phishing Simulations

SECURE ACCESS

- Multi-Factor Authentication
- Role-Based Access
- Encryption

BUSINESS RESILIENCE

- Incident Response and Recovery
- Business Continuity

STRENGTHENING CYBER RESILIENCE IN FY26

MODERNISED DATA PROTECTION

Protection controls migrated from legacy DLP to Netskope, enhancing data visibility and AI-enabled protection capabilities.

EXPANDED CYBER AWARENESS

Group-wide awareness programmes included phishing simulations and role-based training to strengthen employee cyber resilience

OUR

ACHIEVEMENTS



ibis Mumbai BKC awarded the **Best Hotel** (Mid-Market category) at HICSA 2026.

ibis New Delhi Aerocity recognised as **Outstanding Hotel** (Budget Category) at AHP Hotel Awards 2026.

InterGlobe Air Transport recognised as the **'Best GSA of the Year'** at the SATTE India 2026.

InterGlobe Foundation honoured with the prestigious **His Highness Maharaja Sawai Padmanabh Singh Award for Excellence** for the Preservation of Heritage & Architecture.

InterGlobe recognised as one of the '**Top 20 Best Employers of the Future 2024'** by Leadup Universe and Outlook Business Magazine.

InterGlobe awarded with the '**Companies with Great Managers 2023 Award'** by People Business.

ibis Styles Goa Vagator won the **'Best Budget and Economy Hotel Award'** at HICSA 2024.

MOVIN recognised as one of the **'Best Brands of 2024'** in the Start-Up category at the ET NOW Best Brands Conclave.

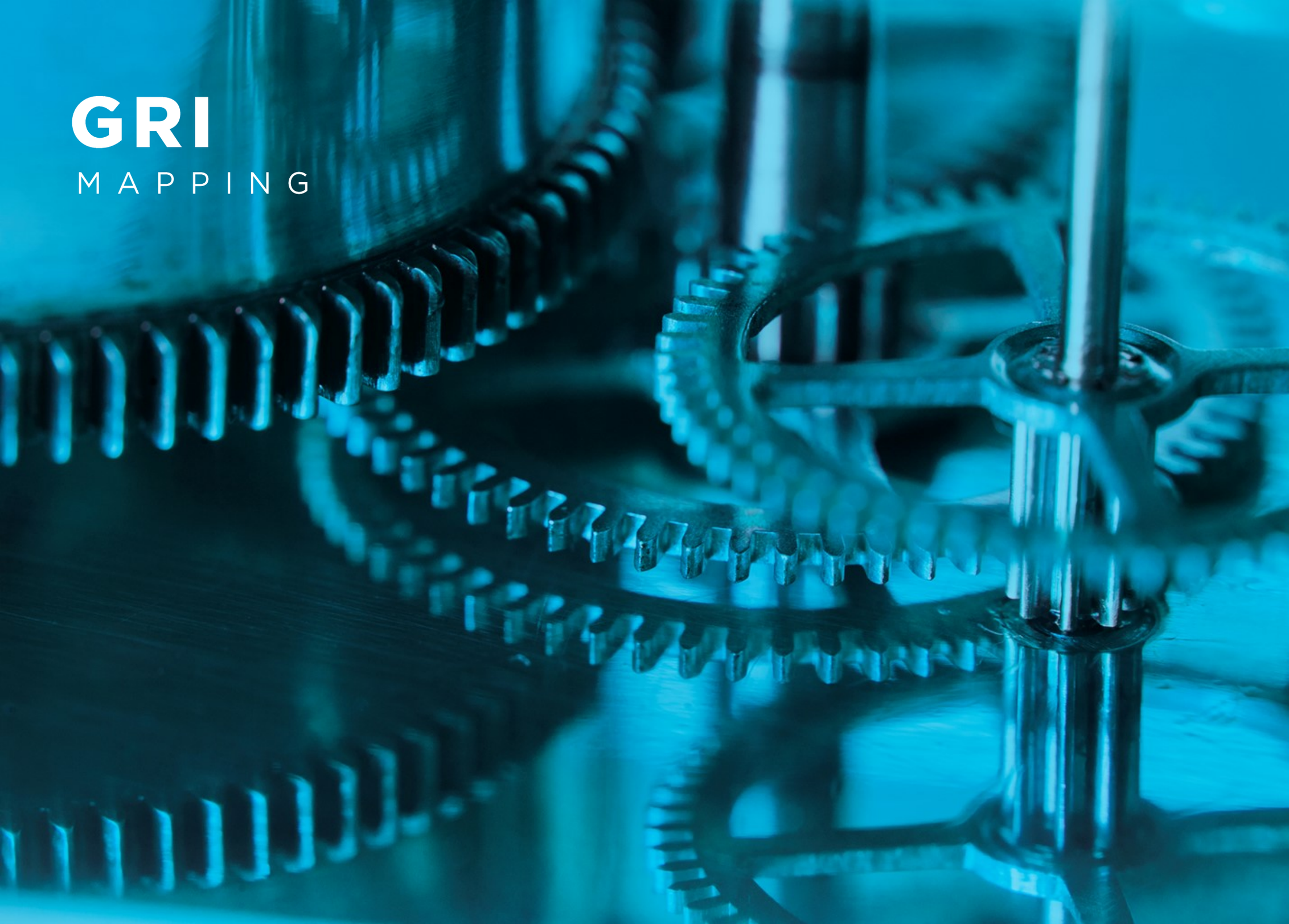
InterGlobe Hotels won the '**Sustainability Champion of the Year 2023 Award'** in the 'Innovation & Sustainability' category at HOPE Conference 2024.

InterGlobe honoured with the prestigious '**SHRM HR Excellence Award 2023'** in Community Impact.

MOVIN received the **'Innovation in B2B Logistics Award'** at the 10th Edition of the CII Institute of Logistics SCALE Awards 2023.

ibis Kolkata Rajarhat awarded **'Hotel of the Year'** at the HICSA 2021 in the Budget/Economy hotel segment.

For detailed award list visit www.interglobe.com/about-us/awards



GRI
MAPPING

GLOBAL REPORTING INITIATIVE (GRI) MAPPING

ENVIRONMENT

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Note: *Unless expressly stated otherwise, the information contained in this report has not been subject to independent external assurance or verification. While every effort has been made to ensure the accuracy of information presented in this report, certain data may be based on internal management systems, estimates, sampling methodologies, or information received from the respective entities. Minor differences may arise due to rounding or subsequent data refinements.*

ORGANISATIONAL PROFILE

REGISTERED NAME

InterGlobe Enterprises Private Limited

OWNERSHIP TYPE

Private company

HEAD OFFICE

Block 2A & 2B, DLF Corporate Park, DLF City Phase III, Gurugram – 122002, Haryana, India

REPORTING PERIOD

1 Apr 2025 – 31 Mar 2026 (Annual)

PUBLICATION DATE

August 2026

CONTACT FOR QUERIES

Globe360@interglobe.com

INDUSTRY / SECTOR

Refer to the Business Landscape section

REPORTING BOUNDARY · ENTITIES INCLUDED

- InterGlobe Enterprises Private Limited
- InterGlobe Hotels Private Limited
- Triguna Hospitality Ventures (India) Private Limited
- InterGlobe Air Transport Limited
- CAE Simulation Training Private Limited
- InterGlobe Enterprises (UK) Limited
- MOVIN Express Private Limited
- InterGlobe Real Estate Ventures Private Limited
- InterGlobe Education Services Limited
- AIONOS Pte. Ltd. (Singapore)
- IGE (Mauritius) Private Limited
- InterGlobe Foundation
- InterGlobe Education Foundation

Note: *Unless otherwise stated, ESG information presented in this report covers entities included within the reporting boundary disclosed in this report and excludes InterGlobe Aviation (IndiGo). Results should therefore not be interpreted as representing the entirety of the InterGlobe ecosystem and may not be directly comparable with future disclosures where reporting boundaries may change.*

GLOSSARY OF TERMS

Abbreviation	Full form
ESG	Environmental, Social and Governance
GRI	Global Reporting Initiative
GHG	Greenhouse Gas
AI	Artificial Intelligence
JV	Joint Venture
SASB	Sustainability Accounting Standards Board
ExCo	Executive Committee
IGBC	Indian Green Building Council
MCFT	Million Cubic Feet

Abbreviation	Full form
MWh	Megawatt Hour
kWp	Kilowatt Peak
tCO_2e	Tonnes of Carbon Dioxide Equivalent
EV	Electric Vehicle
LED	Light Emitting Diode
EC Fan	Electronically Commutated Fan
AHU	Air Handling Unit
VFD	Variable Frequency Drive
HVAC	Heating, Ventilation and Air Conditioning

Abbreviation	Full form
CTI	Cooling Technology Institute
LPG	Liquefied Petroleum Gas
RECD	Residual Earth Current Device
VOC	Volatile Organic Compound
HACCP	Hazard Analysis and Critical Control Point
GRIHA	Green Rating for Integrated Habitat Assessment
RO	Reverse Osmosis
STP	Sewage Treatment Plant
ETP	Effluent Treatment Plant

Abbreviation	Full form
ISO	International Organization for Standardization
PCI DSS	Payment Card Industry Data Security Standard
DLP	Data Loss Prevention
MDR	Managed Detection and Response
ICC	Internal Complaints Committee
CMM	Capability Maturity Model
SOP	Standard Operating Procedure
POSH	Prevention of Sexual Harassment
CoC	Code of Conduct

Abbreviation	Full form
DEI	Diversity, Equity and Inclusion
HIV	Human Immunodeficiency Virus
ERT	Emergency Response Team
HSE	Health, Safety and Environment
EHS	Environment, Health and Safety
NOC	No Objection Certificate
EAP	Employee Assistance Program
ISB	Indian School of Business
SOC	Security Operations Centre

Abbreviation	Full form
RMC	Risk Management Committee
IFC	Internal Financial Controls
B2B	Business-to-Business
GSA	General Sales Agent
CII	Confederation of Indian Industry
HICSA	Hotel Investment Conference South Asia
SHRM	Society for Human Resource Management
NOW	No Open Waste





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