

brillio



Environment, Social, Governance

ESG

Report

2024

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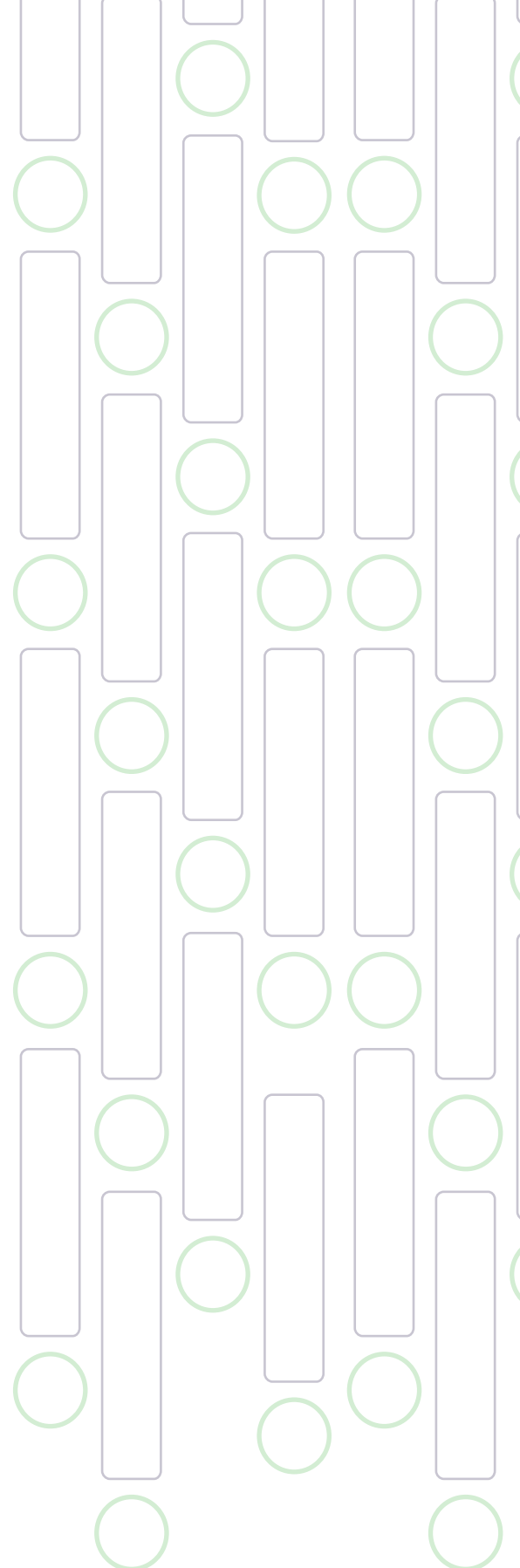
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Introduction

Purpose and Scope of the Report

This report outlines Brillio's sustainability vision, actions, and performance for the reporting period of 2024. The objective of this report is to provide transparent and accountable disclosure of how sustainability is integrated into our business strategy, operations, and value creation model.

Prepared with reference to the GRI Standards 2021, this report focuses on topics that represent our most significant sustainability impacts and align with the priorities of our stakeholders. It encompasses both narrative and data-driven insights across key ESG domains, including:

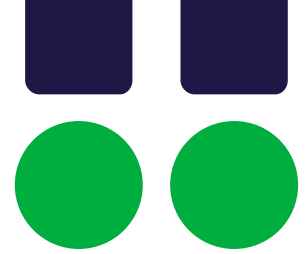
- **Environmental Performance:**
Energy efficiency, greenhouse gas emissions, water stewardship, waste management, and our transition toward carbon neutrality and long-term net-zero goals.
- **Social Impact:**
Employee well-being, diversity, equity, and inclusion (DEI), community outreach, and future-ready talent development.
- **Governance Excellence:**
Business ethics, data privacy and security, stakeholder engagement, and enterprise risk management.



The scope of this report covers Brillio's global operations, with specific emphasis on high-impact regions such as India and the United States, where many of our sustainability milestones have been achieved. Wherever applicable, the report includes reasoned estimates or assumptions, which are disclosed transparently alongside the data. Brillio publishes its sustainability or ESG report annually. For any queries or clarifications related to this ESG Report, please contact <mailto:brillio.sustainability@brillio.com>.

About Our Organization

Founded in 2014 as a full service digital transformation services and consulting firm, Brillio enables rapid innovation and growth for global enterprises by blending deep consulting expertise with cutting edge technology solutions. Leveraging strengths in customer experience transformation, data analytics, artificial intelligence (AI), platform and product engineering, cloud infrastructure, and security, Brillio empowers clients to design digital products, build scalable service platforms, and drive smarter, data driven performance.



Headquartered in the U.S. (Santa Clara, CA / Dallas, TX) with over 15 locations worldwide—including India, Mexico, Romania, the UK, Canada, and more—Brillio employs an international team of nearly 6,000 professionals committed to innovation, diversity, and client success.

In 2025, Brillio opened a strategic innovation hub in New York City, strengthening its presence in the Northeast and enhancing proximity to major verticals such as banking, FinTech, healthcare, media, and retail.

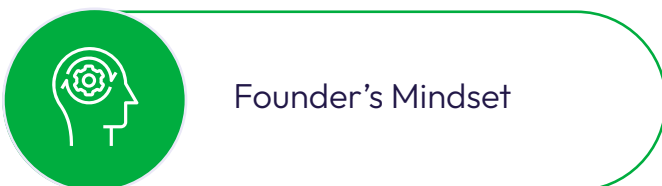
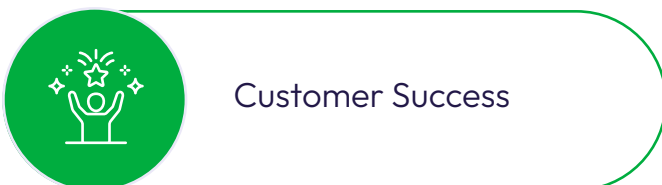
With its digital-native foundation, Brillio leads through a technology-first approach, enabling transformative outcomes for Fortune 1000 companies and enterprises worldwide. Its core service offerings are structured around five strategic pillars:

- Customer Experience Transformation
- Data & Artificial Intelligence
- Product & Platform Engineering
- Digital Transformation Consulting
- Infrastructure, Cloud & Security

Brillio's unique value lies in the integration of deep industry expertise with advanced capabilities in cloud, AI, mobility, and IoT—helping clients reimagine and accelerate their digital futures. Its commitment to innovation is reflected in proprietary platforms and accelerators such as brillioOne.ai, an AI-powered platform that received the Gold Stevie Award in 2025.

Our Purpose, Promise, and Principles

The company's culture is anchored in four core values:





Brillio has been certified as a Great Place to Work in both India and the United States since 2021, reflecting its commitment to a high-performing, inclusive workplace. Its Diversity, Equity, and Inclusion (DEI) efforts are championed through initiatives like ONE Brillio and WINSPIRE, supporting equity and advancing women in leadership.

Brillio's ability to scale responsibly, innovate continuously, and deliver purpose-driven impact has established it as a trusted digital transformation partner across industries and geographies.

Purpose: At Brillio, our purpose is to transform lives through digital innovation-responsibly and inclusively. We believe that technology when guided by purpose, can be a powerful force for solving some of the world's most pressing environmental and social challenges. As we accelerate digital transformation for our clients, we are equally committed to ensuring our growth is aligned with sustainable, equitable progress for people and the planet



Promise: We promise to embed sustainability into every aspect of our operations, culture, and client engagements. Through our flagship programs-Green Smiles and Bringing Smiles-we address climate action and community impact with urgency and intention. We also uphold the highest standards of governance, ethics, and transparency. Brillio's sustainability promise is rooted in action, driven by data, and aligned with globally recognized frameworks such as the UN Sustainable Development Goals (SDGs), the GRI Standards, and the Science Based Targets initiative (SBT).



Principles: Brillio's sustainability strategy is built on four core principles. We act with responsibility, ensuring every decision considers the long-term impact on natural and digital resources. We uphold equity by promoting diversity, inclusion and equal opportunity across our organization. With integrity, we maintain high standards of ethics, governance, and compliance, supported by our ESG policies, Code of Conduct, and transparent reporting. Through collaboration, we engage with clients, employees, partners, and communities to co-create sustainable solutions and amplify collective impact.



CEO's

MESSAGE

At Brillio, our mission is to transform lives through digital innovation extends beyond business—it defines how we serve communities and pursue purposeful growth.

Since our founding in 2014, sustainability has been embedded in our DNA. We believe that true progress comes from a steadfast commitment to environmental responsibility, social equity, and ethical governance. These principles continue to shape how we help clients build agile, intelligent, and inclusive enterprises.

As we mark our eleventh year, our focus remains on creating meaningful impact. Our flagship initiative, Bringing Smiles, launched in 2015, has empowered over 25,00,000 underserved students through more than 65,000 volunteer hours. By bridging the STEM opportunity gap, we're nurturing the next generation of innovators.

For a company of our size and age, this is a significant achievement—but we're only just beginning. With the same passion and precision that drive our business, we committed to empowering 1 million underserved students by 2030.

Bringing Smiles is more than a program - it embodies the soul of Brillio and our belief that technology, when guided by purpose, can help create a more inclusive and equitable world.



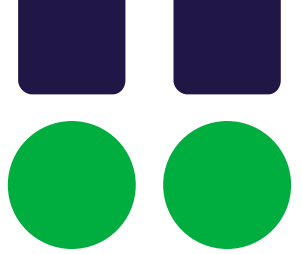
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Raj Mamodia

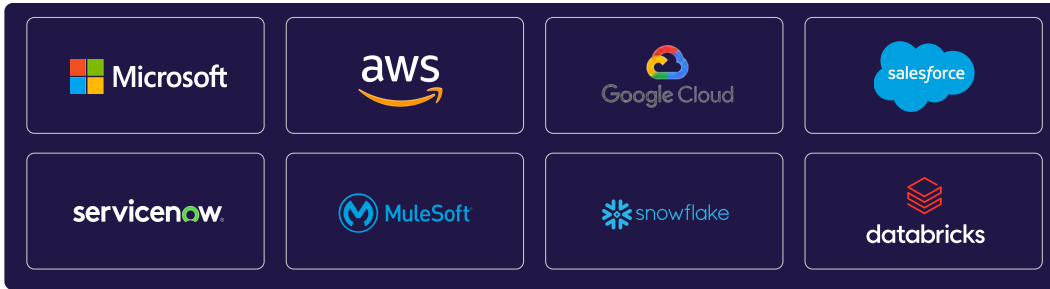
Founder, CEO & Chairman, Brillio



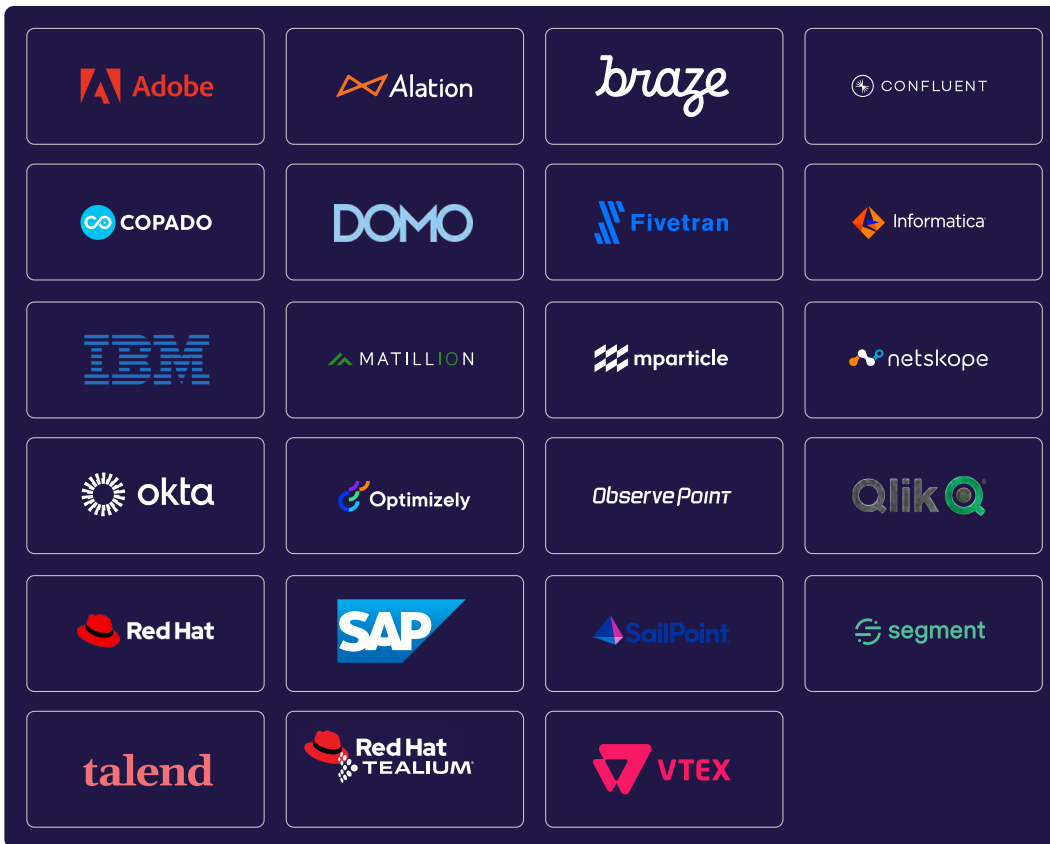
PARTNERSHIPS



Strategic Partnership



Partner Ecosystem





MATERIALITY

The materiality assessment was developed to evaluate how Brillio’s current performance affects its key stakeholders and aligns with their expectations for the organization’s long-term growth and direction. As part of this process, Brillio systematically identified and prioritized stakeholders to ensure their perspectives were accurately and meaningfully represented.

The materiality assessment serves as a strategic platform for dialogue, enabling Brillio to capture valuable stakeholder insights and expectations. Looking ahead, Brillio intends to enhance the depth and frequency of its engagement initiatives across all stakeholder groups, ensuring their perspectives continue to inform and shape the company’s sustainability agenda. The material topics are listed below

ENVIRONMENT



Energy



Waste



Emission



Supply Chain Sustainability

SOCIAL



Labor Practices



Training & Development



Recruitment & Retention



Health & Safety



CSR



DEI



Employee Benefits

GOVERNANCE



Corporate Governance



Ethics



Anti Corruption



Risk & Management



Customer Privacy & Data Security

In addition to our environmental initiatives, we are deeply committed to social responsibility. Brillio’s social responsibility is epitomized by our “Bringing Smiles” program, a global Corporate Social Responsibility (CSR) initiative focused on fostering STEM education and career development among underserved children.

Our interactions with customers, colleagues, partners, and communities are guided by positive intent and compassionate ethos. By placing care, empathy, and consideration for others at the heart of every thought and deed, we strive to create a positive, productive, and supportive environment where people feel valued and respected.

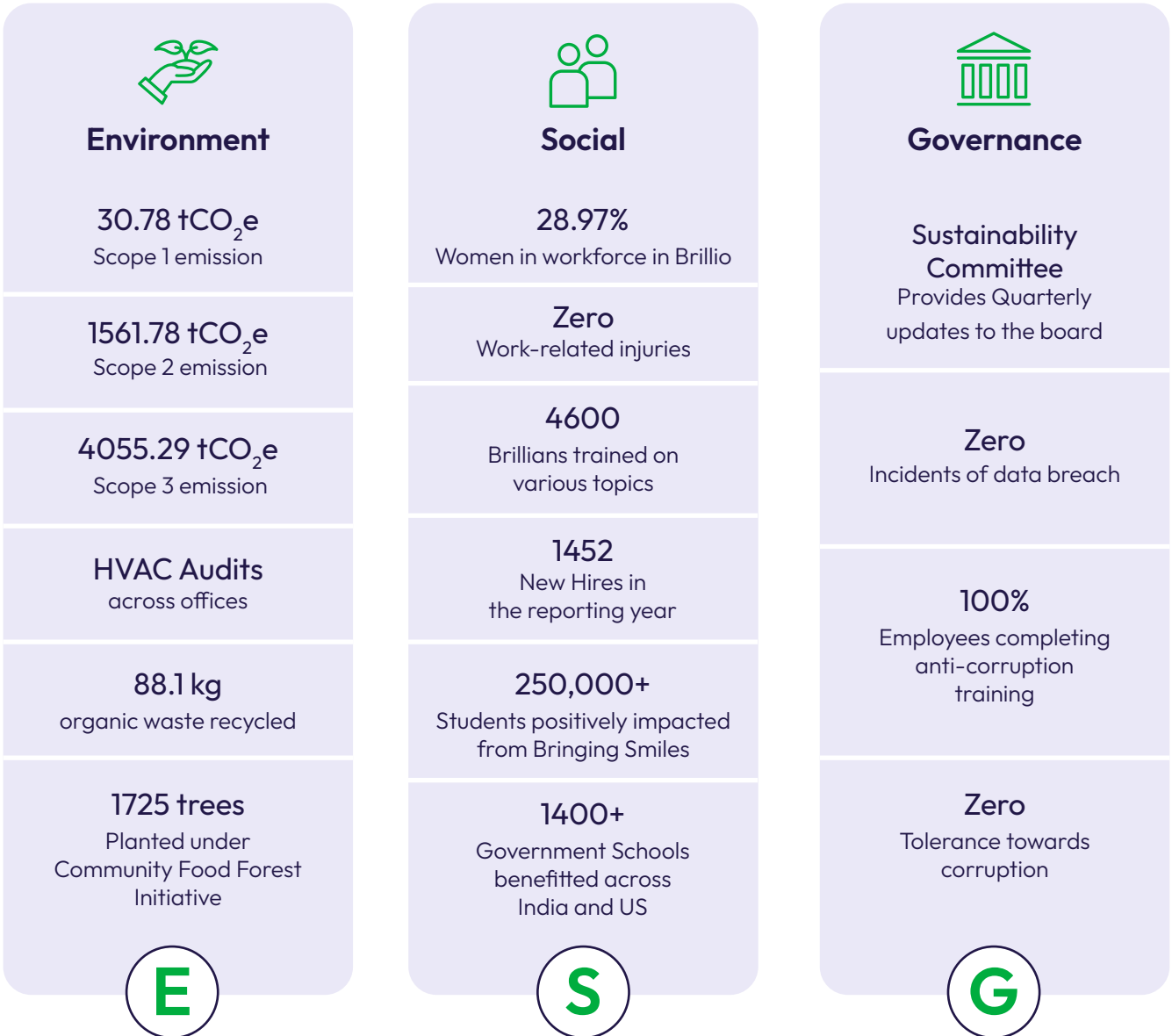


STAKEHOLDER ENGAGEMENT

The materiality exercise and its corresponding analysis evaluate the influence of Brillio’s current performance on its key stakeholders, as well as their expectations for the organization’s continued growth and development. As part of this process, Brillio systematically identified and prioritized its stakeholders to ensure their perspectives were appropriately considered. Stakeholder engagement is a fundamental component of Brillio’s sustainability framework. The organization recognizes that effective collaboration between internal and external stakeholders is essential for developing innovative and sustainable solutions. To facilitate this, Brillio conducts regular engagements with employees, customers, investors, suppliers, and community representatives through both formal mechanisms and informal channels of communication.

The materiality exercise also serves as an important avenue for stakeholder engagement, enabling Brillio to better understand and respond to stakeholder expectations. Moving forward, Brillio aims to enhance the frequency and depth of these interactions, strengthening its feedback mechanisms and fostering greater stakeholder participation in the company’s sustainability journey.

ESG Highlights



Environment





THINKING SUSTAINABLY, BUILDING DIGITALLY

At Brillio, we view sustainability not as a destination, but as a mindset - woven into how we think, operate, and serve. As a digital-first company, we recognize that innovation carries the responsibility of stewardship. That's why we embed sustainability across our operations, supply chain, people, and platforms.

From minimizing emissions through cloud-based infrastructure to fostering digital equity through education, our purpose-driven approach ensures that growth is never pursued in isolation. Our **Green Smiles and Bringing Smiles** programs reflect our commitment to leave the world better than we found it - through action, not intention.

We believe that technology, when guided by empathy and equity, can accelerate not just transformation, but transformation that sustains. Together with our partners, employees, and communities, we're driving purposeful progress - for people and the planet.

At Brillio, we believe that protecting the planet begins with how we think, build, and operate. As a digital-first company, we're deeply aware that our impact isn't limited to code and cloud- it extends to air, water, and energy.

This understanding shapes our approach to environmental responsibility - one that prioritizes efficiency, long-term thinking, and conscious choices at every level of the organization.

Our Sustainability Journey

2024

In 2024, we achieved 100% energy compensation through Renewable Energy Certificates (RECs), reinforcing our transition toward low-carbon operations. Energy efficiency initiatives across our facilities and technology-enabled controls contributed to measurable reductions in energy intensity. Under the GHG Protocol framework, we completed a comprehensive emissions inventory covering Scope 1, Scope 2, and Scope 3 sources, strengthening our data accuracy and transparency in climate performance reporting.



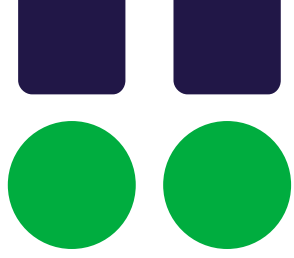
Achievement

Achieved carbon neutrality across all global operations. Brillio is actively deploying energy-saving measures including LED retrofits, HVAC efficiency audits, and modular UPS systems. Sustainability engagement campaigns such as "Bring Your Own Bottle," zero-plastic policies, and Green Smiles initiatives are embedded across offices. The company's carbon management approach is guided by ISO 14064 and the GHG Protocol.



Vision

Brillio has achieved carbon neutrality across all operations. The ambition is to progress towards deep decarbonization across its value chain.



ENERGY

Energy consumption

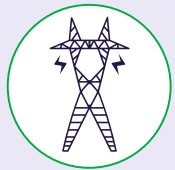
Energy efficiency represents a key element of Brillio’s sustainability framework. As a digital-first enterprise with a global operational footprint, the company acknowledges the implications of its business activities and is committed to enhancing energy performance across all facilities. Brillio’s energy management approach is underpinned by data-driven monitoring systems, cloud-optimized infrastructure, and environmentally responsible operational practices, ensuring the reduction of energy consumption while maintaining high standards of operational efficiency and performance.

To reinforce this commitment, Brillio has instituted a Sustainable Development Management System across all its operational sites in India, aligned with the principles of ISO 26000:2010. This framework establishes a structured mechanism for the implementation and continuous improvement of energy management and sustainability practices. It also facilitates the active engagement of employees at multiple organizational levels, thereby embedding sustainability as an integral component of Brillio’s governance framework and operational decision-making processes.

Brillio regularly monitors energy performance across all operational locations to enable data-driven decision-making and continuous improvement in energy efficiency. The company’s primary areas of focus include optimizing HVAC systems, enhancing the efficiency of computing resources, and upgrading lighting infrastructure. Additionally, Brillio’s cloud-based operational model has substantially reduced the energy intensity associated with physical IT assets, supporting scalable and sustainable business growth.

Brillio’s 2024 performance snapshot presents a detailed breakdown of energy consumption across its operations, offering a transparent view of the company’s energy footprint across geographies. Brillio’s per capita energy intensity has been estimated to be 0.55 MWh/employee for the reporting period.

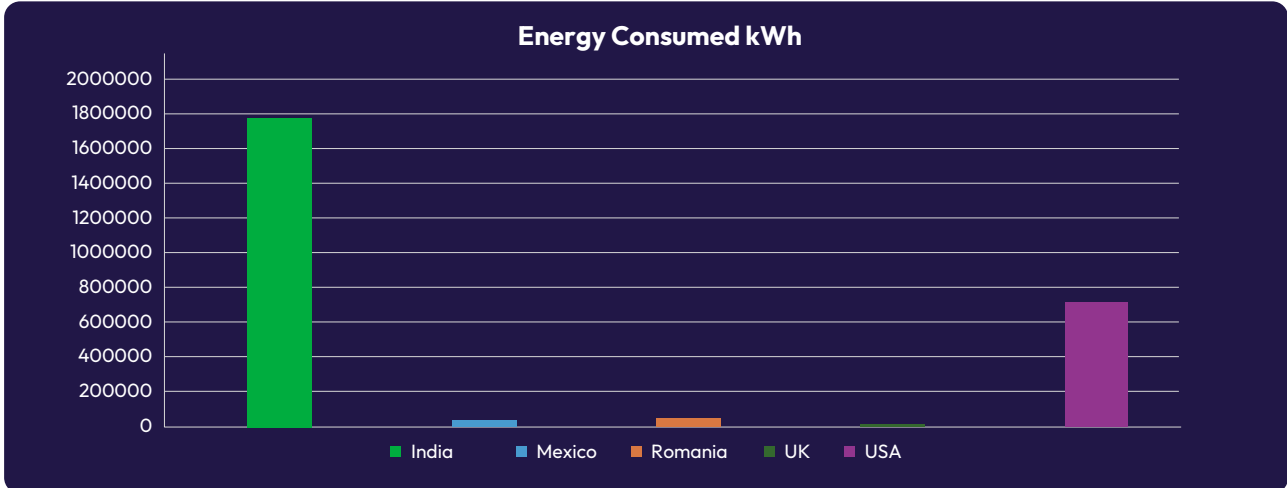
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Purchased Electricity
192,840.3 kWh



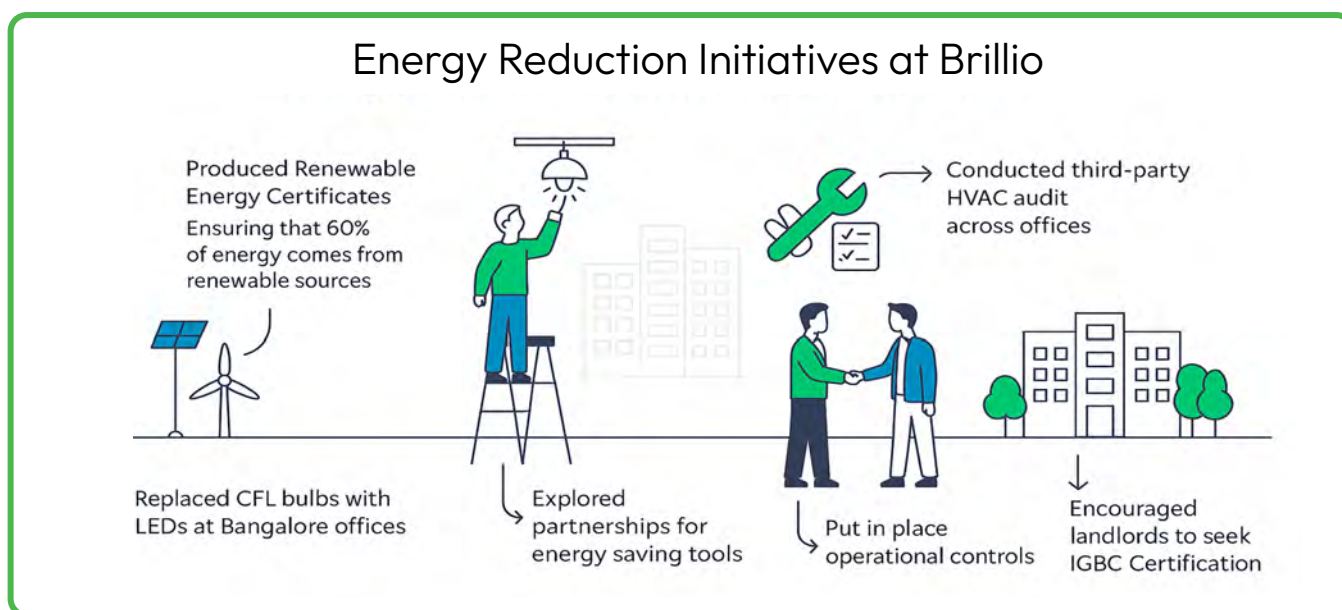
Purchased Cooling
2,358,843.72 kWh





Energy reduction initiatives

Gaining visibility into its energy consumption represents the first step in Brillio's comprehensive approach to energy management. These insights enable the company to translate data into meaningful action—facilitating informed infrastructure enhancements, optimizing resource utilization, and fostering energy-conscious behaviors across the organization. Building on this foundation, Brillio has implemented a series of targeted energy reduction initiatives aimed at enhancing operational efficiency, lowering emissions, and advancing its long-term sustainability goals.



Brillio recognizes renewable energy sourcing as a strategic lever for operational resilience and environmental stewardship, rather than merely a compliance measure. During the reporting period, the company achieved 100% energy compensation through Renewable Energy Certificates (RECs), demonstrating a sustained commitment to responsible energy management and the transition toward low-carbon operations. Energy efficiency initiatives, including lighting retrofits and HVAC system optimizations, were implemented across Brillio's facilities to enhance performance and reduce overall energy intensity. These measures not only deliver measurable efficiency gains but also establish standardized benchmarks and replicable frameworks to guide future infrastructure development and office expansions.

In alignment with its digital-first strategy, Brillio has strengthened its operational controls and technology-enabled partnerships to enable real-time energy monitoring and adaptive management. The integration of automated scheduling, load balancing mechanisms, and sensor-based systems supports continuous optimization of energy performance in response to varying operational demands.

Beyond its owned operations, Brillio extends its sustainability efforts through landlord engagement in IGBC certification initiatives and employee-focused awareness programs aimed at fostering energy-conscious behaviors. Through these actions, the company continues to advance a culture of shared responsibility for sustainability across its operational ecosystem and stakeholder network.

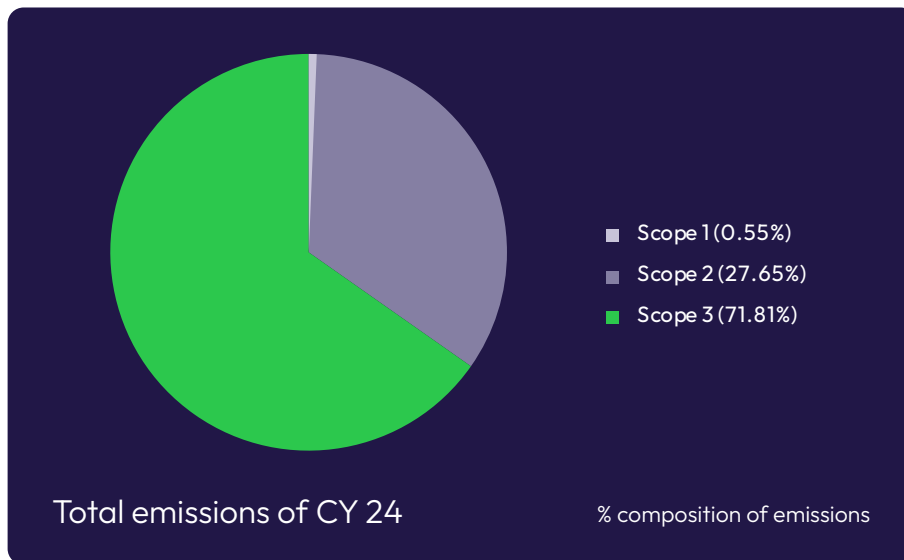
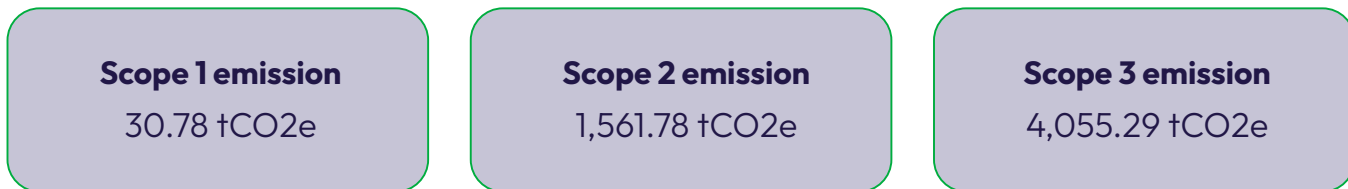


EMISSIONS

At Brillio, we recognize that our operations contribute to climate change—and we take that responsibility seriously. As part of our broader climate strategy, we have undertaken a structured and transparent assessment of our greenhouse gas (GHG) emissions to better understand our impact and guide reduction efforts.

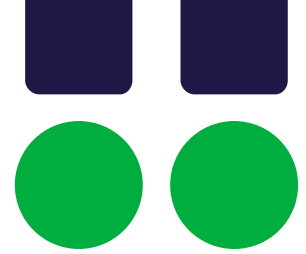
In line with the internationally recognized GHG Protocol, and under the leadership of our Director and Head of Sustainability, Brillio conducted a comprehensive emissions inventory in 2024. Our sustainability team, supported by external consultants, carried out monthly data collection across our global offices to ensure accuracy and completeness. This process enabled us to capture a full picture of our emissions profile—covering both direct and indirect source.

Our emissions are categorized into Scope 1, Scope 2, and Scope 3, each representing a different aspect of our operational impact. The emission intensity per capita has been calculated to be 1.22 tCO₂e/employee for the reporting period.

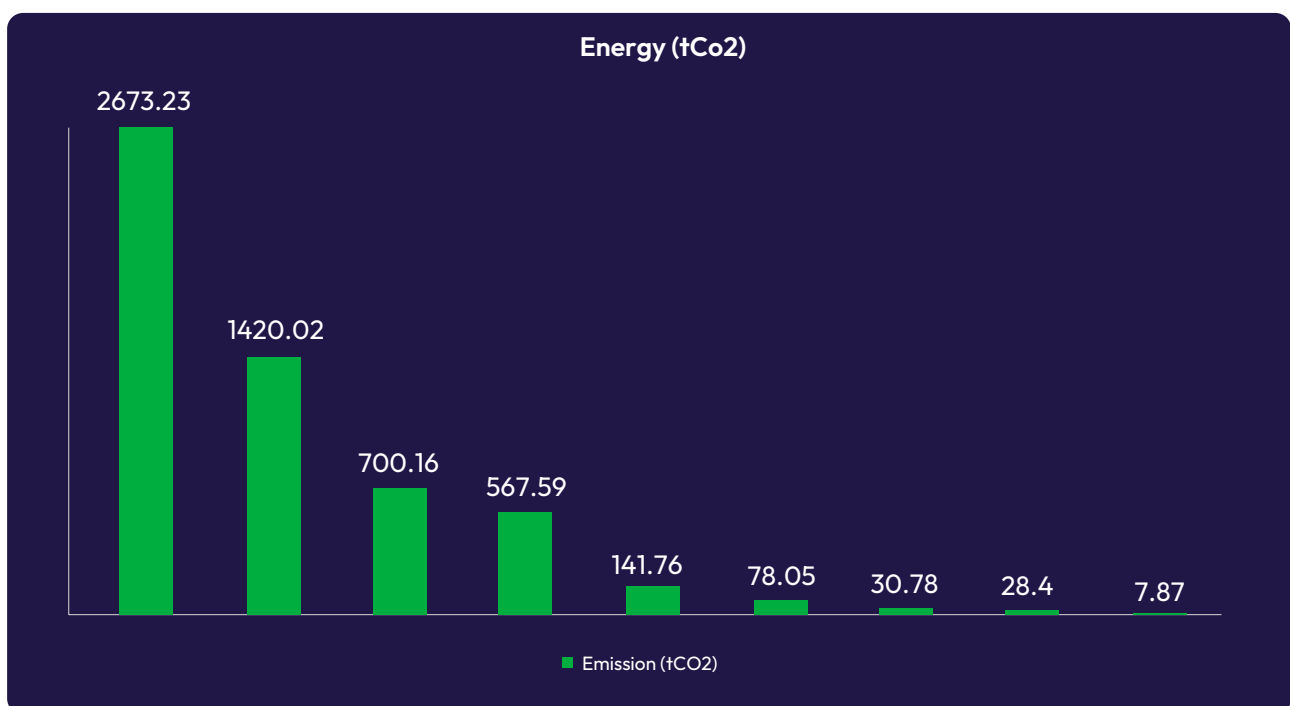


Energy reduction initiatives

Understanding the specific sources of our greenhouse gas emissions is essential to shaping effective reduction strategies. At Brillio, we track and categorize emissions by their origin—ranging from electricity use and business travel to capital goods and waste—enabling us to pinpoint high-impact areas and drive targeted climate action



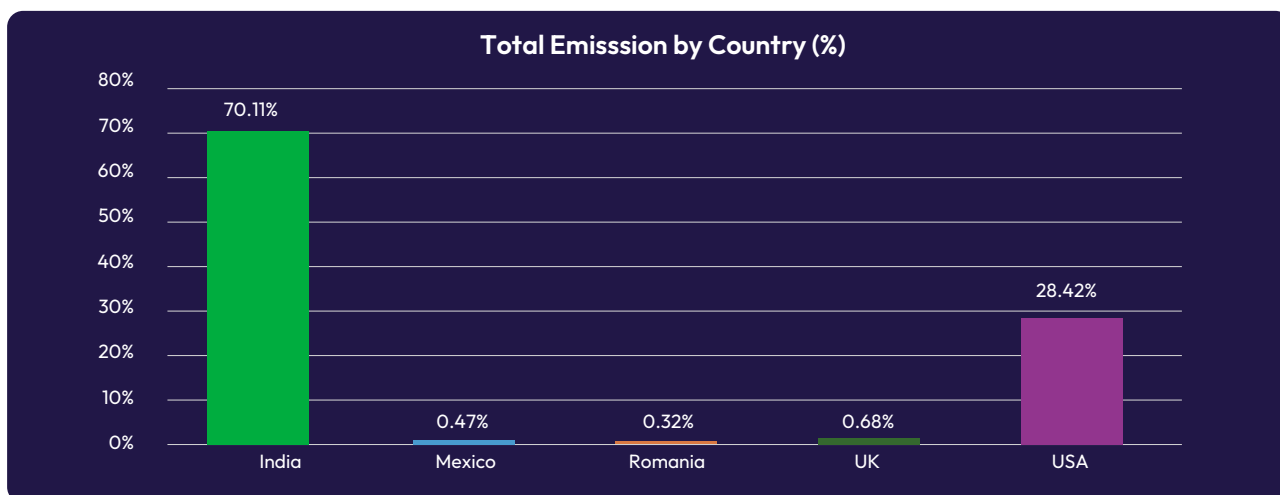
Scope	Categories	Emissions (tCO ₂ e)	Emissions (%)
Scope 1	Fugitive Emissions - Refrigeration	30.78	0.54%
Scope 2	Purchased Cooling	141.76	2.51%
	Purchased Electricity	1,420.02	25.14%
Scope 3	Purchased Goods and Services	567.59	10.05%
	Capital Goods	700.16	12.40%
	Electricity T&D Losses	28.40	0.50%
	Waste	7.87	0.14%
	Business Travel	2,673.23	47.33%
	Employee Commuting	78.05	1.38%
Total Emissions (Scope 1 + Scope 2 + Scope 3)		5,647.85	100%





Emissions by location

As a global organization, Brillio monitors emissions across all operational geographies to ensure a comprehensive view of our environmental impact. By analyzing location-wise data, we gain insight into regional emission patterns driven by factors like energy mix, commuting behavior, and business travel. This breakdown helps us tailor sustainability strategies to the unique needs and opportunities of each region.



Emission Reduction Initiative

We have continued to advance our decarbonization efforts by reducing Scope 3 emissions through the introduction of electric vehicles (EVs) and the expanded use of video conferencing to limit business travel. In parallel, we accelerated our transition to renewable energy by adopting Renewable Energy Certificates (RECs) to achieve 100% energy compensation, reinforcing our commitment to sustainable operations and low-carbon growth.



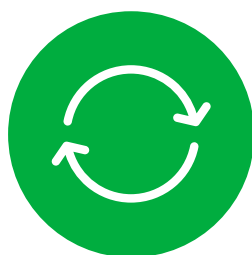
WASTE

Managing waste is one of today's most urgent environmental issues, with methods and outcomes varying greatly from one region to another. Population growth and evolving consumption trends have intensified the volume of waste being produced, while ineffective management continues to harm ecosystems by contaminating soil, water, and air. These challenges are especially severe in developing nations, where rapid urban expansion, scarce resources, and inadequate infrastructure make proper waste handling even more difficult.

Guided by our environmental policy, we are committed to minimizing our ecological footprint by optimizing resources and reducing waste. To manage waste effectively, we follow the 3R principle—reduce, reuse, and recycle—ensuring sustainable practices across our operations.



Reduce



Reuse



Recycle

Reduce: Our waste reduction efforts go beyond recycling, focusing on preventing materials from turning into waste in the first place. To support this, we provide employees with ceramic mugs, steel water bottles, and jute bags—replacing plastics and other harmful materials with biodegradable alternatives that help cut down both pollution and overall waste.

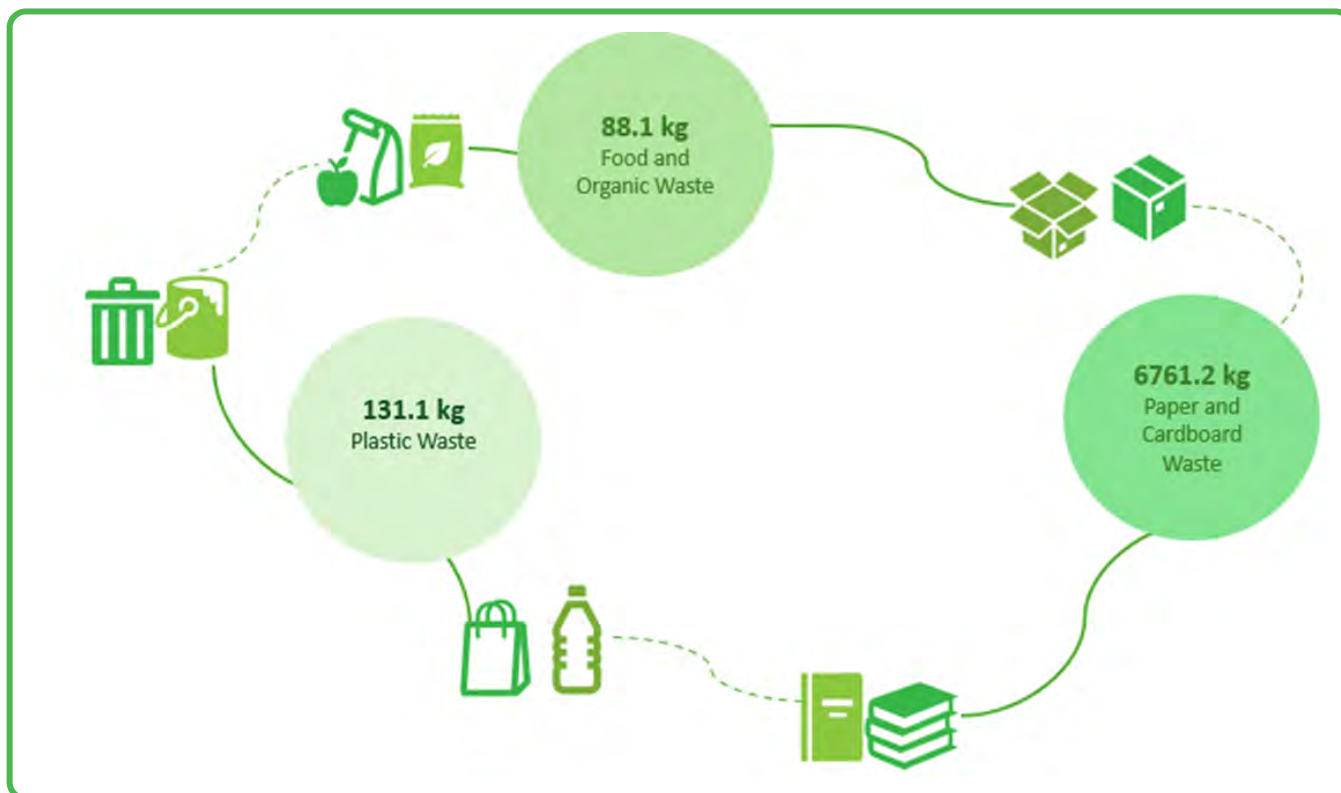


Reuse: We follow a waste management hierarchy that prioritizes reusing over recycling. Waste is segregated at the point of generation and assessed for potential reuse whenever possible.



Recycle: We ensure responsible waste management by recycling paper, plastic, and metal, transforming them into reusable materials. While more than half of the world's paper consumption is recycled, paper stills remain a major contributor to landfill waste, making up about 50% of total solid waste. For food waste generated across our offices, we employ composting as the preferred treatment method.



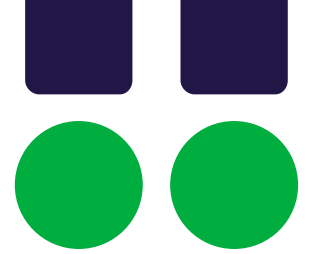


Waste	Quantity
Landfill	6892.3 kg
Composting	88.1 kg
Waste Generated	6980.4 kg

A total of 6,980.4 kilograms of waste was generated across operations. This comprised 88.1 kilograms of food and organic waste, 131.1 kilograms of plastic waste, and 6,761.2 kilograms of paper and cardboard waste. Food and organic waste were diverted for composting, while paper, cardboard, and plastic waste were disposed of through landfill. As shown in the accompanying table, 6,892.3 kilograms of waste were sent to landfill and 88.1 kilograms were composted, underscoring Brillio’s continued efforts to monitor and manage its operational waste responsibly.

Our sustainability efforts are designed not only to reduce our own environmental footprint but also to set an example for the wider industry, encouraging others to adopt similar responsible practices. In alignment with this vision, we comply with ISO 26000:2010 guidelines for environmental and community engagement and follow ISO 14001 standards for Environmental Management Systems (EMS).

Waste Reduction Initiatives



We continued to advance our waste reduction efforts through a combination of employee engagement, community outreach, and awareness programs. Within our offices, employees were encouraged to adopt the Bring Your Own Bottle (BYOB) practice to reduce the use of disposable cups and minimize single-use plastic consumption. Extending our impact beyond the workplace, we organized a community plogging drive, during which Brillio volunteers collected plastic waste in a local park for proper disposal.

As part of our broader behavioral change campaign, we also launched a Food Waste Awareness Program to educate children on the causes and consequences of food waste. Through online and offline activities supported by Brillio volunteers, participants learned practical ways to prevent food waste, including meal planning, managing leftovers, and understanding its environmental implications.





SUPPLY-CHAIN SUSTAINABILITY

At Brillio, we recognize that our impact extends beyond our operations into the supply chain. We are building a diverse supplier network with equal opportunities for vendor registration and ensure all suppliers comply with labor, human rights, and legal standards. Contractors are also required to conduct background checks and maintain proper documentation for their workforce.

To strengthen sustainability, we are investing in ESG practices and ISO certifications, while training employees and engaging suppliers to enhance performance. Our vendor assessment process now evaluates labor practices, environmental and social impact, and human rights, helping us improve transparency and collaborate with partners to reduce GHG emissions and drive positive environmental outcomes.





GREEN SMILES

As part of our enduring commitment to environmental stewardship and sustainable development, Green Smiles serves as our flagship environmental initiative under the Bringing Smiles program. The initiative reflects our vision of integrating ecological responsibility with community engagement, with a focus on fostering resilient ecosystems and advancing environmental awareness.

Through Green Smiles, we actively promote afforestation, biodiversity enhancement, and sustainable ecosystem restoration across both urban and rural landscapes. The program prioritizes the planting and nurturing of native and climate-resilient species to enrich local biodiversity, improve soil health, and contribute to long-term carbon sequestration. Beyond its ecological outcomes, Green Smiles cultivates a culture of environmental consciousness by engaging employees, students, and community members through sustainability-focused volunteering and educational initiatives.

Aligned with our broader Environmental, Social, and Governance (ESG) strategy, Green Smiles directly advances the organization's contribution to the United Nations Sustainable Development Goals (SDGs) — particularly SDG 13: Climate Action, SDG 15: Life on Land, and SDG 11: Sustainable Cities and Communities. By combining ecological restoration with inclusive community participation, Green Smiles reinforces Brillio's purpose of driving technology-led progress while ensuring a greener, more sustainable future for all.

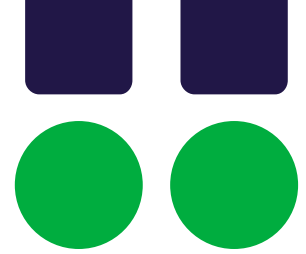
Community Food Forest Initiative – Cheemangala Plantation

Building on the success of its earlier environmental interventions, we extended our Green Smiles initiative to establish a Community Food Forest at Cheemangala Government High School in Chickballapur, Karnataka. This project exemplifies our commitment to promoting ecological restoration through community participation and sustainable land-use practices.

Community Food Forests represent a sustainable agroforestry model that harmonizes food production with ecosystem conservation. Designed and managed for community benefit, these forests integrate fruit-bearing trees, soil-enriching species, and biodiversity-supporting plants to create self-sustaining, food-producing ecosystems. The initiative not only enhances biodiversity and carbon sequestration but also strengthens community resilience and environmental education.

At the Cheemangala site, we planted 850 trees comprising 25 native species across an area of 220 square meters on 22 December 2023. The plantation includes a balanced composition of 50% biodiversity species, 25% fruit-bearing species, and 25% soil-enriching species, ensuring ecological diversity and soil regeneration.





After one year, the forest has demonstrated exceptional growth and survival, supported by favorable rainfall in 2024. The trees currently average 40 inches in height, with a 100% survival rate, and are projected to maintain a long-term survival rate of above 95%. Upon maturity, the forest is expected to yield approximately 1,000 kilograms of fruit annually, directly benefiting around 100 students of the school.

The initiative also emphasizes community engagement and environmental learning. Two educational sessions have been conducted to date, with a goal of achieving 100% participation among students. Moreover, the project is anticipated to deliver significant ecological benefits, including a multi-fold increase in species richness, a 4–8% improvement in soil carbon content, and a 100% enhancement in primary and secondary micronutrients—collectively contributing to healthier soil and improved ecosystem productivity.

Through this initiative, Brillio continues to advance its Green Smiles vision by integrating environmental sustainability, food security, and community empowerment—creating tangible, scalable models of ecological stewardship that contribute meaningfully to long-term climate resilience.

Community Food Forest Initiative – Chikka Tattamangala, Karnataka

As part of its Corporate Social Responsibility (CSR) framework and under the Green Smiles campaign, Brillio established a Community Food Forest at Chikka Tattamangala Government School, Devanahalli Taluk, Karnataka. This initiative exemplifies our commitment to integrating environmental sustainability with community development through nature-based solutions.

Community Food Forests are a sustainable agroforestry approach that combines food production with ecosystem restoration. Designed for long-term community benefit, these forests incorporate a diverse mix of fruit-bearing, soil-enriching, and biodiversity-supporting species, forming a resilient, self-sustaining ecosystem. The initiative enhances local biodiversity, improves soil health, and strengthens community food security.

At the Chikka Tattamangala site, 875 trees comprising 20 native species were planted across a 220-square-meter area on 7 December 2022. The plantation composition includes 50% biodiversity-supporting species, 25% fruit-bearing species, and 25% soil-enriching species, ensuring ecological diversity alongside nutritional benefits for the community.





Entering its third year, the forest has achieved full establishment and steady growth, with fruit trees expected to begin yielding produce in the upcoming summer season. The plantation has recorded a 100% survival rate, with an average tree height of 60 inches, and is projected to maintain a survival rate above 95% at maturity. Once fully grown, the forest is expected to yield up to 1,000 kilograms of fruit annually, directly benefitting approximately 100 school children and nearby community members.

Beyond ecological impact, the initiative fosters community engagement and environmental education. To date, four educational sessions have been conducted to raise awareness on sustainable farming and ecosystem care, with a goal of achieving 100% participation among community members within a 500-meter radius. Projected outcomes include a multi-fold increase in species richness, a 4–8% improvement in soil carbon content, and a 100% increase in primary and secondary soil micronutrients, enhancing soil fertility and overall ecosystem productivity.



CO₂

Social





SOCIAL

Empowering People, Enabling Progress



At Brillio, social responsibility is not a program—it's a mindset embedded in our culture, our people, and our purpose. We believe that technology becomes truly transformative only when it uplifts communities and creates equitable opportunities. Through our award-winning **Bringing Smiles** initiative and inclusive workplace practices, we invest in the power of education, diversity, and well-being to shape a more just and inclusive future.

From mentoring thousands of underserved students in STEM to fostering a workplace where every voice matters, our social commitments reflect our belief that progress must be shared—and purpose must be lived.

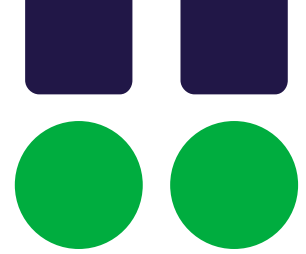


Recruitment and Retention



At Brillio, we prioritize attracting highly skilled, technically proficient, and forward-thinking professionals to support our diverse service lines. Our hiring spans a wide range of functions including design, consulting, solutions, product development sales, and mobility services—as well as core business areas such as human resources, marketing, and finance.

We actively recruit from leading engineering colleges and technical institutions, selecting top talent with strong potential. New graduate hires participate in a structured learning and development program, complemented by micro-learning opportunities designed to enhance their practical, on-the-job skills and accelerate career readiness.

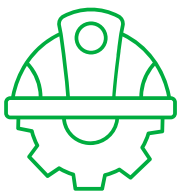


In the reporting period, we welcomed 1,452 new employees across various functions and locations, reflecting our continued growth and talent acquisition efforts. The gender distribution among new hires demonstrates a strong representation of women, who constitute 27.69% of the intake, while men account for 72.31%. This highlights our ongoing commitment to fostering diversity and inclusion within its workforce, particularly in promoting gender-balanced hiring practices and creating an equitable workplace environment.

We follow a structured band system that defines career progression and role hierarchy. Band A represents entry-level associates who form the foundation of operations, while Band B includes senior associates with enhanced responsibilities and experience. Band C comprises senior managers who oversee teams and projects, and Band D represents senior directors providing strategic and functional leadership. At the top of the hierarchy, Band M includes managing directors responsible for organizational vision, governance, and overall business performance.

Level	New Hires
M	14
D	47
C	140
B	583
A	667

Labor Practices



We continue to uphold its commitment to fair labor practices and the protection of human rights across all aspects of our operations. We recognize that transparent communication, adequate notice for operational changes, and effective mechanisms for addressing labor-related concerns are essential to building trust and improving employee retention.

These practices are consistently communicated through:

 Orientation sessions	 HR handbook	 Internal communication platform
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stakeholders to ensure clarity and compliance.

Employee Benefits



At Brillio, we believe our greatest asset is our people—and wellness is foundational to performance, passion, and purpose. To rightly serve this vision, we created BYou, a signature benefits and well-being ecosystem anchored in four fundamental pillars:



Physical Wellness:

- Incentives and programs that promote healthy lifestyles and work-life harmony, from fitness initiatives to ergonomic support.



Mental Wellness:

- Access to mental health resources, counseling, and stress management tools, designed to support psychological resilience across our global teams.



Financial Wellness:

- Tailored financial guidance and support—including personalized planning, education, and assistance programs—designed to strengthen employee financial health and peace of mind.



Social Wellness:

- Opportunities that foster connectedness and belonging—from mentorship and team-building experiences to CSR volunteering and community engagement offerings.

B-You Flexible Program

Our B-You Flexible Benefits Program is a comprehensive employee benefits initiative designed to provide our employees with greater flexibility and choice in shaping their benefits portfolio. The program combines mandatory insurance coverages with optional benefits, enabling employees to tailor their benefits package to their life stage, personal requirements, and individual preferences. By offering this flexibility, the program empowers employees to optimize their benefits in a manner that supports both their own well-being and that of their families, reinforcing our commitment to employee health, welfare, and inclusive workplace practices.

Leave Policy

We have a comprehensive leave framework to support our employee well-being, work-life balance, and personal responsibilities, reflecting the company's commitment to an inclusive and supportive workplace. The policy encompasses the following categories:

- 1. Earned Leave** – Full-time employees are entitled to 18 working days per annum, accrued on a monthly basis. Leave may be availed in increments of half a day and carried forward up to 18 days per year, with a maximum accrual of 30 days.
- 2. Sick/Personal Leave** – Employees are entitled to 12 working days per annum, credited in advance at the commencement of the year or upon joining. Sick/personal leave may be availed in half-day increments. Unutilized leave cannot be carried forward to the subsequent year nor encashed upon separation or transfer.
- 3. Maternity Leave** – Women employees are entitled to 26 weeks of paid leave for up to two children. For additional children, the entitlement is 12 weeks with pay. In cases of miscarriage, women employees are eligible for six weeks of paid leave. Women adopting a child below three months of age are entitled to 12 weeks of paid leave.
- 4. Paternity Leave** – Male employees are granted five days of paid leave within three months of the birth or adoption of a child. Shifted from conventional UPS to modular UPS.
- 5. Marriage Leave** – Employees are entitled to three days of paid leave in connection with their marriage.
- 6. Bereavement Leave** – Employees are entitled to two days of paid leave in the event of the death of an immediate family member.
- 7. Compensatory Off** – Employees working on a declared holiday or weekend may avail of compensatory off, subject to prior approval from their reporting manager. Compensatory leave must be utilized within three months of accrual.
- 8. Extended Time-Off (ETO)** – Employees may request ETO for purposes including medical reasons, child care, personal development, or other personal requirements, for a period of three to six months, subject to prior approval.

This structured leave framework reflects our commitment to promoting employee well-being, accommodating diverse personal and familial responsibilities, and fostering a flexible and inclusive workplace environment.



Employee Health and Safety



At Brillio, we recognize that long-term sustainability is closely connected to the actions and well-being of our employees. In alignment with this belief, the company has established the following practices:

- A commitment to providing a safe, healthy, and motivating work environment for all employees.
- Ensuring a workplace that is inclusive and equitable, offering equal employment opportunities, embracing diversity, and maintaining a zero-tolerance policy for discrimination and harassment.
- Maintaining business operations and a value chain that are entirely free from any form of child labor.
- Fostering a culture of social and environmental responsibility, with a strong emphasis on sustainable practices throughout the organization.
- Encouraging and supporting employees in making healthy lifestyle choices and adopting sustainable living habits.

Our commitment to the health and safety of all employees and contractors is guided by a formal ISO 45001–certified Occupational Health & Safety (OHS) policy. Hazards and risks are systematically identified through Hazard Identification and Risk Assessment (HIRA). Employees are supported through comprehensive safety measures, including documented procedures, a trained Emergency Response Team (ERT), first aid facilities, regular fire drills and safety training, personal protective equipment (PPE), safety signage, an in-house ambulance, and on-site nursing support. A formal reporting mechanism via a helpdesk and incident management system allows employees to raise safety concerns, ensuring timely action and continuous improvement. Injury rates are tracked and reported internally on a monthly basis. Safety metrics are regularly shared with senior leadership and the Board, ensuring ongoing oversight and proactive management of workplace health and safety.



**Work-related injuries
illnesses or fatalities
at work**

In the reporting period 2024, 100% of security personnel employed through third-party service providers at our India offices received formal training on human rights. This initiative reinforces the organization's commitment to upholding human rights standards across all operations and ensuring that security practices align with ethical and responsible conduct.

We prioritize employee well-being and is committed to fostering a workplace culture that supports both individual health and global sustainability. Through policies like the Health and Wellness Policy and the Employee Health and Safety Policy, we take a comprehensive approach to take care of our employees.

We are dedicated to maintaining safe and healthy work environment across all facilities and are actively working toward ISO 45001 certification to further strengthen our commitment to occupational health and safety.

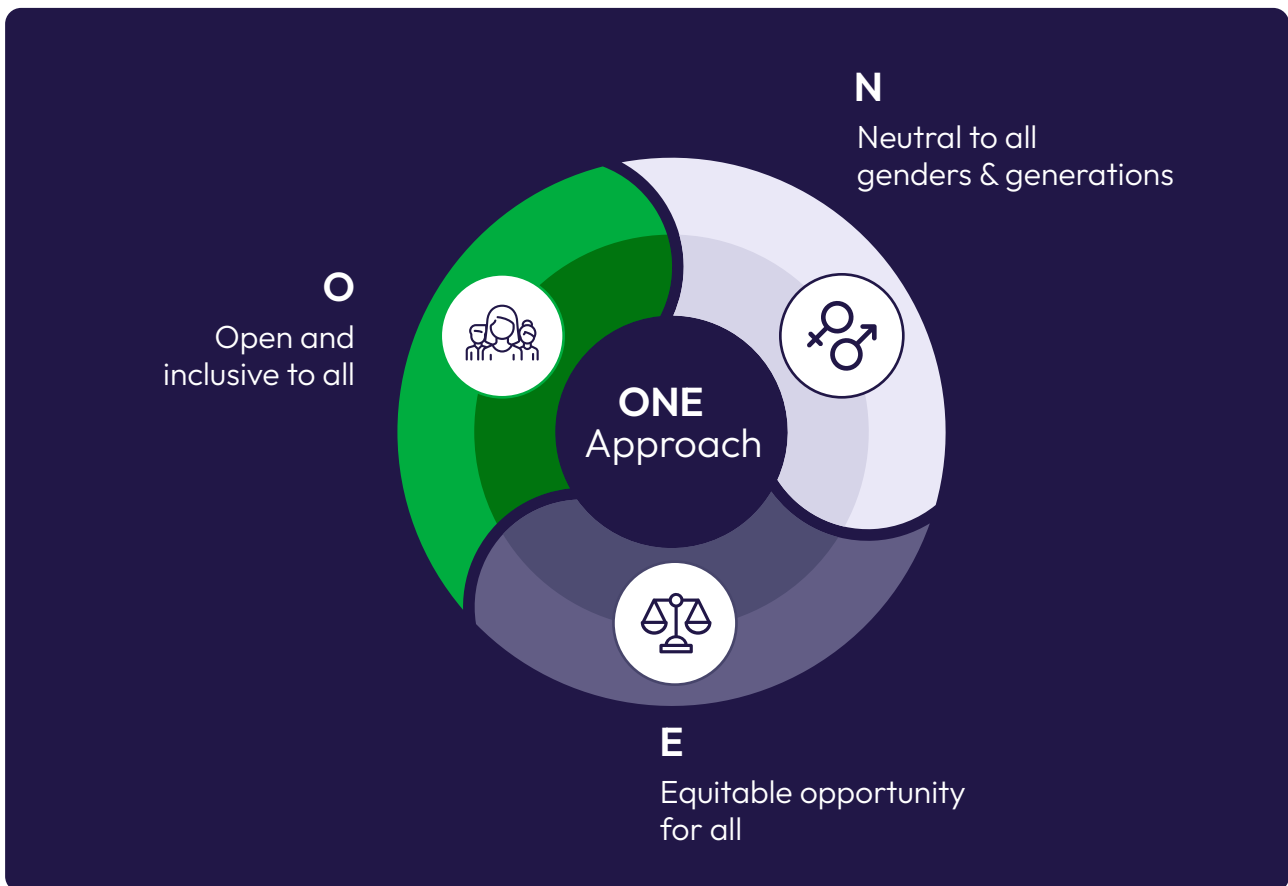
DEI



Brillio upholds diversity, inclusion, and equal opportunity as essential pillars of responsible business conduct. We are committed to providing a fair, respectful, and inclusive workplace where individuals of all backgrounds are treated with dignity and have equal access to opportunities. Our policies ensure that employment-related decisions are free from bias and discrimination based on race, gender, age, religion, disability, sexual orientation, or any other protected characteristic.

Aligned with the principles of UN SDG 5 (Gender Equality), we maintain zero tolerance toward any form of workplace harassment or discriminatory practices. Safeguards such as inclusive hiring practices, grievance redressal mechanisms, and awareness initiatives are embedded within our governance framework to uphold these commitments across all levels of the organization.

5 GENDER EQUALITY



Our With Our Women (WOW) program forms the foundation of our commitment to advancing gender equity and fostering a culture where women are supported, visible, and equipped to lead. The program delivers structured support through career development, peer engagement, and leadership visibility.



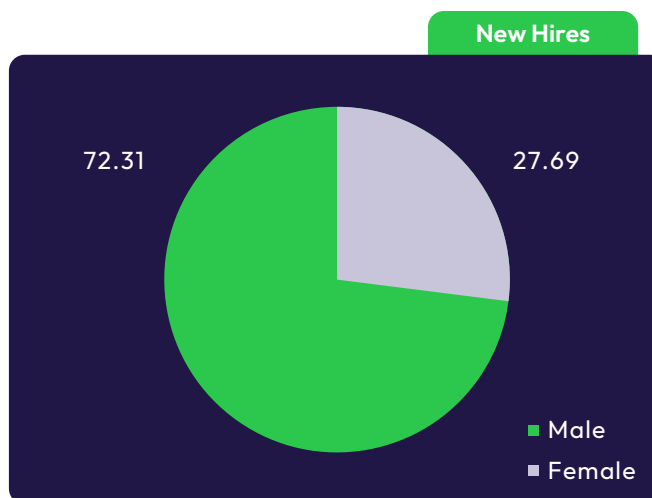
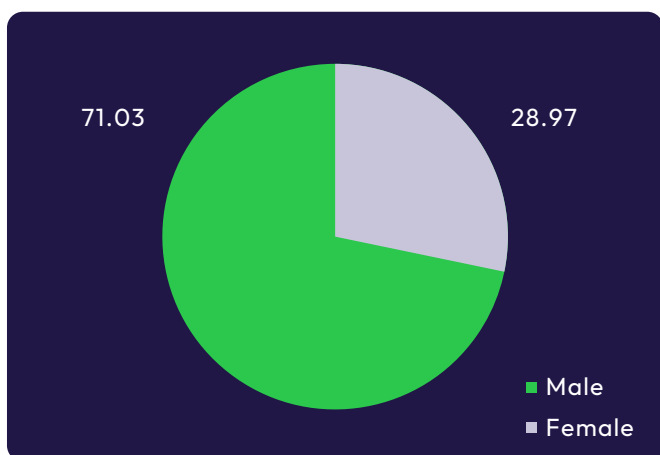
Our broader gender diversity agenda includes:

- **Inclusive leadership training** to embed equity in managerial practices and decision-making.
- **STEM mentorship initiatives** aimed at inspiring and guiding girl students toward careers in technology.
- **WINSPIRE**, a developmental coaching platform designed to accelerate the growth of high-potential women Brillians.
- **Women-focused tech hackathons** that promote innovation, collaboration, and technical excellence.
- **WOW Circle**, a dedicated peer network to foster community, dialogue, and professional growth.

These initiatives are central to our inclusive talent strategy and reflect Brillio’s long-term commitment to building a diverse, future-ready workforce.

Gender Composition in Workplace

The organization continues to foster a diverse and inclusive workforce, emphasizing gender balance across all levels. Our commitment to equal opportunity and representation remains central to creating a supportive and empowering workplace culture.

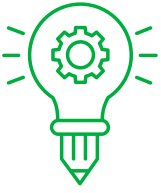


Gender	Number of employees
Female	1,338
Male	3,274
Total	4,612

Gender	Number of employees
Female	402
Male	1,050
Total	1,452



Learning and Development



At Brillio, learning is a strategic enabler—integral to how we future-proof our workforce and deliver value in a rapidly shifting digital economy. In a business defined by innovation, our commitment to continuous development ensures that Brillians are not only keeping pace with change but also shaping it.

Our approach to learning blends foundational skill-building with deep domain expertise, leadership readiness, and customer-centricity. Brillians have access to Oracle Labs, Udemy, Coursera, LinkedIn Learning, Classmaker, Kahoot, Mettl, and Knolskape, along with additional platforms tailored to individual roles and learning needs. This expansive infrastructure ensures a personalized and scalable learning experience that supports every Brillian's growth journey.

Brillio Academy

Brillio Academy is the cornerstone of our talent transformation strategy—built to equip Brillians with the skills, mindset, and agility required to thrive in a digital-first world. As we continue to partner with clients on complex, future-facing challenges, the Academy ensures that our people remain ahead of the curve—technically, strategically, and culturally.



Engineering School



Enabling engineering-led innovation at scale.

The Engineering School drives excellence in software engineering by empowering Brillians with cutting-edge tools, methodologies, and digital technologies. It offers a fast-track learning path focused on real-world application of modern engineering practices—from cloud-native development to automation and performance optimization. By equipping employees to anticipate and adapt to rapid technology shifts, the school ensures Brillians can build, innovate, and deliver at speed in a constantly evolving digital ecosystem.

Designing scalable, client-centric digital solutions.

Tailored for solution and technical architects, the Architect School strengthens Brillio's ability to deliver robust and future-ready architectures. Through advanced frameworks, collaborative design sessions, and expert-led workshops, Brillians are trained to create scalable, resilient, and business-aligned solutions. This school fosters a proactive mindset in aligning technology with client goals, ensuring delivery excellence and innovation in every engagement.



Architect School



Graduate School



Accelerating early careers through structured growth

The Graduate School supports the professional journey of early-career Brillians by offering a structured pathway to skill development, business readiness, and personal growth. With a curriculum focused on hands-on learning, mentorship, and exposure to real-world problem-solving, the school nurtures future leaders equipped with foundational capabilities and confidence. It plays a vital role in onboarding, retaining, and accelerating top campus talent.

Driving delivery excellence and strategic execution.

Focused on enhancing the capabilities of project and program managers, this school delivers specialized training in end-to-end project governance, agile methodologies, stakeholder alignment, and delivery best practices. By combining theory with practical application, it prepares Brillians to lead complex initiatives, manage change, and ensure consistent delivery outcomes across global engagements.



Project Transformation School



Leadership School



Building the next generation of Brillio leaders

The Leadership School is dedicated to cultivating the next generation of people leaders and strategic thinkers. Designed for professionals at various career stages, it focuses on critical leadership capabilities—such as influence, resilience, decision-making, and people development. Through immersive leadership experiences, the school supports succession planning and strengthens Brillio's internal leadership pipeline.

Embedding industry expertise for client-centricity

The Sector School deepens Brillians' understanding of the industries we serve—such as banking, telecom, consumer goods, and healthcare. It delivers targeted learning on domain trends, business models, customer challenges, and compliance landscapes. This enables teams to drive more contextual conversations, tailor solutions to client needs, and position Brillio as a trusted, strategic partner.



Sector School

Mandatory Training

Brillio ensures a culture of compliance, safety, and ethical conduct through mandatory training programs for all employees. Key modules include Information Security Management Systems (ISMS) to safeguard data and systems, and Prevention of Sexual Harassment (POSH) to foster a respectful and inclusive workplace.

ISMS

Brillio's Information Security Management System training helps employees assess current information security practices and prepares them to Implement an Information Security Management System. It covers key standards, policies, and procedures, aligned with ISO/IEC 27001:2013, ensuring employees understand their role in data security, compliance, and risk management.

POSH

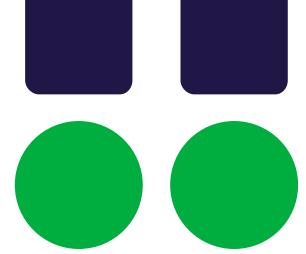
Brillio's mandatory POSH training educates employees on identifying, preventing, and reporting workplace sexual harassment. Delivered through online and classroom sessions, it covers legal frameworks, policies, redressal mechanisms, and case-based scenarios. The program ensures all employees understand their rights and responsibilities, fostering a safe, respectful, and inclusive work environment.

We track the reach and impact of learning through detailed training metrics, segmented across:

- Organization-wide, onsite, and offsite programs
- Total learning hours delivered
- Unique learners and adoption rates



Role-Aligned and Project-Specific Training



Learning at Brillio begins with the needs of the role. Every Brillian receives access to project-specific training designed to enhance technical expertise, functional fluency, and domain knowledge relevant to their assignments. These targeted interventions ensure that skill-building is continuous, contextual, and directly aligned with delivery excellence.

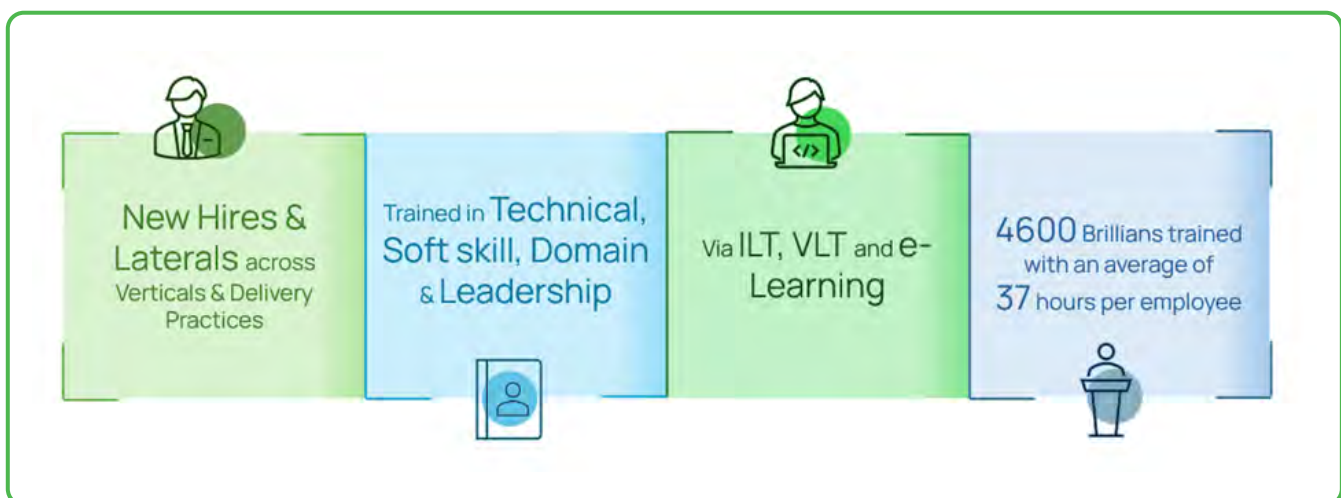
To further support strategic career progression, we provide tailored transition programs such as:

- **Women's Leadership Program** – empowering high-potential women professionals with coaching and growth pathways.
- **Mid-Manager Training** – strengthening leadership effectiveness and team accountability.
- **Young Leadership Program** – nurturing future leaders through exposure, mentoring, and business impact roles.

Learning is reinforced through regular performance and career development reviews. These are designed as structured, two-way conversations between managers and employees, focused on clarity of expectations, strengths, and developmental goals.

Rather than being event-based, feedback at Brillio is integrated into day-to-day coaching and project cycles, helping Brillians continuously align their efforts with team and business objectives.

Training initiatives were designed to cater to diverse employee groups, including new hires and lateral employees across all verticals and delivery practices. In total, approximately 4,600 employees participated in various learning programs, comprising 1,252 female and 3,338 male learners., with an average training duration of 37 hours per employee.



Learning interventions were delivered through multiple channels - Instructor-Led Training (ILT), Virtual Instructor-Led Training (VILT), and E-Learning platforms - ensuring accessibility and flexibility for a global workforce.



Training Initiatives	No. of batches
Aspiring Architect Program	1
First-Time Manager Program	4
Winspace Program	1
SAFe Certification Program	10
Project Mastery Journey (Phase 1)	All project managers
AI 101	For all Brillio employees
AI 201	All verticals
Fresher Soft Skills Program	6
Fresher Tech Program	3 in vertical 2 in DI 1 IN DAI

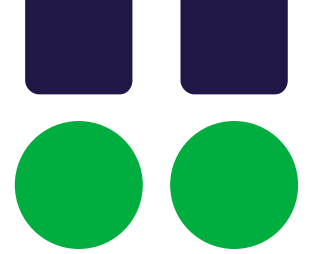
Band	No. of learner
A1	1118
B2	1051
B1	722
CW	359
C2	332
A2	276
A3	261
C1	225
D3	92
D2	70
D1	36
M4	18
M3	7
M2	1

The training participation during the reporting period was further analyzed across different organizational levels to provide insights into learning engagement throughout the company. The training participation during the reporting period was further analyzed across different organizational levels to provide insights into learning engagement throughout the company. We follow a structured band system to categorize employees based on their roles and responsibilities. The system is organized as follows:

- **Band A:** A1 – Associate 1, A2 – Associate 2, A3 – Associate 3
- **Band B:** B1 – Senior Associate 1, B2 – Senior Associate 2
- **Band C:** C1 – Senior Manager, C2 – Manager
- **Band D:** D1 – Senior Director, D2 – Director, D3 – Associate Director
- **Band M:** M1 to M4 – Managing Director

This structured framework enables targeted learning initiatives and ensures that training programs are designed to meet the specific developmental needs of employees across all levels of the organization.

Bringing Smiles



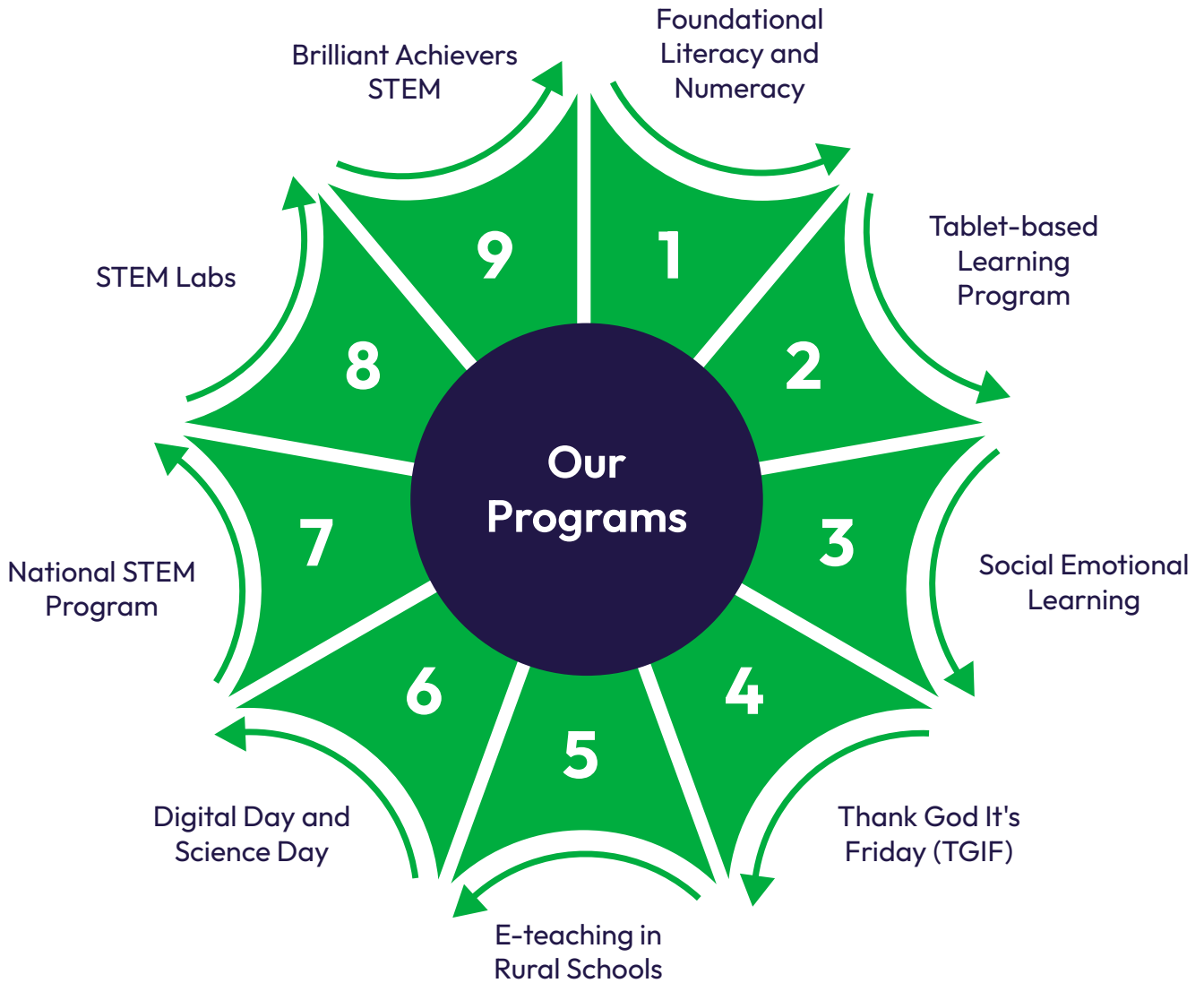
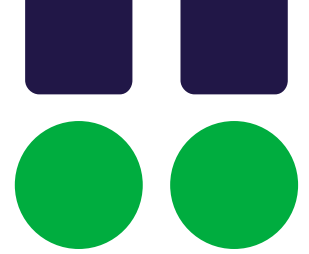
We launched **Bringing Smiles** in 2015 as Brillio's flagship Corporate Social Responsibility (CSR) initiative, aimed at empowering underserved communities through education, digital literacy, and skill development. The program operates under a structured governance framework and is led by our Global CSR Team, with active involvement from senior leadership.

The initiative works in close partnership with schools, NGOs, and community volunteers to design and deliver targeted programs—ranging from foundational literacy and numeracy to STEM education and digital learning. Progress is tracked through monthly reports reviewed by the CSR committee and quarterly updates to the Board, ensuring accountability and measurable impact.

From its inception, the initiative set an ambitious reach of 100,000 young minds globally. Today, Bringing Smiles has surpassed that target, positively impacting students across 800 schools worldwide. To date, more than 250,000 students have been empowered, and many thousands of volunteer hours have been contributed by Brillians—highlighting both the scale and heart of the initiative



Our Programs



Impact Created



250,000+

Students



1,400+

Govt Schools
across India
and US



1,500+

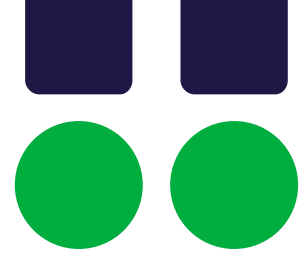
Volunteers



65,000+

hours
volunteered

Bringing Smiles Initiatives



Brillio Achievers Program

Launched in 2021, the Achievers Program supports talented students from public and government schools through scholarships, mentorship, and continuous guidance from Grade 9 to graduation. To date, it has supported 70 first-generation scholars, including 56 young girls, with over 1,200 mentor hours contributed by volunteers. Among them, 15 students are pursuing Engineering, 5 have secured medical seats on merit, and 10 are enrolled in STEM programs, including 2 at IIT Madras – reflecting the program’s lasting impact on academic and personal growth.



National STEM Competition

In collaboration with STEM Learning, we engage with more than 4,800 students annually across 21 states through initiatives aimed at fostering scientific curiosity, critical thinking, and innovation. These programs include Tech Quizzes, Science and Mathematics Model Competitions, and Engineering Tinkering Challenges, which provide structured platforms for students to showcase their technical aptitude. Our employees actively contribute by conducting DIY learning sessions, both virtually and in person, and by supporting events such as National Science Day and ‘Chhota Scientists, Chhota Engineers’ exhibitions, underscoring the company’s commitment to advancing STEM education and capacity building at the grassroots level.

In-Person and Online Teaching Programs

Our employees actively volunteer to teach children and conduct digital literacy programs through both in-person and online formats. To date, more than 100 underserved young girls and 2,000 government school teachers have been trained in Microsoft Digital Literacy Tools, enabling educators to effectively conduct online classes. As a result, 30 young women have secured employment as telecallers, data entry operators, schoolteachers, and sales professionals, with one participant selected by Doordarshan to conduct online classes—demonstrating the measurable impact of our digital education initiatives.





E-Teaching in Rural Schools

In partnership with E-Vidyaloka, Brillio's E-Teaching program delivers weekly online classes to 1,103 students across 14 rural schools, engaging more than 50 volunteer e-teachers. Rural classrooms have been established in Karnataka, Bihar, and Jharkhand, while employees also teach students in Andhra Pradesh, Rajasthan, and West Bengal, leveraging technology to enhance access to quality education in underserved regions. Additionally, we co-hosts the BAINIAC national AI challenge with Microsoft and E-Vidyaloka, a rural-focused competition that attracted 1,000+ submissions from 400 schools.



TGIF – Weekly Teaching and Digital Learning

Since 2016, Brillio's TGIF (Thank God It's Friday!) initiative engages employees to teach English and Mathematics to government school students every Friday, supplementing classroom learning. As part of this program, digital classrooms have been established across India, equipped with internet, interactive tools, and syllabus-aligned e-learning content. Under the #STEMForGirls Program, 100 meritorious 9th-grade girls annually receive tablets for self-learning, with surveys indicating daily usage of around two hours, enhancing both academic performance and digital literacy.



Digital Day @ Brillio

As part of Digital Day @ Brillio, our employees volunteer every other month to host students at Brillio offices, providing hands-on experience with emerging technologies such as AI, VR, coding, and 3D printing. During these sessions, students gain practical exposure by creating VR models, engaging in coding exercises, and exploring 3D printing, fostering technological curiosity and skill development.



Life Skills Workshops

In partnership with Sikshana Foundation, Brillio volunteers conducted life skills workshops for over 100 undergraduate and pre-university girls from rural Karnataka. The sessions focused on personal and professional skill development, including career guidance, interpersonal skills, and financial literacy, equipping students with the knowledge and confidence to pursue higher education and professional opportunities.



Vacation Donation Program

Under the Vacation Donation Program, our employees contribute their leave, with the equivalent monetary value donated to selected organizations. Through this initiative, science kits have been provided to 50 government schools, benefitting over 2,000 students and supporting hands-on learning in science education.

Wishing Tree Program

As part of the Joy of Giving initiative, our employees fulfill the wishes of over 1,000 underserved children. Students are encouraged to share their aspirations, and employees contribute by making these wishes a reality, fostering a culture of empathy and community engagement.



Joint Volunteering Initiatives

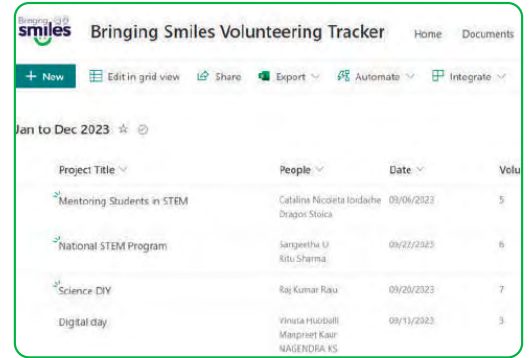
We collaborate with our clients to conduct joint volunteering initiatives, fostering shared social impact. Clients such as Verizon, Ciena, RNL, and Schneider Electric have actively participated in these programs, strengthening community engagement and collaborative CSR efforts.

Brillio's educational initiatives have made a substantial impact on student learning outcomes. Through the Digital-Based Learning Program, Mini Science Center, and Foundational Literacy and Numeracy Program, the company reached 114, 68, and 127 schools, benefitting 34,920, 22,628, and 6,552 students, respectively. These initiatives have led to improved attendance, enhanced academic performance, and higher Math and English scores. Employee volunteers also played an active role in driving these outcomes. The Social Return on Investment (SROI) analysis revealed impressive returns of ₹4.00, ₹4.95, and ₹4.56 for every ₹1 invested in each program, respectively.

Volunteering

Our Approach

Brillio follows a structured and inclusive approach to volunteering, starting with mandatory orientation sessions for all new joiners to introduce them to the company's social impact goals. Volunteers identify their interests using Action Cards, helping match them with suitable opportunities. All activities are coordinated through Brillio's custom-built Volunteering Management Tool, which enables real-time tracking, impact measurement, and seamless coordination across locations. Additionally, Brillio conducts surveys to capture volunteer motivations, shares quarterly reports with BU heads, and holds fortnightly SPOC meetings to continuously improve engagement and outcomes.



Project Title	People	Date	Volu
Mentoring Students in STEM	Catalina Nicoleta Iordache Dragos Stoica	09/06/2023	5
National STEM Program	Sangeetha U Ritu Sharma	09/22/2023	6
Science DIY	Raj Kumar Rau	09/20/2023	7
Digital day	Vinista Husoballi Maipreet Kaar NAGENDRA KS	09/11/2023	3

Volunteering Programs

One on One Mentoring

Brillio's One-on-One Phone Mentoring initiative ensures continued learning for students in underserved areas who lack access to smartphones or stable internet. Through this program, Brillio volunteers connect with students via daily 30-minute phone calls for 30 consecutive days, offering personalized academic support and mentorship.



Family Volunteering

Brillio's Family Volunteering initiative extends its community impact by inviting employees' family members to participate in both in-person and virtual volunteering activities. This inclusive approach strengthens the culture of giving back, encourages intergenerational involvement

Digital Literacy Program

Brillio's Digital Literacy Program trains underserved girls and government school teachers in Microsoft digital tools to build essential tech skills. Over 100 girls and 2,200+ teachers have been trained, with 30 girls securing jobs. The program promotes digital inclusion and employability through focused, practical learning.



The image features a woman with dark hair and bangs, wearing a grey t-shirt, sitting at a wooden desk. She is smiling and looking at a laptop. On the desk are a smartphone, a notebook, and a pen. In the background, there is a large graphic with the letters 'ESG' in a bold, dark font. To the left of 'ESG' is a green leaf icon with the word 'Environment' below it. To the right is a building icon with the word 'Governance' below it. Below 'ESG' is a globe icon with the word 'Social' below it. The background also includes a faint image of a man in a suit and a woman's face, along with various business-related icons like a dollar sign, gears, and a bar chart. The overall color scheme is dark blue and green.

Governance



GOVERNANCE

At Brillio, we regard corporate governance as a fundamental pillar of sustainable and responsible business conduct. By embedding sustainability principles within our governance framework, we strive to ensure that our operations are ethically sound, environmentally responsible, and socially equitable. This integrated approach not only reinforces our long-term value creation for stakeholders but also fortifies the organization’s resilience and ethical integrity.

Our governance structure is anchored in a comprehensive Code of Conduct that defines the standards of ethical behavior expected from all employees, business partners, and suppliers. To uphold these standards, Brillio has instituted a suite of formal policies, including the Foreign Corrupt Practices Act (FCPA) Policy, Anti-Bribery Policy, and dedicated mechanisms for dispute resolution, arbitration, and grievance redressal. These measures collectively ensure transparency, accountability, and compliance across all facets of our operations.

Board Overview

At Brillio, we prioritize attracting highly skilled, technically proficient, and forward-thinking professionals to support our diverse service lines. Our hiring spans a wide range of functions including design, consulting, solutions, product development sales, and mobility services—as well as core business areas such as human resources, marketing, and finance.

We actively recruit from leading engineering colleges and technical institutions, selecting top talent with strong potential. New graduate hires participate in a structured learning and development program, complemented by micro-learning opportunities designed to enhance their practical, on-the-job skills and accelerate career readiness.



Raj Mamodia
Chairman,
Founder & CEO



Vikram S. Pandit
The Orogen Group
Board Member



Pavninder Singh
Bain Capital
Board member



Ashish Singh
Independent
Director



Jennifer Harris
Independent
Director



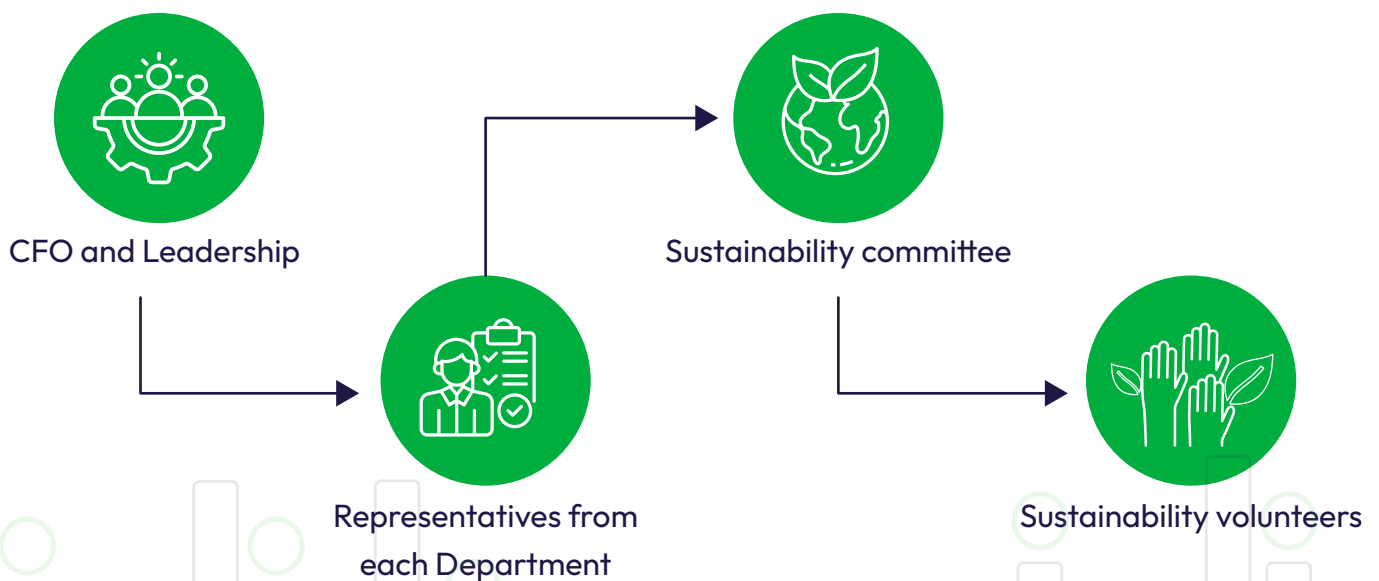
Robert E. Sell
Independent
Director

Sustainability Committees

Our Sustainability Committee plays an essential role in driving the company's ESG efforts. The committee meets regularly to review risks and opportunities related to sustainability performance and ensures alignment with Brillio's strategic objectives.

It is responsible for executing the sustainability strategy by collecting data, assessing impacts, and reporting progress to senior leadership. The committee also oversees the implementation of initiatives across locations, ensuring they are effectively carried out. To strengthen on-ground engagement, the committee works closely with sustainability volunteers at each site to deploy employee-led initiatives and track their performance—promoting consistent execution and measurable impact across the organization.

The Sustainability Committee, chaired by the Chief Financial Officer (CFO), is responsible for operational oversight of climate-related matters. The Committee convenes regularly to review progress against environmental targets, monitor implementation of the climate transition plan, and assess alignment with corporate objectives. To support informed oversight, the Head of Sustainability presents detailed reports and forward-looking plans to the Committee. These include budget allocations and performance updates on key activities such as greenhouse gas (GHG) inventories, climate risk assessments, and sustainability initiatives. The Sustainability team plays an executional role, identifying and managing climate-related risks and opportunities, and ensuring that data-driven insights are incorporated into decision-making. This structured governance approach strengthens Brillio's ability to meet its environmental commitments while embedding sustainability into business operations.



Business Ethics

Business Conduct Policy

We have instituted a comprehensive Code of Ethics and Business Conduct Policy, which forms an integral part of our corporate governance framework. The policy is formally approved by Senior Management, reflecting Brillio's commitment to fostering a culture of integrity, accountability, and ethical leadership. To ensure broad awareness and accessibility, the policy is disseminated through the internal SharePoint portal and reinforced by structured training programs designed to embed ethical practices across the organization.

Compliance with the Code is supported through periodic training sessions conducted for employees, contractors, and other relevant stakeholders. These initiatives not only strengthen awareness of ethical responsibilities but also reinforces our dedication to upholding the highest standards of transparency, fairness, and responsible business conduct in all aspects of its operations.

Anti-Corruption Policy

In order to uphold the highest standards of integrity through a comprehensive Anti-Corruption and Bribery Policy, we have reinforced the company's zero-tolerance stance toward bribery, corruption, and unethical conduct. To safeguard its operations, corruption risks are periodically assessed across regions and business functions, ensuring proactive identification and mitigation of potential vulnerabilities.

The framework mandates regular training programs on ethics and anti-corruption for employees, contractors, third parties, and Board members alike, fostering a culture of accountability and ethical awareness throughout the organization. In addition, we implement rigorous third-party due diligence procedures, designed to ensure that our business relationships align with our company's ethical standards.

To further strengthen oversight, we maintain confidential reporting mechanisms that allow stakeholders to raise concerns securely and without fear of retaliation. These mechanisms are complemented by regular audits and internal control reviews aimed at detecting and preventing irregularities. Any violation of the policy is met with decisive action, which may include disciplinary measures up to and including termination of employment or engagement, alongside potential legal consequences.

Reporting & Grievance Mechanism

We have a formal and robust grievance and whistleblower mechanism designed to uphold the highest standards of ethical conduct. Oversight of this mechanism rests with the Whistleblower Committee, which is responsible for reviewing, investigating, and resolving all reported cases of misconduct, policy violations, or unethical behavior.

The process ensures strict confidentiality, protection against retaliation, and a fair and timely resolution of concerns. Employees, contractors, and third parties are encouraged to raise issues without fear, thereby fostering a culture of transparency and accountability.

In addition to internal stakeholders, external stakeholders, including clients, vendors, and other business partners—are also empowered to report ethical concerns. Dedicated whistleblower channels, such as a confidential email address outlined in the company's Code of Conduct, allow for both anonymous and identified submissions. All reports are assessed by the Whistleblower Committee for credibility and, where warranted, a formal investigation is conducted in alignment with the company's Whistleblower Policy.

This mechanism underscores our commitment to ethical business practices, ensuring that every concern is addressed with integrity and fairness



Ethics Breach Management

We follow a structured process to address ethical breaches, reinforcing our commitment to integrity and compliance. Any violation of company policies or ethical standards may result in disciplinary action, including termination of employment or engagement, and, where applicable, legal proceedings.

We have instituted a Supplier Code of Conduct, which is formally communicated to all third-party partners. The Code requires adherence to our ethical principles, anti-bribery commitments, and fair business practices. Any violation of the Code may result in immediate termination of the supplier agreement.

Outcomes of ethics investigations are communicated to the individual who raised the concern through secure channels, including email or official postal correspondence. Throughout this process, Brillio ensures strict confidentiality, protection against retaliation, and compliance with all relevant policies.

Tax & Compliance

We maintain strict adherence to all applicable tax, legal, and ethical regulations across our operations. Tax compliance is overseen by the Group Finance Controller, who ensures accuracy, transparency, and accountability in all tax-related matters. During the reporting period, there were no breaches related to ethics, competition, or legal compliance. We uphold a zero-tolerance policy toward corruption, with all employees completing anti-corruption training to reinforce awareness and ethical conduct across the organization.

The company is not a member of any external ethics-related initiatives or associations but continues to strengthen internal practices and governance frameworks to ensure full compliance and integrity in business operations.

Risk Management

We maintain a comprehensive risk management approach to support our long-term sustainability objectives. Brillio periodically assesses a range of risks, including those related to climate change, and implements strategies to address them effectively.

A formal risk framework manual is in place, which undergoes annual review and revision to ensure relevance and effectiveness. Risk assessments are conducted on an ongoing basis to maintain oversight and responsiveness. The Board of Directors defines risk-related objectives and strategies and involves relevant management based on the type and complexity of the risk. Inputs from internal and external stakeholders inform this process, while reporting from geo and departmental heads ensures compliance with applicable requirements.

Brillio emphasizes transparency, accountability, and equity across its operations as part of its commitment to effective risk governance.

Risk Management Initiative



Financial & Legal Risk

Brillio manages financial and legal risks through regular borrowing reviews and expert consultation to minimize interest rate fluctuations. A senior finance manager oversees monthly status reports and follows a defined action plan to address variances. The company uses an internal audit system and authority matrix, reviewed monthly with root cause analysis. Financial reporting is validated through checklists and formal sign-offs, while the Director's Responsibility Statement outlines the preparation process for annual accounts.



Business Strategy Risk

Brillio addresses business strategy risks by aligning with its strategic direction through coordinated decisions led by the CEO, finance, sales, and delivery teams. To manage customer and geo-concentration risks, the company forms strategic alliances and ensures adequate business location risk coverage through appropriate insurance measures, supported by finance and legal functions.



IT & Technology Risk

Brillio mitigates technology and IT risks by adhering to strict security standards to manage infrastructure challenges and prevent IP leakage. Data is regularly backed up on servers and tapes to reduce the risk of loss or delays during system, desktop, or internet failures, ensuring business continuity and information protection.

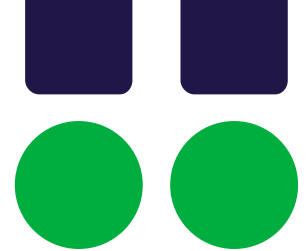


HR & Administrative Risk

Brillio addresses HR and administrative risks through measures that support talent acquisition, employee safety, and operational continuity. Strategies include referral programs, re-hiring policies, and career development planning. Physical security is ensured through access controls, regular fire drills, and safety equipment, while health audits and food quality certifications safeguard employee well-being.



Data Security



We place the highest priority on data security and privacy as integral elements of our business integrity and sustainability commitments. Brillio operates under a robust Information Security Management System (ISMS), certified to ISO/IEC 27001:2013 standards, to ensure the protection of client and stakeholder information and maintain the highest levels of data governance.

Comprehensive internal policies and controls are in place to protect sensitive data across all touchpoints. These include **protocols for physical access, remote work, device usage, password protection, multi-factor authentication, software updates, and incident reporting**. Employees are regularly trained through mandatory security awareness programs to ensure consistent understanding and compliance.

Our internal systems undergo periodic audits and compliance reviews to ensure adherence to data protection and information security standards. Brillio continuously enhances its security practices to address emerging threats and evolving regulatory requirements. We also uphold strict confidentiality standards through our HR policy framework, reinforcing our commitment to secure and ethical data handling across all operations.

We have a formal Information Security Policy in place, covering key areas such as defined roles and responsibilities, access controls and monitoring, incident response procedures, and periodic audits with policy updates. Brillio ensures that all employees complete annual cybersecurity training, promoting awareness and compliance across the workforce.

By maintaining a culture of vigilance and proactive risk management, Brillio ensures that client trust, operational integrity, and regulatory compliance remain uncompromised.



Compliance

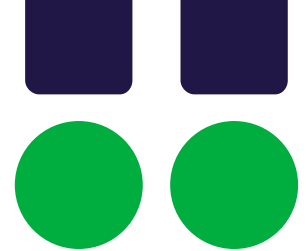
We uphold our commitment to international standards and frameworks as an integral part of our ESG strategy. Brillio holds certifications in ISO 27001 for Information Security Management, ISO 14001 for Environmental Management, ISO 45001 for Occupational Health and Safety, and ISO 41001 for Facility Management. These certifications reflect our adherence to globally recognized best practices and our continued focus on maintaining robust management systems across operational functions.

As a signatory to the United Nations Global Compact (UNGC), we align our business practices with its core principles on human rights, labor, environmental responsibility, and anti-corruption. To strengthen transparency and accountability, Brillio participates in recognized global ESG disclosure platforms, including the Carbon Disclosure Project (CDP) and EcoVadis. Through these initiatives, we reaffirm our commitment to continuous improvement and responsible corporate citizenship.

Certifications

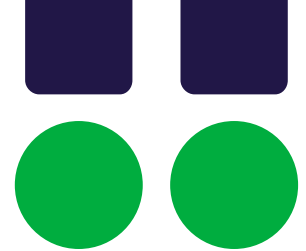


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Contact Us: info@brillio.com

For more information on our sustainability initiatives, visit our [Sustainability page](#)

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