



ZYETA PRIVATE LIMITED CORPORATE SUSTAINABILITY REPORT

01st April, 2025 to 31st March, 2026

Bengaluru, India Zyeta 138, Prestige Poseidon, Field Marshal Cariappa Rd, Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	Hyderabad, India Zyeta, MSR Arcade, cospace hub, Plot no.123 & 126, Hitech City Main Rd, Patrika Nagar, Madhapur, Hyderabad, Telangana 500080	Chennai, India 1st Floor, Old 231 New 150, Golden Sunshine Building, Royapettah High Road, Near Wangs Kitchen, Chennai, Tamil Nadu – 600014.	Mumbai, India 1st Floor & 2nd Floor, Kagalwala House, Plot No. 175, Behind Metro House, CST Road, Kalina, Bandra Kurla Complex, Santacruz East, Mumbai, Maharashtra – 400098.	Pune, India Zyeta, 2 nd Floor, Arjun Building, Koregaon Rd, behind Atur Park, Koregaon Park, Pune, Maharashtra 411001
Gurugram, India 3 rd floor, Vi-John Tower 393, Phase 3, Udyog Vihar, Sector 20, Gurugram, Harayana 122016	Ahmedabad, India 1 st and 2 nd Floor, RE11 Ahmedabad Near Vikramnagar, Iscon, Ambli Rd, Ambli, Ahmedabad Gujarat - 380058	Singapore Singapore Fashion Council, 250 Orchard Road, Level 2 Singapore 238905		
Kuala Lumpur, Malaysia Zyeta Level 5, Tower 8, Avenue 5, Horizon 2, Bangsar South City Kuala Lumpur, Bangsar South, 59200 City Malaysia	Hong Kong Zyeta, RM 409, Beverly Comm Centre, 87-105 Chatham Road, South, TSIM SHA TSUI Hong Kong	Taiwan 14F-1, No. 163, Sec. 1, Keelung Road, Xinyi District, Taipei City 110058, Taiwan		

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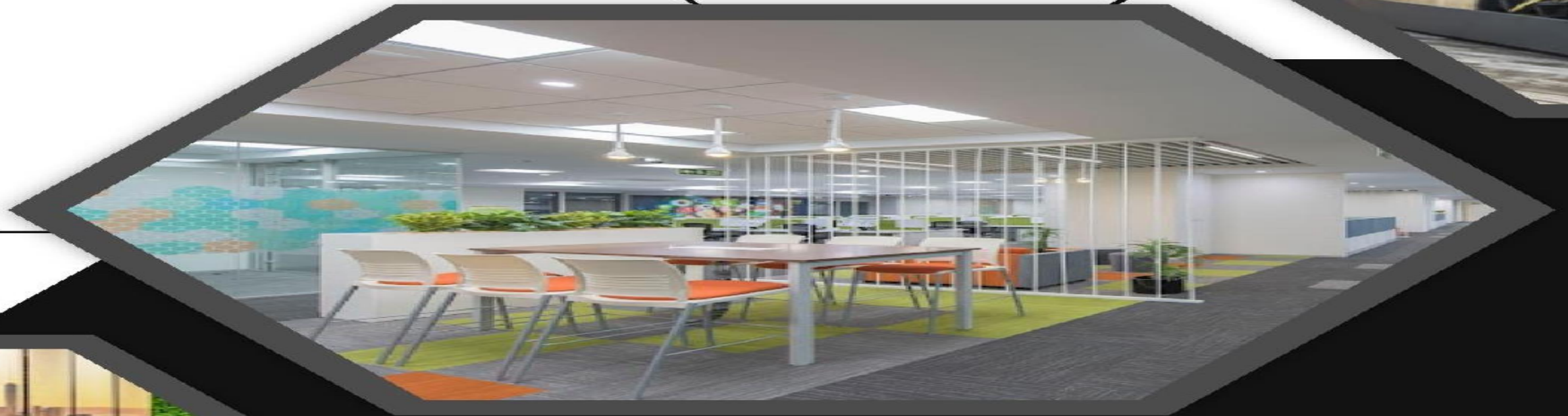


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Message From the Managing Director

At Zyeta, we believe the future of work is shaped by spaces that inspire people, foster collaboration, and embrace sustainability. Our journey has always been driven by innovation, human-centric design, and a commitment to creating environments that empower businesses to thrive in a rapidly evolving world. Through this podcast series, we aim to share meaningful conversations and fresh perspectives from industry leaders and experts.

As we continue to redefine modern workplaces, our focus remains on delivering adaptable, technology-driven, and sustainable solutions that create long-term value. We hope these discussions spark ideas, encourage transformation, and help organizations build resilient workplaces where people and businesses grow together. Thank you for joining us on this exciting journey. 🎙️

About Us

At Zyeta, we believe workplaces are more than spaces, they are living ecosystems that inspire innovation, collaboration, and growth. Through our podcast series, we bring together visionary leaders, architects, and industry experts to explore sustainable design, future-ready workspaces, and human-centric strategies shaping the future of work.

- Human-centric workspaces driving innovation, sustainability, collaboration, and employee well-being.
- Expert conversations exploring future-ready design, technology integration, and resilient workplaces.

ZYETA



Statement of Use (GRI 1-5)

This report is prepared in accordance with GRI standards (2021) for the reporting period April 2025 to March 2026.

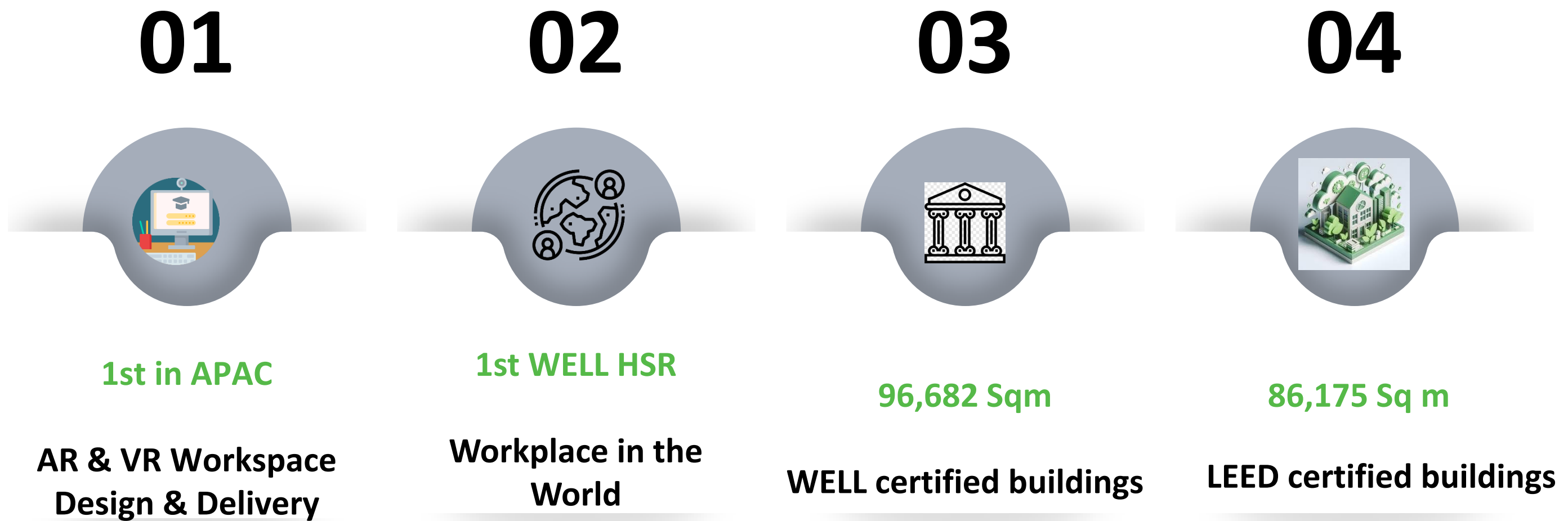


Conscious Creation: Shaping Future-Ready Work Ecosystems:

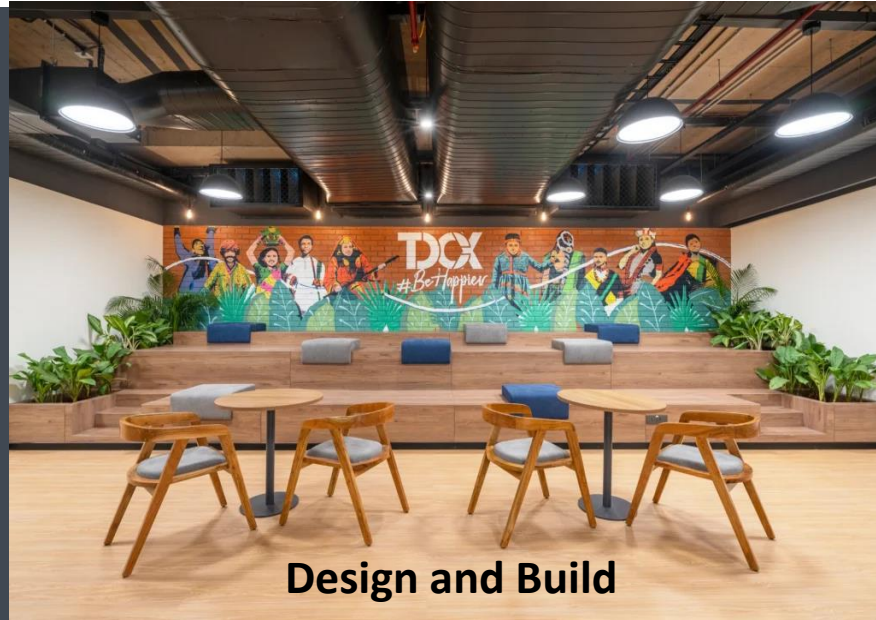
Your business goals are intrinsically linked to the well-being of your people and the environment. Thus, we at Zyeta deliver tailored workplace solutions that prioritize both. As a globally recognized design leader, ranked under top 10 international design giants of the world, we are committed to creating a positive “place impact” for you and the world.

We boldly challenge conventional design, crafting sustainable, human-centric environments that empower your people and amplify your business success.

Join us in building a future where work thrives. Build a future of impactful and responsible growth.



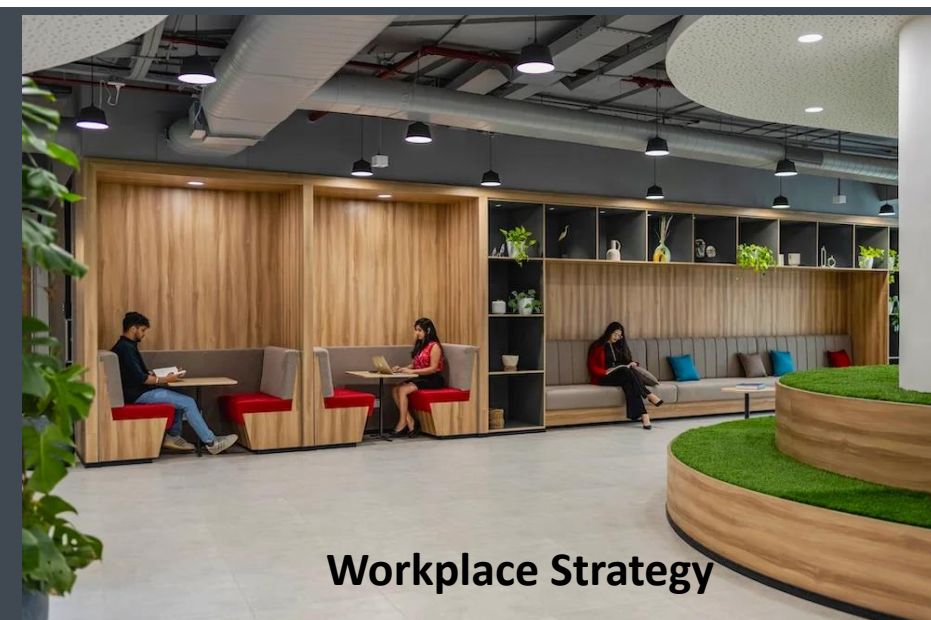
Our Services



Design and Build



Design Consultancy



Workplace Strategy



Workplace Strategy

We, as the best workplace interior design company in India, are avowed practitioners of 'Design+Build'. As a part of our design and build solutions, not only do we deliver state-of-the-art human-centered design and focus on wellness—we do it in the shortest-possible turnaround time. We both 'design' and 'build' together as a collective entity—ensuring that there is minimal discrepancy and mismanagement—and more improved problem solving, ensuring that not only do we realize dream workplaces—we do so with high quality standards, economic efficiency, increased safety and shorter delivery periods.

Tangible Results. Strategic Advantage

- **Boost:** Experience an average of +20% increase in team output through optimized workflows.
- **Optimize:** Achieve potential savings of 10–15% in real estate and operational expenses with intelligent space planning and efficient methodologies.
- **Elevate:** Strengthen your market position and attract premium talent with a strategically designed workplace.

Our design consultancy is engineered to deliver measurable business outcomes, backed by our global leadership and pioneering spirit. We go beyond conventional design, leveraging our top-tier expertise and innovative BIM methodologies to understand your core objectives—to understand your core objectives – from improving employee well-being and collaboration to achieving your sustainability targets with unprecedented precision.

Workspaces That Command Growth:

Your workplace is a pivotal lever for achieving strategic business objectives. Thus, at Zyeta, we envision workplaces as dynamic ecosystems where innovation, sustainability, and human-centric design converge.

Our consultancy transforms commercial office spaces in India, Singapore, Malaysia, Hong Kong, and across the globe, into future-ready environments that empower people, amplify brand, and drive lasting business value.

By blending new-age design thinking with a deep understanding of regional cultures and global trends, we help you create workplaces that are strategic assets for growth and well-being.

Companies with a clear workplace strategy see up to 21% productivity and 19% profitability growth.
-McKinsey

Developing a workplace design strategy, for us, is a by-product of decades-long, research-based industry knowledge, expertise and digitally driven insight into the top organizational culture (like change management and culture change due to mergers/PMO) –and the ways in which people live and work, all of which, we leverage to build a workplace that eventually leads to employee retention, increased productivity and improved business performance.

Our in-house, special, workplace design consultations—approved by the topmost industry authorities—are geared towards acclimating people back to their workplace and helping them make a safe return ([Check page](#)). We develop these detailed, specific programs on identifying the end-user needs, how they have evolved, & how they function best. In-house research and market trends are used to stay ahead of the curve—and eventually build a workplace that continues to provide value to both the employees and organization—as well as be future-proof in the long run.

Our Services



WELL Consultation

A high-quality workplace is one that focuses on employees' health & well-being and withstands any global crisis. Thus, steering your workspace towards a dynamic, resilient, & validated future is imperative now more than ever.

Prioritize Your Team's Well-Being Today!

Zyeta brings a one-of-a-kind opportunity for your organization to help you and guide your workplace through a revolutionary transformation by acquiring the WELL certification for your organization to combat a global pandemic crisis.

What is WELL Certification?

WELL is a global certification managed and administered by the International WELL Building Institute (IWBI), a public benefit corporation whose mission is to improve human health and wellbeing through the application of standards in the built environment.

Who Can Apply for the WELL Certification?

Any building or organization that believes in delivering a thoughtful and an intentional space that enhances human health and well-being can apply for the WELL certification.



WELL Consultation

How Can Zyeta Help You Achieve the WELL Certification?

Zyeta has an in-house team of WELL AP's who will help you integrate the WELL building standards into the building design giving way to a healthy built environment. To extend the same design consciousness to your organization, the company is introducing its WELL Certification Consultation wing where its in-house consultation team will mentor you through the entire process of achieving the WELL certification.

Starting from your organization's registration to strategizing its workplace policies as per WELL ratings, our team will guide you through every detail to help you redefine your workplace with the highest standards wellbeing and health. Zyeta's WELL Team will provide you a comprehensive workplace guidebook to implement every aspect of WELL guideline to your existing workplace.



WELL Consultation

Zyeta's WELL Certification Consultation Covers-

Strategic Workplace Planning: Lead with confidence and agility- Unlock a strategic roadmap that aligns your real estate with evolving business goals, talent priorities, and sustainable growth.

Reformed Organization Protocols: Become adaptable and future-ready- Implement forward-thinking strategies that optimize workflows and cultivate resilience for lasting organizational success.

Introduce New Well-being standards: Position your brand as a beacon of care - Adopt wellbeing and sustainability standards that elevate employee health, satisfaction and engagement.



Workplace Strategy

India's First WELL Pre-certified Project

2gethr's ORR office is a place that offers the highest degree of workplace wellness. It exhibits a workplace design strategy that promotes healthy working in a COVID-19 world. With latest technological acoustics, best user-friendly design materials and finishes, the most agile work setups, dedicated workplace wellness zones—this place serves unparalleled employee wellness standards that have made it a benchmark for the next generation of offices.

Our Services



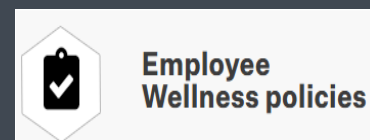
How Can Zyeta Help You Acquire The WELL Health-Safety Rating?

As commercial office interior design consultants, our in-house WELL AP consultation team will guide you through every facet of your workplace strategy. They will mentor you through all the necessary protocols to reroute your place with workplace well-being interior designs.

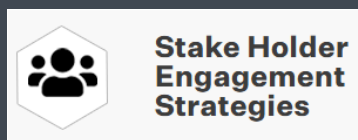
Why Workplaces Require the WELL Health-Safety Rating?

Several organizations are facing a pause in their workflow due to the whole 'work from home' scene. It is only imperative to bring back teams to offices. However, organizations require to restore the confidence of their employees by re-defining the workspaces through an astute corporate workplace design strategy. The WELL Health-Safety Rating for the workplace oversees the several aspects of wellbeing in a workplace to strengthen the reliability of the organization. In simple words, this will help organizations construct the health-safety identity among its teams.

Zyeta Will Guide You In The Following Aspects



Employee Wellness policies

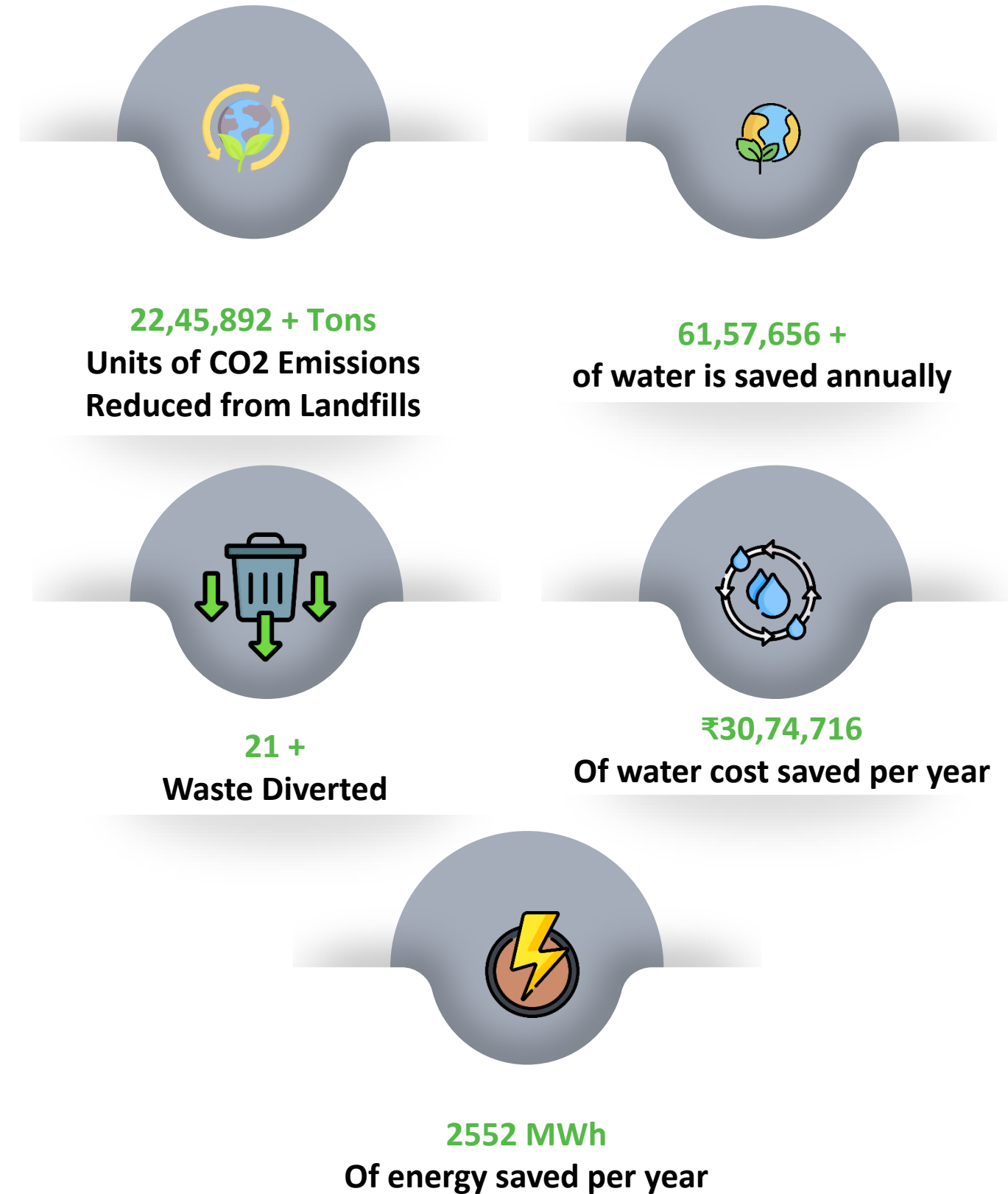


Stake Holder Engagement Strategies



Air/Water Quality Regulations

Sustainability Consultancy

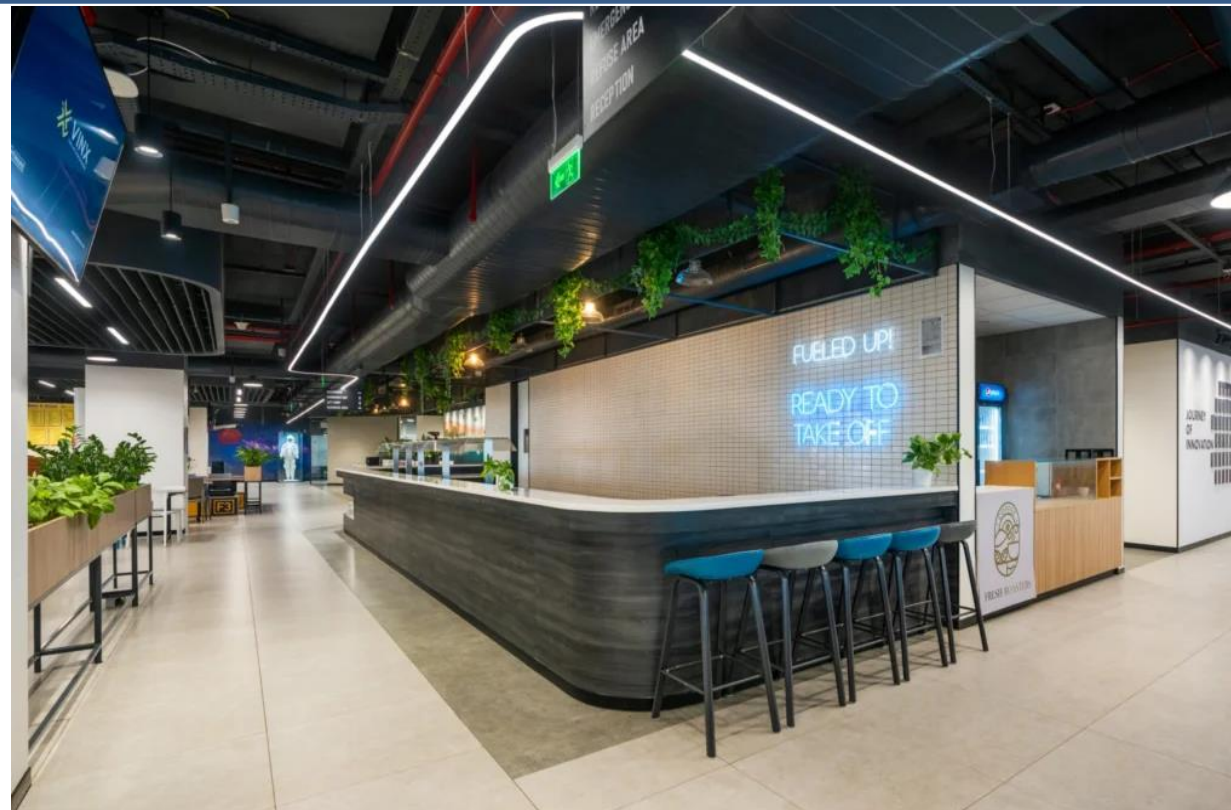


Our Clients





[A Sensescape of Innovation: Inside IFF's Hyderabad GBS Hub](#)



[Exemplifying Success Through Workplace Design – Confidential Project](#)



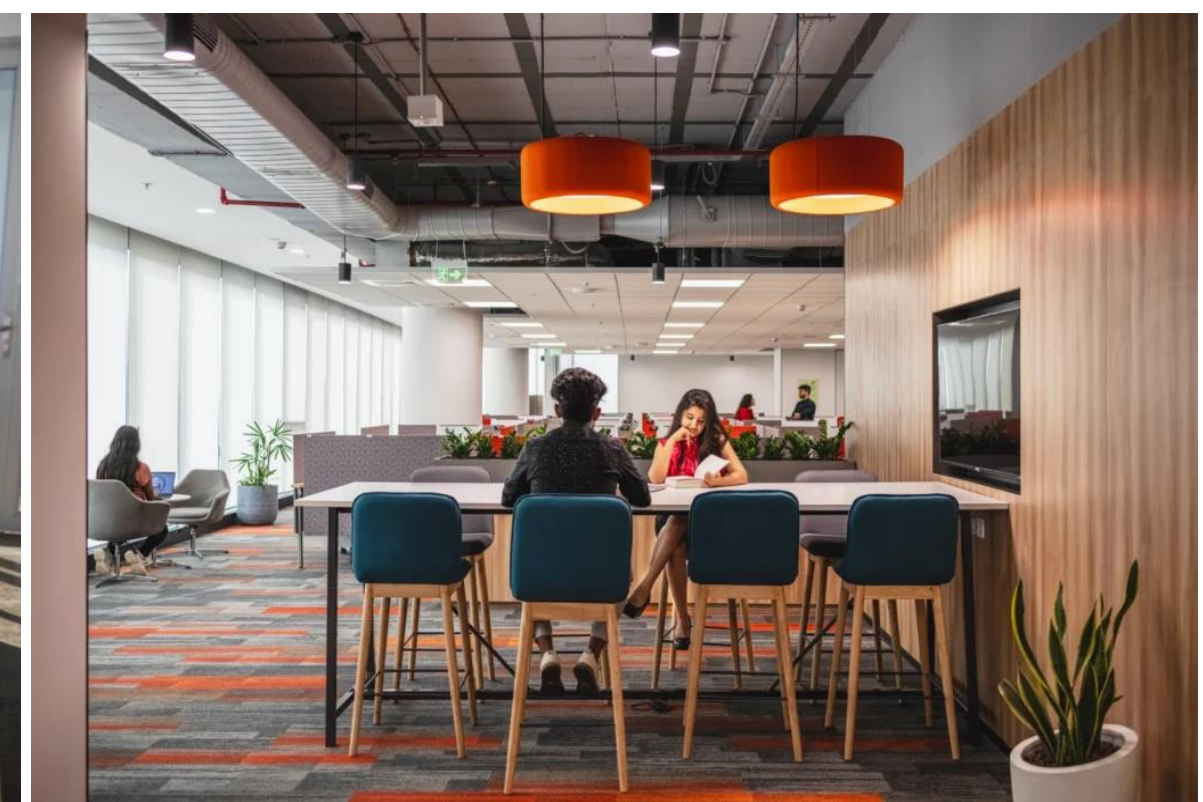
•REPORT [A Future of Work Chronicle](#)



[07 Strategic Workplace Design Imperatives for India's Evolving GCCs](#)



•INSIGHTS [Special Report – Predications for the Future Workplace](#)



•REPORT: [Decoding Organisational Culture](#)

Welcome to Zyeta’s podcast series—your gateway to transformative conversations at the intersection of design, innovation, and the future of work. Join us as we engage with industry leaders, forward-thinking architects, and Zyeta’s own experts to explore how human-centric, sustainable, and tech-integrated workspaces are redefining business success. From passive design strategies for net-zero offices to creating resilient environments that empower teams, each episode offers actionable insights to help you shape the workplaces of tomorrow.

Tune in to discover how thoughtful design can drive well-being, adaptability, and growth in an ever-evolving world.

The banner features three podcast episode cards. The first card, 'The LinkedIn Journey', has a green and blue background and lists speakers Claire Holton and Beatriz Liger, and host Sandhya Lakshmanan. The second card, 'Designing Neuroinclusive Workplaces', has a purple and blue background, features a large photo of speaker Kay Sargent, and lists host Sandhya Lakshmanan. The third card, 'Health & Well-being in the Workplace', has a green and blue background and lists speakers Jack Noonan and Tanvi Kesarwani, and host Sandhya Lakshmanan. The 'WORK VANTAGE' logo is present in the top right of each card and on the right side of the banner.

The LinkedIn Journey

Redefining Sustainable Workspaces:

SPEAKERS

- Claire Holton**
Sustainability Program Manager
Athena Blue Global at LinkedIn
- Beatriz Liger**
Sustainability Program Coordinator
Athena Blue Global at LinkedIn

HOST

- Sandhya Lakshmanan**
Architect Sustainability Consultant

Designing Neuroinclusive Workplaces

HOST

- Sandhya Lakshmanan**
Architect and Sustainability Consultant

SPEAKER

- Kay Sargent**
Senior Principal - Director of Thought Leadership, Interiors at HOK

Health & Well-being in the Workplace

Deep Dive into the WELL Building Standard

SPEAKERS

- Jack Noonan**
Senior Vice President, Head of Asia Pacific, IWBI
- Tanvi Kesarwani**
Technical Account Manager, APAC, IWBI

HOST

- Sandhya lakshmanan**
Architect Sustainability Consultant

Our Projects



Technology Investment:

Zyeta’s market leadership position extends not only to its clever workplace interior designs, but also to its best practices in creating, communicating and executing them into award-winning finished projects. We invest heavily in information systems that improve our clients’ experience by increased visualization during the workplace interior design ideation process, and reduced cycle time and cost throughout the project lifecycle. These include Building Information Modeling (BIM), cloud-enabled renders, and Virtual Reality (VR) tools. Zyeta was the first company of its kind in India to utilize these tools. We frequently beta test leading-edge AI and other technologies that are transforming this industry.

Integrated Capabilities:

Leveraging its high-tech, high-touch integrated approach means that Zyeta single-handedly manages a workplace designing project, “womb to tomb.” This includes Mechanical/Electrical/Plumbing (M/E/P) and networking design. Serving as our client’s single source, eliminates finger-pointing amongst multiple vendors, reduces cost and cycle time, while it also improves the final project outcome.

Safety Commitment:

Zyeta’s culture of safety makes the difference during the transformative process from final design to project build-out. Our safety program is integral to every workplace interior project. It provides training and keeps team members fully dedicated and accountable to the safety and integrity of our clientele’s project and property. This is reflected by Zyeta’s stellar and unparalleled record of zero safety-related incidents – ever — in the history of the firm.

Sustainability Mandate:

Sustainability is not just a cornerstone of our interior design for workplace philosophy, it extends to all aspects of our business. Zyeta’s role as a designer of future workspaces means we have a special and important responsibility in confronting the challenges of climate change and sustainability.

Zyeta aims to transform the workspace interiors into a healthy, thriving, sustainable community that contributes to positive social, economic, and environmental benefits. That commitment extends inwardly as well. Zyeta has a sustainability plan, which includes reducing water consumption and energy usage, utilizing recycled materials, and favoring suppliers with similar sustainability standards.

People:

Last but not really first, people are our most valuable asset. Zyeta was founded by interdisciplinary all-stars seeking a better way. Our paradigm pioneering corporate culture continues to attract the best and brightest architects, engineers, designers, and other artisans and technicians focused on workplace excellence. Never resting on our laurels, we perpetually train our ever-expanding team in the use of the latest technologies and other best practices.

Why ZYETA

A Blend of Sheer Artistry and Remarkable Workplace Interior Technology

Zyeta brings the experience of a global design firm with craftsmanship dedicated to perfect details. We offer our clientele the highest of standards, encompassing the following attributes.

Why We’re Different

Thought Leadership: The only constant in the workplace interior industry is the change. Keeping our fingers on the pulse of global trends in workplace excellence, workforce dynamics, and environmental best practices enable Zyeta to design and deliver some of the most innovative workplace interior design projects to date. Our ground-breaking work pushes the envelope in terms of performance, aesthetics, environmental responsibility, and overall value for our clientele.



BMC Software, Pune



International Automotive Brand, Bengaluru



7-Eleven, Bengaluru



Financial Services Firm, Bengaluru



Mitsubishi UFJ Financial Group, Bengaluru

Our Careers

Lead with Passion:

Start Your Journey At Zyeta

Hone your craft at a right-sized organization, large enough to undertake monumental projects, but small enough that your individual contribution moves the needle. From ideation and creation through project completion, as a member of Team Zyeta, you will be part of the seamless synergy between our right-brained artisans and left-brained technologists.

Inspiring Work:

The only constant in this industry is change. By continually keeping our pulse on global trends in workspace excellence, workforce dynamics, and environmental best practices...

Tight-Knit Team:

Zyeta's market leadership position extends not only to its clever workplace interior designs, but also to its best practices in creating, communicating and executing them into award-winning projects.

Passionate And Driven Ingenious Minds:

Leveraging its high-tech, high-touch integrated approach means that Zyeta single-handedly manages a workplace designing project, "womb to tomb."

Creative And Technical To The Core:

Our culture of safety makes the difference during the transformative process from final design to project build-out. Our program is integral to every workplace interior project.



Open Positions:

Great workplace designs excite people and make them heard, cared and included. At Zyeta, while aspiring and working towards building such seamless workplace experiences, we also pay utmost priority to translate these values into our everyday journey.

The world of Zyeta is a perfect blend of happiness, freedom, responsibility & growth.

Take your first step toward the world of Zyeta!

Our Careers



Ignite Your Potential.

Join a network where brilliant minds converge. Shape the future with us.

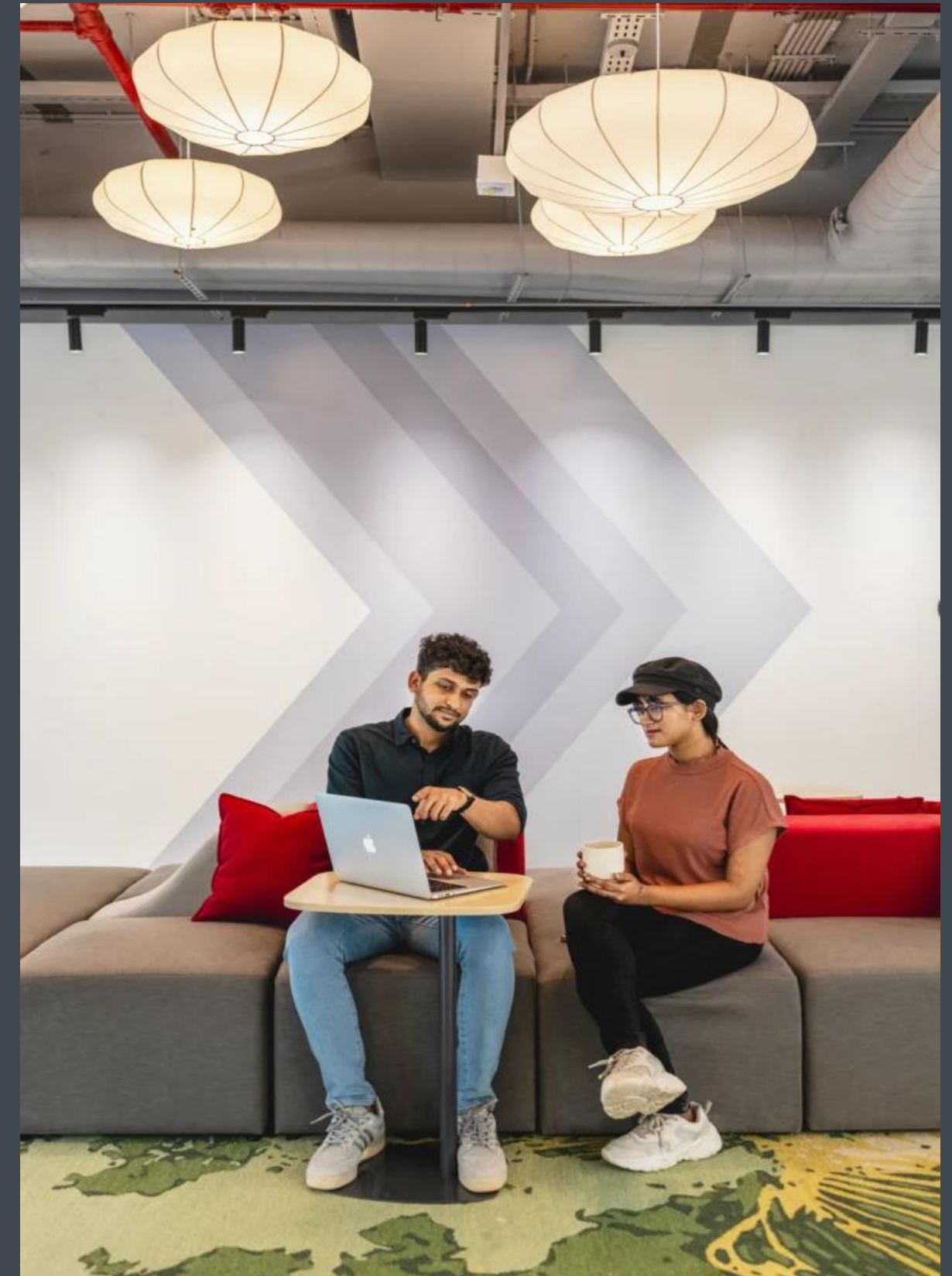


Dare to Disrupt.

Live on the edge of innovation and shape the future of design.



Find Your Spark.



Take on the world of Zyeta. Build a career where happiness elevates innovation.

Introduction to Sustainability Report

At ZYETA, sustainability is an integral part of our business approach and long-term vision. As an integrated workplace design and build firm specializing in office interiors, workplace strategy, sustainability consulting, and turnkey project execution using advanced technologies such as Building Information Modeling (BIM), Virtual Reality (VR), and smart workspace solutions, we recognize our responsibility to deliver innovative, efficient, and environmentally conscious outcomes. Through our work, we aim to contribute meaningfully to sustainable infrastructure and workplace development across India.

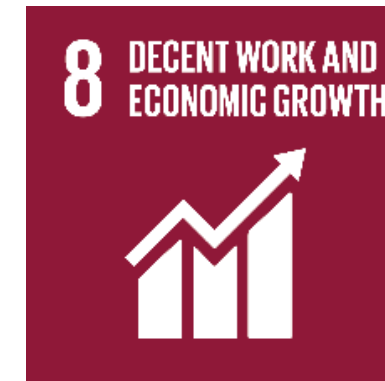
Our Sustainability Report highlights ZYETA, an integrated workplace design and build firm specializing in office interiors, workplace strategy, sustainability consulting, and turnkey project execution using BIM, VR, and smart workspace solutions, committed to ESG integration across operations, promoting resource efficiency, energy-efficient designs, reduced waste, and enhanced project lifecycle sustainability outcomes.

We are dedicated to fostering a safe, inclusive, and growth-oriented workplace while maintaining ethical business practices, transparency, and regulatory compliance. Our initiatives focus on reducing environmental impact, enhancing digital innovation, supporting employee well-being, and building strong relationships with clients, partners, and communities.

This report reflects our ongoing journey toward responsible business growth and our commitment to delivering sustainable value through innovation, collaboration, and operational excellence. ZYETA remains focused on contributing positively to society while supporting a greener and smarter built environment for future generations.



Alignment to Sustainable Development Goals



Organizational Details: 2-1

Legal Name: ZYETA PRIVATE LIMITED

Locations covered

Bangalore	Hyderabad	Chennai	Mumbai
#201, 2/3 Alfred Street, Richmond Town, Bangalore, Karnataka - 560025, India	#Plot no. 125 & 126, MSR Arcade, Patrika Nagar, Hitech City Road, Madhapur, Hyderabad - 500080	1st Floor, Old 231 New 150, Golden Sunshine Building, Royapettah High Road, Wangs Kitchen, Chennai, Tamil Nadu, 600014	1st Floor & 2nd Floor, Kagalwala House, Plot No. 175, Behind Metro House CST Road, Kalina, Bandra Kurla Complex, Santacruz East, Mumbai, Maharashtra 400098
Pune	Gurugram	Ahmedabad	Singapore
2nd Floor, Arjun Building, Behind Atur Park, Koregoan Park Road, Koregoan Park, Pune 411001	Vi-John Tower 393, Phase 3, Gurugram – 122016	1st and 2nd Floor, RE11 Ahmedabad Near Vikramnagar, Iscon, Ambli Rd, Ambli, Ahmedabad Gujarat - 380058	250 Orchard Road, #2-00, Design Orchard, Singapore 238905
Malaysia		Hong Kong	Taiwan
Level 5, Tower 8, Avenue 5, Horizon 2, Bangsar South City, Kaula Lumpur, WP Kaula Lumpur, Malaysia - 59200		RM 409, Beverly Comm Centre, Chatham Rd South, Tsim Sha Tsui Hong Kong	14F.-1, No. 163, Sec. 1, Keelung Road, Xinyi District, Taipei City 110058, Taiwan

Organizational Details (GRI 2-1)

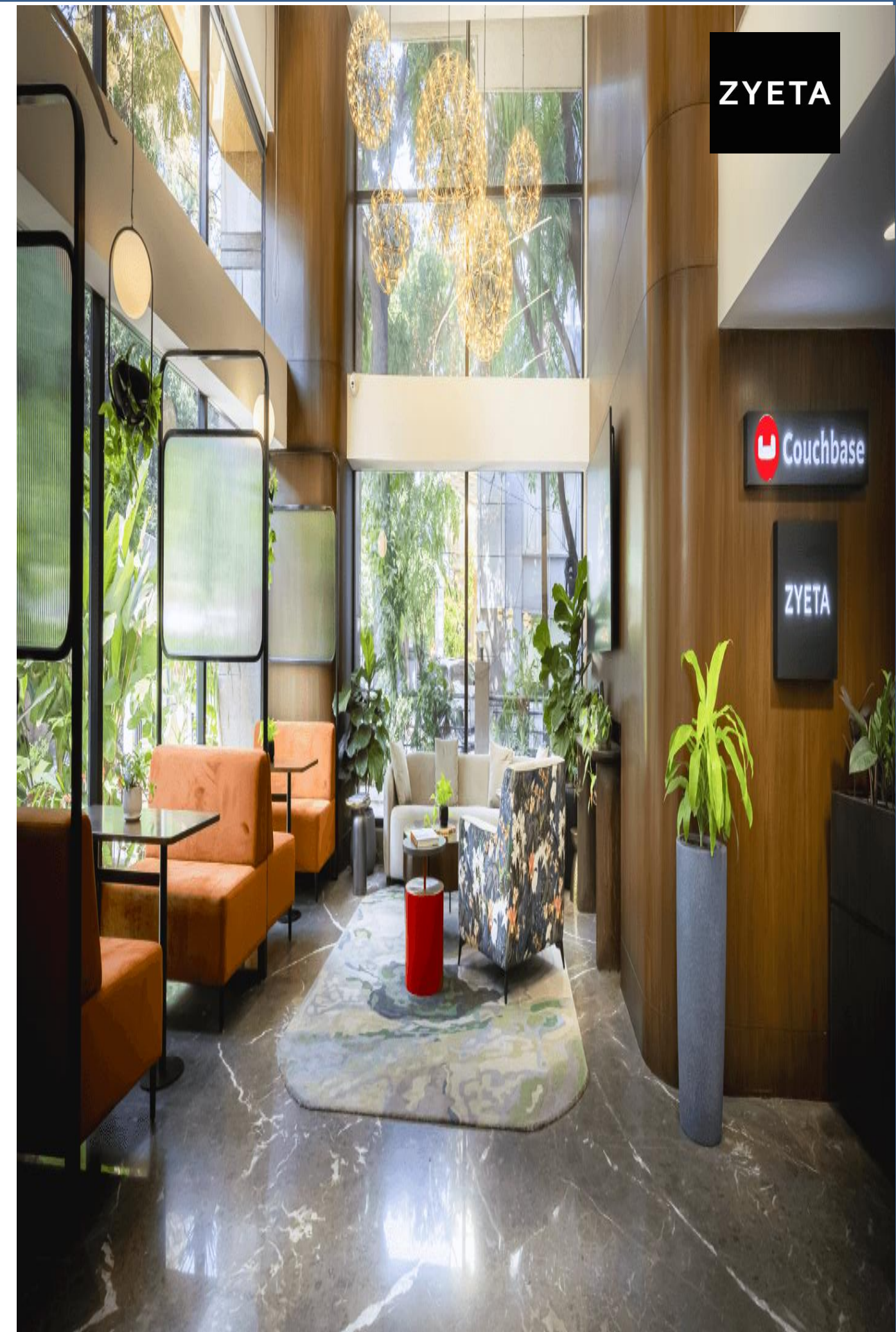
ZYETA Private Limited operates as an integrated workplace design and build firm specializing in office interiors, workplace strategy, sustainability consulting, and turnkey project execution using advanced technologies such as Building Information Modeling (BIM), Virtual Reality (VR), and smart workspace solutions. The company delivers end-to-end workplace transformation services with a strong focus on innovation, sustainability, and functional design. During 2025, ZYETA strengthened its ESG governance framework by implementing environmental initiatives, supplier sustainability programs, employee wellbeing systems, and ethical governance controls. With a workforce of 272 employees, the organization emphasized operational excellence, stakeholder engagement, digitalization, resource efficiency, and sustainable procurement aligned with global ESG expectations and responsible business practices.

Activities, Value Chain and Business Relationships (GRI 2-6)

ZYETA is an integrated workplace design and build firm specializing in office interiors, workplace strategy, sustainability consulting, and turnkey project execution using advanced technologies such as BIM, VR, and smart workspace solutions. Its value chain spans workplace strategy advisory, digital design and BIM-enabled documentation, procurement support, project and construction management, site coordination, and post-project operational assistance. The company works closely with suppliers, contractors, consultants, technology providers, and facility partners to deliver sustainable, high-quality workplace environments. In 2025, ZYETA strengthened its ESG integration by embedding ESG clauses into supplier agreements, conducting supplier ESG assessments, and implementing green procurement practices. These initiatives enhanced ethical sourcing, improved environmental performance across the supply chain, and reinforced transparency, accountability, and operational resilience.

Employees (GRI 2-7)

ZYETA employed 237 employees during the reporting period across its operations as an integrated workplace design and build firm specializing in office interiors, workplace strategy, sustainability consulting, and turnkey project execution using advanced technologies such as BIM, VR, and smart workspace solutions. The workforce supported key functions including architecture, engineering, design development, BIM operations, procurement, sustainability consulting, administration, and other support services. The organization maintained a strong commitment to diversity, equal opportunity, employee engagement, and inclusive workplace practices. Employee welfare was promoted through structured training programs, career development initiatives, employee voice platforms, wellness activities, work-life balance support, and occupational health and safety systems. Retention strategies such as mentoring programs, stress assessment surveys, and flexible work arrangements further contributed to workforce stability and employee satisfaction. During the year, more than 92% of employees received training covering ESG awareness, workplace ethics, health and safety, and professional development topics, reinforcing ZYETA's commitment to building a skilled, responsible, and future-ready workforce.



Governance Structure and Composition (GRI 2-9)

ZYETA maintains a robust governance structure focused on transparency, accountability, ethical business conduct, and ESG integration. During 2025, the company strengthened governance through operational control procedures, cybersecurity measures, supplier governance, preventive maintenance, and safety investigation systems. Regular management reviews, stakeholder engagement, and risk management practices supported sustainable decision-making, regulatory compliance, and long-term organizational resilience.

Role of the Highest Governance Body in Overseeing Impact Management (GRI 2-12)

ZYETA's leadership team oversees ESG risks, sustainability impacts, and ethical business practices through structured governance and regular management reviews. In 2025, leadership strengthened oversight through supplier ESG evaluations, operational controls, climate adaptation planning, accident investigation systems, and employee wellbeing initiatives. Continuous monitoring of safety, energy efficiency, waste reduction, and compliance supported responsible decision-making, operational resilience, and sustainable long-term growth.

Statement on Sustainable Development Strategy (GRI 2-22)

ZYETA is committed to integrating sustainability across operations, project execution, and stakeholder engagement. The company's strategy focuses on environmental stewardship, employee wellbeing, ethical governance, responsible sourcing, and digital innovation. In 2025, ZYETA advanced BIM-enabled sustainable design, energy optimization, waste reduction, climate adaptation, diversity, workplace safety, and cybersecurity initiatives, strengthening ESG integration while creating long-term value for stakeholders and communities.

Policy Commitments (GRI 2-23)

ZYETA established comprehensive ESG-related policies in 2025 covering environmental protection, occupational health and safety, diversity and inclusion, anti-harassment, human rights, supplier sustainability, and ethical governance. The company strengthened operational controls, supplier ESG clauses, and employee awareness programs to support compliance, workplace safety, fair employment, resource efficiency, greenhouse gas reduction, and responsible business practices aligned with its long-term sustainability vision.



Embedding Policy Commitments (GRI 2-24)

ZYETA embeds sustainability commitments into organizational operations through documented procedures, employee training programs, supplier engagement systems, ESG evaluations, internal audits, and management reviews. Policies related to anti-harassment, diversity and inclusion, occupational safety, ethical sourcing, and environmental protection are integrated into operational workflows and project execution processes. Employees receive awareness training on safety, ethics, inclusion, cybersecurity, and sustainability practices. Supplier agreements include ESG clauses to strengthen accountability across the value chain. In 2025, the company conducted responsible sourcing workshops, safety training programs, cybersecurity training, and employee engagement initiatives to reinforce ESG commitments. Through continuous monitoring and stakeholder participation, ZYETA strengthened compliance and operational alignment with sustainability objectives.

Processes to Remediate Negative Impacts (GRI 2-25)

ZYETA maintains structured corrective action systems to identify, investigate, and remediate environmental, social, ethical, operational, and workplace-related concerns. Employee grievance systems, ethics reporting channels, supplier evaluations, safety inspections, and internal audits support timely identification of risks and non-conformities. Management implements corrective and preventive actions through policy revisions, awareness training, process improvements, and operational controls. Continuous monitoring mechanisms help minimize recurring issues while improving organizational accountability, transparency, and sustainability performance across operational and supply chain activities.

Mechanisms for Seeking Advice and Raising Concerns (GRI 2-26)

ZYETA provides multiple reporting and grievance mechanisms including employee voice groups, ethics reporting procedures, workplace complaint systems, cybersecurity reporting channels, and confidential communication platforms. Employees, contractors, suppliers, and stakeholders are encouraged to report workplace concerns, ethical issues, discrimination incidents, safety risks, and compliance violations without fear of retaliation. Governance systems ensure confidentiality, transparent investigations, timely response management, and corrective action implementation. These mechanisms strengthen organizational integrity, accountability, stakeholder trust, and ethical governance practices.





Compliance with Laws and Regulations (GRI 2-27)

ZYETA operates in compliance with applicable environmental, labor, taxation, occupational health and safety, and corporate governance regulations. Internal audits, management reviews, operational controls, and employee awareness programs support legal compliance and risk management. During 2025, the organization recorded zero significant legal violations, regulatory penalties, or environmental non-compliance incidents across operations.

Approach to Stakeholder Engagement (GRI 2-29)

ZYETA engages employees, clients, suppliers, contractors, and regulatory authorities through surveys, feedback systems, ESG workshops, supplier meetings, and management consultations. Stakeholder inputs support sustainability planning, operational improvements, and governance transparency. During 2025, over 85% of strategic suppliers participated in ESG engagement activities, strengthening collaboration, accountability, and responsible business practices.

Process for Identifying Sustainability-Related Impacts Across the Value Chain (GRI 3-1)

ZYETA identified sustainability-related impacts through stakeholder engagement, ESG risk assessments, supplier evaluations, employee surveys, operational reviews, and management consultations across the value chain. Materiality assessments considered environmental, social, governance, and economic impacts associated with workplace design, procurement, project execution, suppliers, and employee wellbeing. During 2025, over 85% of strategic suppliers participated in ESG-related evaluations and sustainability screening processes.

List of Material Topics Relevant to the Organization (GRI 3-2)

ZYETA identified key material topics including energy efficiency, greenhouse gas emissions, waste management, occupational health and safety, employee wellbeing, diversity and inclusion, ethical sourcing, supplier ESG compliance, customer privacy, cybersecurity, governance transparency, and climate resilience. These topics were prioritized based on stakeholder expectations, operational significance, ESG risks, regulatory requirements, and long-term business sustainability objectives during 2025.

Management Approach for Material Topics (GRI 3-3)

ZYETA manages material sustainability topics through ESG policies, operational controls, supplier screening systems, employee awareness programs, safety management systems, energy conservation initiatives, and governance oversight mechanisms. KPIs include 16% carbon intensity reduction, 74% waste segregation, 85% supplier ESG screening, 92% employee ESG training participation, and zero major safety incidents. Management reviews, audits, stakeholder feedback, and performance monitoring support continuous sustainability improvement.

Most Important Environmental Topics

1. Energy Efficiency
2. Carbon Emissions
3. Sustainable Design
4. Green Procurement
5. Waste Management
6. Renewable Energy
7. Water Conservation
8. Climate Resilience
9. Resource Optimization
10. Environmental Compliance

Most Important Social Topics

1. Health & Safety
2. Equity & Social Justice
3. Affordable Housing
4. Community Development
5. Education & Social Mobility
6. Access to Basic Amenities
7. Inclusive Public Spaces.
8. Job Creation & Economic Growth
9. Social Impact Measurement
10. Cultural Preservation

Most Important Governance Topics

1. Ethical Governance
2. Regulatory Compliance
3. Risk Management and Mitigation
4. Transparency and Reporting
5. Corporate Social Responsibility (CSR)
6. Sustainability in Governance
7. Workplace Diversity and Inclusion
8. Internal Audit and
9. Executive Compensation and Incentives
10. Whistleblower Policies.



GOVERNANCE

Direct Economic Value Generated and Distributed (GRI 201-1)

ZYETA continued demonstrating stable economic performance through responsible business growth, sustainable workplace projects, and technology-driven design solutions during 2025. The company generated economic value through workplace strategy consulting, BIM-enabled project execution, sustainability advisory services, interior design, and turnkey workplace implementation projects. Economic value distributed during the reporting year included employee salaries and benefits, supplier payments, operational expenditures, taxes, training investments, health and safety expenditures, and community-oriented sustainability initiatives. The organization strengthened long-term economic resilience through operational efficiency, sustainable procurement systems, digital transformation initiatives, and continuous investment in employee development. By integrating ESG principles into decision-making processes, ZYETA ensured balanced economic growth while supporting environmental stewardship and social responsibility.

Financial Implications and Other Risks and Opportunities Due to Climate Change (GRI 201-2)

ZYETA recognizes climate change as a strategic business challenge and opportunity. The organization evaluates climate-related operational, financial, and project risks through climate impact assessments, carbon evaluations, and adaptation planning systems. Potential risks include energy cost increases, extreme weather disruptions, regulatory changes, material supply interruptions, and client sustainability expectations. The company responds by implementing renewable energy sourcing, energy-efficient workplace design, sustainable material procurement, virtual collaboration systems, and resilient operational planning. Opportunities associated with green building demand, low-carbon design consulting, and sustainable workplace transformation continue to strengthen the company's market position. Climate resilience planning further supports business continuity and long-term stakeholder confidence.

Indirect Economic Impacts (GRI 203)

ZYETA contributed to local economic development through sustainable workplace infrastructure projects, responsible sourcing practices, supplier engagement, and employment generation initiatives. The organization strengthened regional economic growth by collaborating with contractors, consultants, and local suppliers. During 2025, around 72% of procurement spending supported local suppliers and service providers. BIM-enabled operational systems improved project efficiency, reduced waste generation, and supported sustainable infrastructure development, creating long-term social and economic value for stakeholders and local communities.

Significant Indirect Economic Impacts (GRI 203-2)

ZYETA contributes positively to economic and social development through sustainable workplace infrastructure projects, responsible supply chain engagement, employee development initiatives, and ESG-integrated consulting services. By promoting sustainable design, energy efficiency, and resource optimization, the company supports clients in reducing operational costs and improving environmental performance. The organization also contributes to local economic growth through supplier partnerships, contractor engagement, professional skill development, and employment generation. During 2025, ZYETA expanded responsible sourcing initiatives and strengthened supplier sustainability awareness through ESG workshops and supplier evaluations. Digital transformation and BIM-enabled operational systems further improved productivity, project efficiency, and sustainable infrastructure development across client projects.

Procurement Practices (GRI 204)

ZYETA integrated ESG-based procurement systems to improve responsible sourcing and supply chain sustainability. Procurement evaluations considered supplier ESG compliance, environmental certifications, ethical sourcing, quality standards, and operational reliability. During the reporting year, approximately 72% of operational procurement expenditure was directed toward local suppliers. More than 85% of strategic suppliers were screened against ESG criteria. Green purchasing guidelines and supplier sustainability clauses supported ethical procurement practices and reduced environmental and operational risks throughout the supply chain.

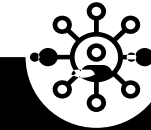
Proportion of Spending on Local Suppliers (GRI 204-1)

ZYETA prioritizes collaboration with local suppliers and service providers to strengthen regional economic development, improve supply chain efficiency, and reduce transportation-related environmental impacts. Procurement systems integrate sustainability considerations including supplier ESG performance, ethical sourcing compliance, material quality, and operational reliability. During 2025, approximately 72% of operational procurement expenditure was directed toward local and regional suppliers. The organization also implemented green purchasing guidelines and supplier ESG clause integration programs to improve responsible procurement practices. Local sourcing initiatives supported reduced logistical emissions, strengthened supplier relationships, and improved project responsiveness while contributing to regional economic sustainability.

Anti-Corruption (GRI 205)

ZYETA maintained strict anti-corruption governance systems supported by ethics policies, integrity audits, supplier verification checks, and employee awareness training. Employees and suppliers were informed about ethical conduct expectations, fraud prevention measures, and grievance reporting systems. During 2025, over 95% of employees completed anti-corruption and ethics awareness training programs. The company recorded zero confirmed incidents of bribery, corruption, or unethical business conduct. Governance oversight and operational controls reinforced accountability, transparency, and responsible business practices across all operations.





Communication and Training About Anti-Corruption Policies and Procedures (GRI 205-2)

ZYETA maintained strong anti-corruption and ethical governance systems throughout the reporting year. Employees, contractors, and suppliers were informed about ethical conduct expectations through code of conduct programs, anti-corruption training, integrity risk assessments, fraud control audits, and supplier integrity checks. Governance systems emphasized transparency, accountability, regulatory compliance, and responsible business behaviour. During 2025, more than 95% of employees completed ethics and anti-corruption awareness training programs. Vendor integrity verification processes and ethical sourcing safeguards further strengthened operational transparency and reduced business risks. Employees were encouraged to report unethical practices through confidential grievance and ethics reporting mechanisms.

Confirmed Incidents of Corruption and Actions Taken (GRI 205-3)

ZYETA implemented preventive governance systems including fraud risk control audits, vendor integrity checks, internal operational controls, management reviews, and compliance assessments to minimize corruption risks. Ethical business practices were reinforced through employee awareness programs and supplier contractual obligations. The company maintained a zero-tolerance approach toward bribery, fraud, unethical conduct, and conflicts of interest. During 2025, no confirmed incidents of corruption or bribery were reported across business operations, supplier relationships, or project execution activities. Continuous governance reviews and operational monitoring supported accountability and ethical decision-making throughout the organization.

Anti-Competitive Behaviours (GRI 206)

ZYETA promotes ethical business conduct and fair market competition through transparent procurement systems, responsible supplier engagement, and integrity-based client relationships. Governance mechanisms support compliance with competition laws, anti-trust regulations, and ethical operational standards. Employees receive guidance regarding ethical conduct and conflict-of-interest management through internal policies and awareness sessions. During the reporting year, the organization recorded zero legal actions, anti-competitive incidents, or anti-trust violations, demonstrating strong governance performance and commitment to responsible business operations.



Legal Actions for Anti-Competitive Behaviours (GRI 206-1)

ZYETA operates with strong ethical governance, transparent procurement practices, and compliance with applicable competition laws. Internal controls, responsible bidding procedures, and employee awareness programs support integrity and fair market conduct. During 2025, ZYETA recorded zero legal actions related to anti-competitive behavior, anti-trust violations, or monopolistic practices, reinforcing its commitment to ethical and responsible business operations.

Tax Governance, Control and Risk Management (GRI 207-2)

ZYETA maintains transparent tax governance systems aligned with applicable statutory and regulatory requirements. Financial controls, internal audits, and management review procedures support responsible tax management and reporting practices. The company ensures timely tax payments, statutory compliance, and accurate financial reporting while integrating accountability and ethical governance principles into financial operations. Risk management systems are implemented to identify and address potential compliance risks associated with taxation and financial reporting obligations. During the reporting period, the organization maintained full compliance with applicable tax regulations and continued strengthening governance transparency through structured operational controls.



ENVIRONMENT

Materials Used by Weight or Volume (GRI 301-1)

ZYETA promotes sustainable material management through BIM-enabled planning, responsible procurement, and resource optimization systems. Eco-friendly, recyclable, reusable, and low-carbon materials are prioritized across workplace projects and operational activities. During 2025, approximately 68% of purchased materials complied with eco-friendly procurement criteria. Vendor ESG evaluations and waste reduction initiatives further supported circular economy practices and environmental sustainability objectives.

Recycled Input Materials Used (GRI 301-2)

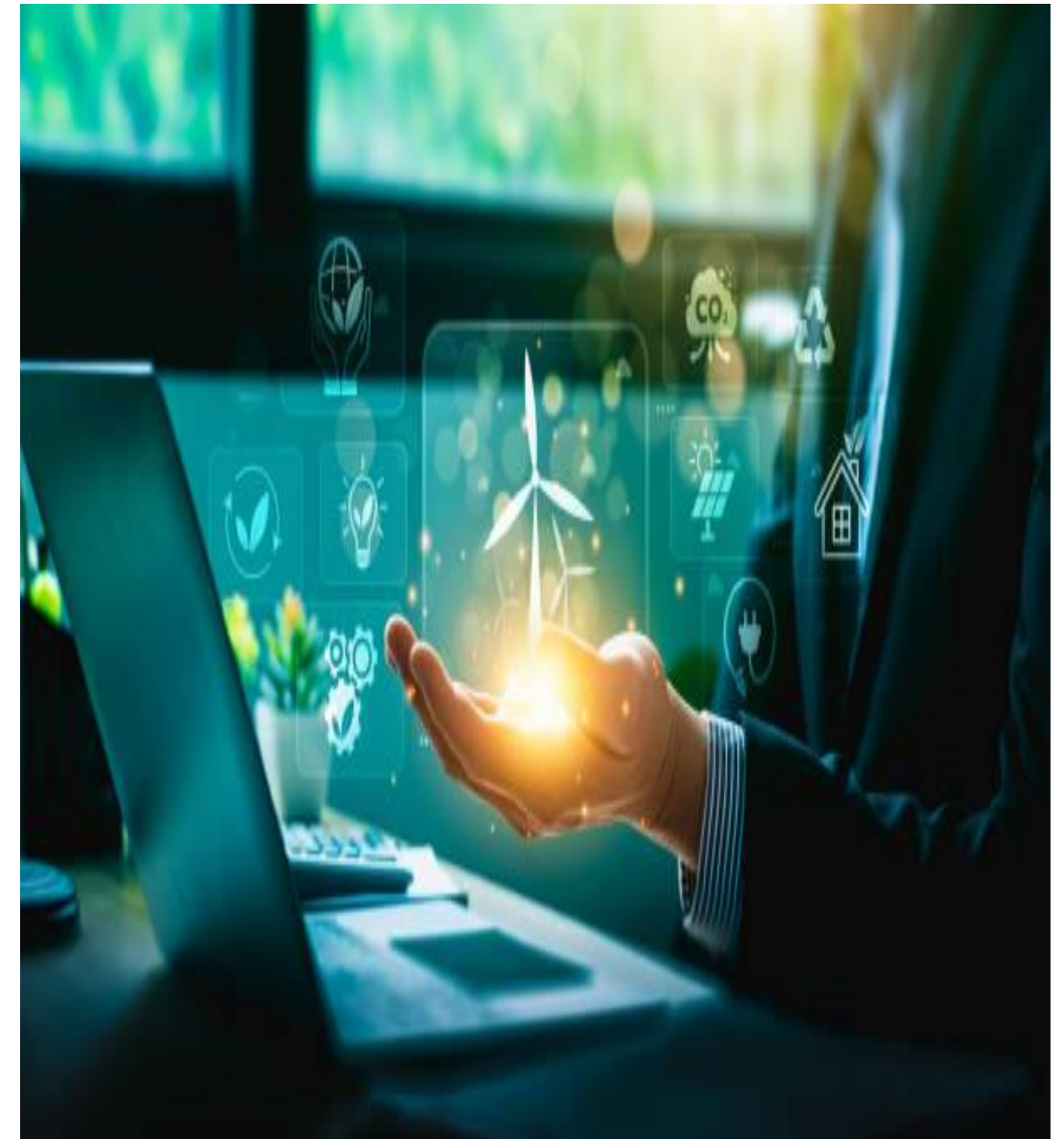
ZYETA promotes the use of recycled and reused materials across workplace operations and project activities. Sustainable sourcing practices, IT hardware reuse, material recovery initiatives, and procurement controls reduced virgin material consumption and unnecessary packaging. During 2025, approximately 32% of office consumables and operational materials contained recycled content or were reused internally, supporting circular economy and sustainable consumption objectives.

Additional Energy Disclosures (GRI 302)

ZYETA implemented energy-efficient workplace systems including low-energy HVAC units, automated lighting controls, digital collaboration platforms, and BIM-enabled energy optimization practices. Renewable energy sourcing and operational monitoring further reduced electricity consumption and carbon emissions. During 2025, operational electricity intensity reduced by approximately 14%, while renewable energy contributed nearly 18% of electricity demand. Around 22% of workplace lighting systems were upgraded to energy-efficient alternatives, supporting long-term climate action and operational sustainability goals.

Energy Consumption within the Organization (GRI 302-1)

ZYETA implemented energy efficiency initiatives including renewable energy sourcing, low-energy HVAC systems, lighting optimization, smart digital infrastructure, and IT energy management programs during 2025. BIM-based planning and virtual collaboration systems reduced operational energy demand and travel-related emissions. Preventive maintenance and energy monitoring improved efficiency. The organization continued integrating low-carbon and energy-efficient solutions into workplace operations and sustainable project development activities.



Reduction of Energy Consumption (GRI 302-4)

During 2025, ZYETA focused on reducing energy consumption through smart operational controls, energy-efficient technologies, and sustainable workplace strategies. Low-energy HVAC systems, automated controls, lighting optimization, and IT infrastructure efficiency programs significantly contributed to reducing energy demand. The company also promoted virtual collaboration and digital coordination to reduce travel requirements and associated energy usage. Preventive maintenance programs ensured equipment operated efficiently while minimizing unnecessary power consumption. BIM-enabled project planning further supported resource optimization and energy-efficient design decisions. Employee awareness programs encouraged responsible energy use within office facilities. These combined initiatives strengthened operational efficiency, reduced greenhouse gas emissions, and supported the company's commitment to sustainable and climate-resilient business operations.

Reductions in Energy Requirements of Products and Services (GRI 302-5)

ZYETA incorporates sustainable design strategies into workplace planning and project execution to reduce energy requirements associated with client facilities and services. BIM-based modeling, energy-efficient HVAC systems, smart workplace technologies, passive design integration, optimized lighting systems, and low-energy infrastructure solutions support reduced operational energy demand across projects. Sustainability consulting and workplace optimization services further enable clients to improve long-term energy efficiency and reduce environmental impacts. During 2025, multiple workplace projects integrated energy-efficient design features and resource optimization practices that contributed to improved operational sustainability outcomes.

Water and Effluents (GRI 303)

ZYETA integrated responsible water management practices into workplace operations and project activities during 2025. Water-efficient fixtures, leakage inspections, preventive maintenance systems, and employee awareness programs supported reduced water wastage and improved resource conservation. Sustainable workplace designs also incorporated water-saving strategies wherever feasible. Periodic monitoring and operational reviews strengthened water efficiency performance. The organization continued promoting responsible water use among employees, contractors, and suppliers to support long-term environmental sustainability and operational efficiency.

Interactions with Water as a Shared Resource (GRI 303-1)

ZYETA recognizes responsible water management as an important aspect of environmental sustainability. Although the organization's operations are primarily office and project-management based, water conservation measures are integrated into workplace operations and project execution practices. Water-efficient fixtures, employee awareness initiatives, preventive maintenance systems, and sustainable workplace design strategies support reduced water consumption. The company also encourages contractors and suppliers to implement responsible water management practices during project activities. Periodic maintenance inspections and operational monitoring systems help identify leaks and inefficiencies, supporting continuous improvement in water resource management.

Water Consumption (GRI 303-5)

During 2025, ZYETA continued implementing workplace conservation initiatives to reduce unnecessary water consumption across office facilities and operational sites. Awareness campaigns encouraged employees to adopt responsible water-use practices including reduced wastage, prompt reporting of leaks, and efficient use of workplace resources. Preventive maintenance programs and leakage inspection reports supported operational efficiency and resource conservation. Water-saving systems integrated into workplace projects further strengthened environmental sustainability objectives. The company remains committed to improving resource efficiency and reducing environmental impacts through sustainable operational practices.

Biodiversity (GRI 304)

ZYETA is an integrated workplace design and build firm specializing in office interiors, workplace strategy, sustainability consulting, and turnkey project execution using advanced technologies such as BIM, VR, and smart workspace solutions. The company's operations have limited direct biodiversity impacts due to its primarily office-based design, consulting, and digital activities. However, ZYETA actively integrates sustainability considerations into its project lifecycle through sustainable procurement, eco-friendly material selection, waste reduction systems, and energy optimization measures to minimize indirect environmental impacts. The use of BIM-enabled workflows, VR-based design reviews, and virtual collaboration tools further reduces unnecessary travel and associated emissions. During 2025, approximately 68% of operational material procurement aligned with environmentally preferable purchasing criteria, supporting responsible sourcing, environmental stewardship, and sustainable urban development outcomes.

Significant Impacts of Activities on Biodiversity (GRI 304-2)

ZYETA is an integrated workplace design and build firm specializing in office interiors, workplace strategy, sustainability consulting, and turnkey execution using BIM, VR, and smart workspace solutions. Its activities include design development, digital planning, and on-site execution, resulting in limited direct biodiversity impacts. However, ZYETA embeds environmental responsibility across all project stages through sustainable procurement, eco-friendly material selection, waste reduction, energy efficiency, and responsible contractor practices. The company leverages BIM-enabled workflows and virtual collaboration tools to optimize design efficiency and reduce travel-related emissions. Through ESG-integrated practices, ZYETA promotes resource efficiency, sustainable construction, and responsible urban development outcomes.

Direct (Scope 1) GHG Emissions (GRI 305-1)

ZYETA's Scope 1 greenhouse gas emissions arise primarily from refrigerant leakage associated with HVAC systems. During FY 2025–26, Scope 1 emissions totaled 1.01 tCO₂e, representing approximately 0.10% of total organizational emissions. The company monitors refrigerant management practices and maintenance activities to minimize fugitive emissions. Preventive maintenance, equipment inspections, and responsible refrigerant handling procedures support emissions reduction efforts. ZYETA continues to evaluate opportunities for lower-emission technologies and improved operational controls. Effective management of direct emissions contributes to climate action objectives and supports the company's commitment to environmental responsibility.

GRI 305-2 Energy Indirect (Scope 2) GHG Emissions

Scope 2 emissions result from purchased electricity consumed across ZYETA's office operations. During FY 2025–26, Scope 2 emissions were reported at 19.51 tCO₂e using the location-based method and applicable grid emission factors. Energy efficiency initiatives including LED lighting, efficient equipment, and smart HVAC controls contribute to reducing electricity consumption. The company continues evaluating renewable electricity opportunities and other strategies to lower indirect emissions. Effective energy management remains an important component of ZYETA's climate strategy and broader sustainability objectives.

Other Indirect GHG Emissions (Scope 3)(GRI 305-3)

ZYETA recognizes that the majority of its greenhouse gas footprint originates from indirect value chain activities. During FY 2025–26, total Scope 3 emissions were 1,012.22 tCO₂e, representing approximately 98.01% of the organization's total carbon footprint. Major contributors included business travel, employee commuting, fuel- and energy-related activities, office waste disposal, and downstream waste activities. The company evaluates Scope 3 emissions in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard and continuously improves data quality, supplier engagement, and emissions monitoring processes. Managing Scope 3 emissions remains a strategic priority for achieving long-term climate objectives and supporting sustainable business growth.

Other Indirect GHG Emissions (Scope 3) – Upstream Activities (GRI 305-3)

ZYETA's upstream Scope 3 emissions represent indirect greenhouse gas emissions occurring across its supply chain before products and services reach operational boundaries. For FY 2025–26, total upstream emissions were 1,011.92 tCO₂e, forming the largest share of the company's carbon footprint. These emissions arise from purchased goods and services, capital goods, upstream transportation and distribution, fuel- and energy-related activities, operational waste, and business travel. The company follows the GHG Protocol Scope 3 Corporate Value Chain Standard, and actively engages suppliers and contractors to improve transparency, promote low-carbon procurement, and drive emissions reduction across the entire value chain.

Other Indirect GHG Emissions (Scope 3) – Downstream Activities (GRI 305-3)

ZYETA's downstream Scope 3 emissions include limited impacts from waste generated after operational activities, primarily food waste from office cafeterias, employee gatherings, and workplace events. During FY 2025–26, downstream waste emissions were calculated at 0.3 tCO₂e, reflecting a very small portion of the overall Scope 3 footprint. Although minimal, the company recognizes the importance of responsible consumption and waste reduction practices. Initiatives such as waste segregation, awareness programs, portion control during office events, and partnerships with authorized waste handlers support reduction efforts. ZYETA continues to encourage employees to minimize food waste and adopt sustainable consumption behaviors aligned with ESG objectives.

Reduction of GHG Emissions (GRI 305-5)

ZYETA reduced greenhouse gas emissions through renewable energy sourcing, route optimization, virtual collaboration systems, energy-efficient infrastructure, and sustainable procurement practices during 2025. Carbon evaluations and climate assessments identified emission reduction opportunities across operations. Employee awareness programs on energy conservation and waste reduction further supported climate action objectives and strengthened environmental sustainability performance.

Waste Generation and Significant Waste-Related Impacts (GRI 306-1)

ZYETA implemented structured waste management systems including waste segregation, recycling, reuse, recovery, and responsible disposal practices during 2025. Color-coded bins, employee awareness programs, and hazardous waste monitoring improved environmental compliance and operational efficiency. Circular economy initiatives and eco-friendly material adoption reduced landfill dependency, minimized waste generation, and strengthened sustainable resource management across operations and projects.

Management of Significant Waste-Related Impacts (GRI 306-2)

ZYETA implemented structured waste management systems to minimize environmental impacts associated with office operations and project activities. Waste segregation procedures, recycling partnerships, packaging reduction initiatives, and responsible disposal systems supported operational sustainability objectives. Employees received awareness training on responsible waste handling and environmental stewardship. During 2025, around 74% of operational waste was segregated for recycling or recovery, while 61% of non-hazardous waste was diverted from landfill through reuse and recycling initiatives.

Waste Generated (GRI 306-3)

ZYETA implemented waste segregation, recycling, packaging optimization, and material reuse initiatives across operations and project activities during 2025. Waste streams were categorized into recyclable, hazardous, organic, and non-recyclable waste using structured disposal systems. Approximately 74% of operational waste was segregated for recycling or recovery, supporting environmental compliance and sustainable waste management practices.

Waste Diverted from Disposal (GRI 306-4)

ZYETA promoted circular economy practices through material reuse, IT hardware refurbishment, packaging reduction, and recycling initiatives during 2025. Reusable office supplies and surplus materials were redirected for secondary use wherever feasible. Approximately 61% of non-hazardous waste was diverted from landfill through recycling, reuse, and recovery programs, strengthening sustainable waste management and environmental performance.

New Suppliers that were Screened Using Environmental Criteria (GRI 308-1)

ZYETA strengthened sustainable procurement through supplier ESG evaluations, green purchasing guidelines, and vendor sustainability policies during 2025. Environmental screening criteria included waste management, environmental compliance, resource efficiency, and eco-friendly material usage. Supplier ESG clauses and responsible sourcing workshops improved accountability and transparency. Approximately 85% of strategic suppliers were screened using environmental sustainability criteria during the reporting period.





SOCIAL

New Employee Hires and Employee Turnover (GRI 401-1)

ZYETA employs approximately 272 employees across domestic and international offices covering design, engineering, sustainability consulting, project delivery, procurement, administration, and technology functions. The organization promotes fair recruitment, transparent onboarding, workforce planning, and employee retention practices aligned with ESG and human capital priorities. Hiring practices emphasize competency, diversity, technical expertise, workplace inclusion, and equal opportunity. Employee turnover is monitored through HR systems to identify workforce trends, organizational capability requirements, and retention opportunities. Workforce development, flexible work arrangements, wellbeing initiatives, and collaborative organizational culture support talent attraction and long-term employee engagement.

Benefits Provided to Full-Time Employees (GRI 401-2)

ZYETA provided comprehensive employee benefits focused on wellbeing and responsible employment practices. Employees received health and safety support, wellness programs, flexible work arrangements, grievance mechanisms, training, mentoring, and professional development opportunities. In 2025, over 95% of employees participated in wellness, training, or engagement initiatives, strengthening workplace satisfaction, collaboration, and overall employee wellbeing.

Occupational Health and Safety Management System (GRI 403-1)

ZYETA maintains an occupational health and safety framework designed to support safe workplace operations, risk prevention, employee wellbeing, and regulatory compliance. Safety systems address office operations, workplace ergonomics, project activities, hazard identification, accident investigation, preventive controls, and continuous monitoring. Health and safety governance includes management oversight, safety responsibilities, employee awareness, reporting procedures, and risk mitigation measures. The company's KPI framework targets zero reportable incidents, strengthened ergonomics, stress reduction, and proactive workplace safety management across all operational offices and project environments.

Worker Training on Occupational Health and Safety (GRI 403-5)

During 2025, ZYETA prioritized safety awareness and employee competency development through regular training on workplace hazards, emergency response, ergonomics, contractor safety, and ESG compliance. Toolbox talks, workshops, mentorship, and risk assessment training strengthened employee awareness. Continuous learning initiatives and preventive safety practices supported a proactive workplace safety culture aligned with international standards.



Promotion of Worker Health (GRI 403-6)

ZYETA prioritizes employee wellbeing through wellness initiatives, health awareness programs, ergonomic workplace systems, stress management activities, and work-life balance support measures. Employees received access to health consultations, wellness workshops, emergency preparedness awareness, and occupational health support. Flexible work arrangements and employee engagement initiatives further strengthened workplace wellbeing. During 2025, more than 95% of employees participated in at least one wellness, engagement, or occupational health awareness initiative conducted by the organization.

Work-Related Injuries (GRI 403-9)

ZYETA's workplace safety program emphasizes prevention of occupational injuries through safety controls, training, risk identification, ergonomic management, operational supervision, and incident monitoring systems. According to organizational KPI records, the company reported zero work-related accidents and zero reportable incidents during the reporting period. Safety performance is supported through workplace assessments, preventive maintenance, employee awareness, hazard mitigation measures, and structured management oversight. Continuous monitoring helps strengthen safety culture and maintain high occupational health performance standards across offices and operational environments.

Average Hours of Training per Employee (GRI 404-1)

ZYETA continued investing in employee capability development and professional learning during 2025 through structured training programs, workshops, and mentorship initiatives. Training programs covered safety management, cybersecurity awareness, ESG integration, responsible sourcing, sustainability practices, career development, digital tools, and operational excellence. Employees participated in job shadowing programs, responsible sourcing workshops, career skills development sessions, and sustainability awareness initiatives to strengthen professional competencies. The company also supported internal advancement opportunities and mentorship programs to encourage continuous learning and leadership development. Through its people-centered learning culture, ZYETA enhanced workforce skills, operational performance, employee engagement, and long-term organizational sustainability.

Programs for Upgrading Employee Skills and Transition Assistance Programs (GRI 404-2)

The organization invests in workforce development through structured learning initiatives including information security training, ESG workshops, sustainability awareness sessions, responsible sourcing programs, digital capability development, and technical competency enhancement. Employee education supports innovation, project quality, sustainability integration, compliance performance, and operational excellence. ZYETA's KPI program targets 100% participation in employee information security training, demonstrating commitment toward workforce capability strengthening and organizational resilience.

Percentage of Employees Receiving Regular Performance and Career Development Reviews (GRI 404-3)

ZYETA promotes continuous employee growth through structured appraisal systems, mentoring programs, career development planning, and professional training initiatives. Performance evaluations are conducted periodically to assess competency development, career progression, technical skills, and employee engagement. Feedback mechanisms and learning opportunities support workforce capability enhancement and succession planning. During 2025, approximately 94% of employees received formal performance and career development reviews, reinforcing employee engagement and long-term workforce development objectives.

Diversity of Governance Bodies and Employees (GRI 405-1)

ZYETA remains committed to promoting diversity, equity, inclusion, and equal opportunity across its workforce and workplace culture. The company implemented inclusive workplace agreements, diversity and inclusion education programs, bias-free hiring initiatives, disability inclusion programs, and anti-discrimination policies to strengthen social sustainability. Employee resource groups and equality reporting systems encouraged participation, collaboration, and inclusive engagement throughout the organization. Recruitment and career advancement processes emphasized fair treatment, equal opportunity, and respect for diverse backgrounds and perspectives. Through structured diversity initiatives and awareness programs, ZYETA fostered an inclusive work environment where employees feel valued, respected, and empowered to contribute toward organizational success and sustainable growth.

Ratio of Basic Salary and Remuneration of Women to Men (GRI 405-2)

ZYETA maintains equal opportunity and fair remuneration practices across all operational functions. Compensation structures are based on qualifications, experience, skills, and performance without discrimination based on gender or background. Governance controls and HR review systems support fairness, transparency, and pay equity across workforce categories. During 2025, the organization maintained equitable remuneration practices across comparable roles while continuing to strengthen diversity, inclusion, and equal opportunity initiatives throughout the workplace.

Incidents of Discrimination and Corrective Actions Taken (GRI 406-1)

ZYETA maintains a zero-tolerance approach toward discrimination, harassment, unequal treatment, and workplace exclusion. Governance systems support fair treatment, grievance management, employee awareness, corrective action procedures, and inclusive organizational culture. KPI disclosures indicate zero reported discrimination incidents, zero harassment cases, and 100% equal treatment compliance during the reporting period. Workplace governance mechanisms reinforce accountability, respect, transparency, and ethical conduct across all employee interactions and organizational operations.

Security Personnel Trained in Human Rights Policies (GRI 410-1)

ZYETA ensures that workplace security and operational safety practices align with ethical conduct and human rights expectations. Security-related responsibilities are managed through access control systems, emergency procedures, visitor management protocols, and employee awareness programs. Personnel involved in operational security activities are informed about workplace conduct standards, confidentiality obligations, anti-harassment expectations, and emergency response procedures. The organization promotes respectful treatment of employees, visitors, contractors, and stakeholders while maintaining secure operational environments. Governance oversight and monitoring systems support accountability and compliance with organizational policies.

Human Rights Assessment (GRI 412)

ZYETA integrated human rights principles into workplace operations, employee engagement systems, supplier management, and governance practices. Employees participated in awareness sessions covering diversity, inclusion, non-discrimination, ethical sourcing, and workplace respect. Human rights considerations were also included within supplier ESG evaluations and operational policies. During the reporting period, over 90% of employees received human rights, ethics, or workplace conduct awareness training. The company maintained zero confirmed incidents of discrimination, harassment, or retaliation during 2025..

Employee Training on Human Rights Policies or Procedures (GRI 412-2)

ZYETA implemented awareness and training initiatives related to diversity, inclusion, non-discrimination, workplace respect, external stakeholder rights, ethical sourcing, and anti-harassment practices during 2025. Employees participated in workshops, onboarding sessions, policy awareness programs, and ESG training activities to strengthen understanding of organizational values and human rights expectations. Human rights principles were integrated into supplier engagement systems, employee welfare programs, and governance practices. During the reporting period, more than 90% of employees received awareness communication or training associated with workplace ethics, equality, and responsible conduct.

Operations with Local Community Engagement, Impact Assessments, and Development Programs (GRI 413-1)

ZYETA integrates community engagement and social responsibility into its ESG framework through sustainable workplace design, responsible project execution, stakeholder collaboration, and sustainable procurement practices. The company promotes healthy, resource-efficient environments, supports local economic development, enhances user wellbeing, and strengthens community resilience through continuous engagement, sustainability awareness, and responsible operational practices.

New Suppliers that were Screened Using Social Criteria (GRI 414-1)

ZYETA implemented responsible supplier management through ESG evaluations, ethical sourcing assessments, supplier integrity checks, and contractual sustainability requirements. The company promoted fair labor practices, workplace safety, diversity, and human rights compliance through supplier engagement, workshops, and continuous monitoring, strengthening supply chain transparency, minimizing social risks, and supporting sustainable procurement objectives.

Negative Social Impacts in the Supply Chain and Actions Taken(GRI 414-2)

ZYETA integrates social responsibility criteria into supplier onboarding and performance monitoring processes. Suppliers are evaluated on labor rights, workplace safety, ethical conduct, diversity, non-discrimination, and regulatory compliance. Suppliers identified with improvement areas are provided awareness guidance and monitored through corrective action systems. During 2025, 83% of strategic suppliers underwent social sustainability assessments. The organization recorded zero confirmed cases of child labor, forced labor, or serious human rights violations within its active supplier network.

Customer Health and Safety (GRI 416)

ZYETA integrates health, safety, ergonomics, and sustainability considerations into workplace design and project execution activities. BIM-enabled project planning, ergonomic workspace optimization, indoor environmental quality assessments, and sustainable material evaluations supported healthier and safer workplace environments for clients and end-users. Operational reviews and project monitoring systems strengthened compliance with safety and sustainability objectives. During 2025, the organization recorded zero customer health and safety complaints or project-related safety non-compliance incidents.

Assessment of the Health and Safety Impacts of Product and Service Categories (GRI 416-1)

ZYETA integrates health, safety, ergonomics, and sustainability into workplace design and project execution through BIM-based planning, ergonomic optimization, indoor environmental quality assessments, sustainable material evaluations, and safety-focused controls. These practices support healthier, safer, and resource-efficient workplaces while improving operational efficiency and aligning infrastructure development with ESG and sustainable workplace principles.

Requirements for Product and Service Information and Labeling (GRI 417-1)

ZYETA ensures transparent and responsible communication regarding workplace design, sustainability consulting, and project execution services. Clients receive relevant information on sustainability integration, energy efficiency, material selection, and workplace performance objectives. Internal review and quality assurance processes support accurate ESG-related communication, resource optimization guidance, ergonomic planning, and reliable project compliance information for stakeholders.

Incidents of Non-Compliance Concerning Marketing Communications (GRI 417-3)

ZYETA maintains ethical marketing and communication practices through transparent, accurate, and responsible stakeholder engagement. Internal governance and review systems ensure compliance of sustainability claims, workplace performance information, and client communications. Employees follow ethical communication standards, and during 2025, the company recorded zero incidents related to misleading marketing or customer information non-compliance.

Expanded Cybersecurity and Data Privacy Management(GRI 418)

ZYETA strengthened cybersecurity and digital governance through enhanced IT security systems, firewall protection, data access controls, backup management, breach response procedures, and cybersecurity training. Regular employee awareness programs, vendor security audits, and secure cloud collaboration practices minimized digital risks. During 2025, the company recorded zero major cybersecurity breaches, ransomware incidents, or customer data leakages.

Customer Privacy and Data Protection(GRI 418- 1)

ZYETA recognizes information security, customer privacy, digital protection, and secure data management as critical governance priorities. Cybersecurity measures include access control mechanisms, secure information management practices, third-party data protection controls, employee awareness training, and structured policy implementation. KPI performance indicates zero confirmed information security incidents, 100% access control implementation, and full third-party data protection coverage during the reporting period. Strong digital governance supports stakeholder trust, regulatory alignment, confidentiality protection, and operational resilience.

Sustainability Performance Data

(01st April 2025 to 31st March 2026)

S.No	Topic	Commitment	KPI	Unit	Measure
1	Information Security	Protect organizational information assets	Number of confirmed information security incidents	Count	0
2	Access Control	Strengthen cybersecurity controls	Percentage of systems with access control mechanisms	%	100
3	Third-Party Data Protection	Secure supplier and partner data	Percentage of third-party data protected under policy	%	100
4	Employee Information Security Awareness	Build cybersecurity capability	Percentage of employees trained on Information Security	%	100
5	Environmental Advocacy	Promote environmental awareness	Environmental services and advocacy activities	Count	7
6	Stakeholder Sustainability Awareness	Increase environmental outreach	Percentage of stakeholders reached through awareness programs	%	100
7	Occupational Health & Safety	Ensure safe workplace	Employee health and safety incidents	Count	0
8	Workplace Safety	Prevent occupational accidents	Number of work-related accidents	Count	0
9	Ergonomics & Employee Wellbeing	Reduce musculoskeletal disorders	Number of WRMSD cases reported	Count	0
10	Employee Mental Health	Minimize work-related stress	Percentage of employees reporting work-related stress	%	0
11	Ergonomic Workplace	Improve workstation design	Percentage of ergonomic improvements implemented	%	100
12	Diversity & Inclusion	Prevent discrimination	Discrimination incidents or corrective actions	Count	0
13	Equal Opportunity	Promote fair treatment	Equal Opportunity & Fair Treatment incidents	Count	0
14	Harassment-Free Workplace	Maintain respectful workplace	Number of harassment cases reported	Count	0
15	Workplace Equity	Ensure equal handling of cases	Percentage of cases treated equally	%	100
16	Anti-Money Laundering Awareness	Improve AML understanding	Percentage of employees aware of AML definition	%	100
17	Anti-Money Laundering Compliance	Prevent money laundering	Number of confirmed money laundering cases	Count	0
18	Compliance Culture	Strengthen AML adherence	Percentage of employees adhering to AML framework	%	100
19	Climate Action – Scope 1	Reduce direct emissions	Total gross Scope 1 GHG emissions	MT CO ₂ e	1.01
20	Climate Action – Scope 2	Reduce purchased electricity emissions	Total gross Scope 2 GHG emissions	MT CO ₂ e	19.513
21	Climate Action – Scope 3	Reduce value chain emissions	Total gross Scope 3 GHG emissions	MT CO ₂ e	1012.22
22	Downstream Emissions	Track downstream footprint	Scope 3 Downstream emissions	MT CO ₂ e	0.3
23	Upstream Emissions	Track supplier emissions	Scope 3 Upstream emissions	MT CO ₂ e	1011.92
24	Total Carbon Footprint	Measure organizational emissions	Total GHG emissions	tCO ₂ e	1032.743
25	Climate Awareness	Strengthen climate knowledge	Percentage of employees trained on Climate Action	%	100
26	Social Dialogue	Promote employee participation	Social Dialogue meetings	Count	10
27	Labor Relations	Formalize dialogue mechanisms	Percentage of formal social dialogue meetings conducted	%	100
28	Workforce Representation	Improve employee representation	Percentage of workforce covered by representatives	%	71
29	Collective Bargaining	Support labor rights	Employees under collective bargaining agreements	%	100

Sustainability Performance Data

(01st April 2025 to 31st March 2026)

S.No	Topic	Commitment	KPI	Unit	Measure
30	Career Development	Support employee growth	Career management and training participation	%	100
31	Learning & Development	Enhance skills development	Average hours of training per employee	Hours	17.05
32	Recruitment	Ensure transparent hiring	Positions filled through structured recruitment	%	100
33	Talent Development	Promote internal mobility	Employees promoted internally	%	24
34	Career Planning	Strengthen workforce development	Employees with career plans	%	100
35	Fraud Prevention	Prevent fraud	Number of confirmed fraud cases	Count	0
36	Digital Integrity	Prevent cyber fraud	Number of data/digital fraud incidents	Count	0
37	Human Rights	Protect external stakeholders	External stakeholder human rights incidents	Count	0
38	Labor Standards	Encourage labor compliance	Stakeholders compliant with labor standards	%	0
39	Grievance Awareness	Strengthen stakeholder awareness	Stakeholders aware of grievance mechanism	%	100
40	Stakeholder Safety	Protect external parties	Stakeholder-related safety incidents	Count	0
41	Working Conditions	Ensure fair employment	Working Conditions compliance	%	100
42	Pay Equity	Maintain fair compensation	Compensation ratio (highest to median pay)	Ratio	2.7
43	Fair Wages	Ensure equitable remuneration	Employees receiving fair wages	%	100
44	Flexible Work	Promote work-life balance	Employees using flexible arrangements	%	100
45	Overtime Management	Fair overtime compensation	Overtime compensated	%	100
46	Ethics Training	Promote ethical conduct	Employees trained on business ethics	%	100
47	Anti-Corruption	Prevent corruption	Number of confirmed corruption incidents	Count	0
48	Risk Management	Improve governance oversight	Number of risk assessments conducted	Count	2
49	Employee Development	Formal capability building	Employees trained under formal programs	%	100
50	Sustainable Procurement	Strengthen supplier sustainability	Suppliers covered by sustainability assessment	%	100
51	Sustainable Procurement Training	Train procurement teams	Buyers trained on sustainable procurement	%	100
52	Supplier Governance	Strengthen supplier ethics	Suppliers signing supplier code of conduct	%	100
53	Supplier Audits	Monitor supplier ESG performance	Suppliers covered by sustainability on-site audit	%	100
54	Supplier Improvement	Support corrective action	Audited suppliers engaged in corrective actions	%	100
55	Labor Rights in Supply Chain	Protect freedom of association	Suppliers allowing association rights	%	100
56	Supplier ESG Integration	Embed ESG in contracts	Supplier contracts with ESG clauses	%	100
57	Whistleblower Protection	Encourage ethical reporting	Reports related to whistleblower procedure	Count	0
58	Code of Ethics	Strengthen ethical behavior	Employees complying with code of ethics	%	100

Sustainability Performance Data

(01st April 2025 to 31st March 2026)

ZYETA

S.No	Topic	Commitment	KPI	Unit	Measure
59	Regulatory Compliance	Maintain legal compliance	Compliance with applicable laws	%	100
60	Responsible Supply Chain	Strengthen supplier ESG contracts	Supplier contracts including environmental/labor/human rights clauses	%	100
61	Environmental Supplier Compliance	Improve supplier sustainability	Suppliers complying with environmental standards	%	100
62	Supplier Assessment	Expand ESG monitoring	Suppliers assessed	%	100
63	Supplier Risk Awareness	Improve risk understanding	Suppliers aware of risks	%	100
64	Water Management	Monitor water usage	Waste Water	Liters	8742
65	Hazardous Waste Management	Control hazardous waste	Total hazardous waste generated	Kgs	1755
66	Non-Hazardous Waste	Reduce waste generation	Total non-hazardous waste	Kgs	3215
67	Waste Recovery	Increase circularity	Total waste recovered	Kgs	964
68	Sustainable Materials	Improve material sustainability	Eco-friendly materials used	%	43
69	Waste Awareness	Strengthen waste reduction culture	Employees trained on Waste Reduction	%	100
70	Human Rights Protection	Eliminate exploitation	Child labor, forced labor, trafficking cases	Count	0
71	Worker Freedom	Ensure unrestricted employment	Employees reporting no restriction	%	100
72	Vulnerable Worker Protection	Protect at-risk workers	Vulnerable workers protected	%	100
73	Conflict of Interest Governance	Strengthen disclosures	Employees submitting disclosures	%	100
74	Conflict of Interest Compliance	Improve awareness	Conflict of interest incidents	Count	0
75	Conflict Awareness	Increase policy understanding	Awareness on conflict of interest policy	%	100
76	Energy Management	Improve efficiency	Energy consumption and GHGs	kWh	43,134
77	Renewable Energy	Increase clean energy use	Total renewable energy consumption	kWh	0
78	Energy Efficiency	Reduce electricity demand	Reduction in lighting energy usage	%	32
79	Energy Awareness	Improve employee engagement	Employees aware of energy consumption	%	100
80	Diversity & Inclusion	Increase minority representation	Employees from minority/vulnerable groups	%	17
81	Leadership Diversity	Improve representation	Minority/vulnerable groups in top management	%	8
82	Gender Diversity	Increase women participation	Women employed in organization	%	29
83	Women Leadership	Improve gender leadership balance	Women at top management level	%	9
84	Board Diversity	Strengthen governance diversity	Women within board	%	6
85	Pay Equality	Eliminate gender gap	Average unadjusted gender pay gap	%	0

GRI INDEX



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INDEPENDENT ASSURANCE STATEMENT

This CSR report has been independently verified by BMQR, a third-party assurance provider, in accordance with AA1000AS v3 and ISO 17029:2019. The assurance engagement covered a Type 2 assurance of the information and data disclosed within this report.

The scope of the assurance included verifying the accuracy, completeness, and reliability of the disclosures made under all relevant sections of the GRI Standards. The assurance provider conducted the engagement based on applicable assurance principles and issued an assurance statement confirming the integrity of the disclosed information.

Name of Assurance Provider : BMQR Certifications Pvt Ltd,
Standard Used : AA1000AS v3, ISO 17029:2019 and GRI.
Type of Assurance : Type 2
Web URL : www.bmqrassurance.com



Authorized Representative (Assurer)

Name : S. Elango
Designation : Associate Certified Sustainability Assurance Practitioner (AA 1000)
Certificate No : AA1000 (ACSAP) C.N: A09122401
Signature : 